



EMPLOY MILWAUKEE BOARD OF DIRECTORS

PROGRAM COMMITTEE MEETING

Wednesday, May 16, 2018

2342 North 27th Street, Milwaukee, WI 53210 - Room 116

MINUTES

Members Present: Ted Matkom, Chair, B.G. (Ret.) Robert Cocroft, Lois O'Keefe, Wallace White, Steven Xiong

Members Excused: Laura Bray, Lea Collins-Worachek, Randy Crump, Lupe Martinez

Employ Milwaukee Staff Present: Scott Jansen, Pete Coffaro, Rob Cherry, Chantell Jewell, Toni White, and Eileen McMahon

Guests Present: Carol Burgett (WI-DWD), Dr. Regina Smith (MATC), and Rachel Zietlow (MAXIMUS).

Chair Matkom called meeting to order at 9:10 a.m.

1. **Approval of Meeting Minutes from February 21, 2018**

After brief discussion, Ms. O'Keefe motioned to approve minutes; B.G. (Ret.) Cocroft seconded. Meeting minutes were approved as circulated.

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

- **Local Plan Updates**

- **Update on Local WIOA Policies**

As a follow-up to the March Board of Director's Meeting, Mr. Coffaro provided a brief update to committee members on the transition and implementation of the newly adopted Youth Incentive, Individual Training Accounts, and Supportive Services Policies.

- **WDA 2 Chief Elected Officials Consortium Review of WIOA Local Plan PY 18 Modification**

Mr. Jansen informed the committee that Intergovernmental Cooperation Council (ICC) established bylaws for the Workforce Development Area (WDA) 2 Local Elected Officials Consortium, which includes language regarding the Designated Chief Elected Official. Mr. Jansen shared a redline draft of the WIOA Local Plan modification with the consortium and received unanimous approval. The public review period ends next week with submission of the Local Plan to Wisconsin Department of Workforce Development (DWD) required by June 1st, 2018. A copy of final version of Local Plan will be emailed to Program Committee in June.

Ms. O'Keefe motioned to approve WDA 2 WIOA Local Plan PY18 Modification; B.G. Robert Cocroft seconded. Local Plan Modification was approved unanimously.

- **State Identification of Planning Regions and Regional Coordination**

The State has indicated that WDAs 1, 2, and 3 will be one "planning region" with a regional plan to be developed over the next 24 months. The M7 Talent Strategy should complement WIOA Regional plan.

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Deaf, hearing or speech impaired callers may reach us by the Wisconsin Relay number 711.

- **Negotiation of Local Performance Measures**

At the time of the meeting, Employ Milwaukee had not yet received WIOA performance indicator goals for the Program Years (PY) 2018 and 2019.

- **Career Pathway Development**

Wisconsin is recognized nationally for leadership in career pathways. Karin Smith will be presenting on Regional Career Pathways at the next Required Partners meeting on June 20th, 2018.

- **Proven and Promising Practices:**

Last year DWD analyzed the Wisconsin Eligible Training Provider List (ETPL) and found some information by some providers to be lacking. DWD is developing a policy and automated application system for the ETPL. Committee members were encouraged to visit the Employ Milwaukee website (<https://www.employmilwaukee.org/Employ-Milwaukee/Partners/Service-Providers.htm>) to view a process map for local ETPL procedures.

3. One-Stop Operator Report

Ms. Zietlow of MAXIMUS, the One Stop Operator (OSO) for WDA 2, provided a brief quarterly report. A Required Partners meeting was held on April 11th, 2018. Topics included partner survey results on service coordination in WDA 2 American Job Center (AJC) System as well as briefing and planning for Business Services Integration and the Milwaukee Jobs Collaborative. The Combined Core Partners meeting was held last week on May 9th, 2018, and customer satisfaction surveys and promotion of upcoming workshops were discussed. Initial results of that survey are promising, with over 99% of respondents indicating they would recommend an AJC.

Chair Matkom posed question on what the One Stop Operator could do better. Ms. Zietlow stated the priority right now is collaboration between organizations to avoid duplication of services, noting that the OSO strives to be viewed as a support to partners. This topic will be reviewed again after receiving all survey feedback.

4. WIOA Core and Combined State Plan Partner Status Reports

Title IB – Adult, Dislocated Worker, Youth

Mr. Coffaro explained that Employ Milwaukee is ensuring providers are tracking and reporting outcomes. Employ Milwaukee will need authorization to renew WIOA Title I-B Program contracts for two additional years. America Works and MAXIMUS are new to the Dislocated Worker program and were required to submit performance improvement plans last November. Third quarter numbers have turned around in enrollments and placements and Mr. Coffaro reported no major compliance issues to date.

Carol Burgett of WI DWD's Job Service provided an overview on DWD/EM sponsored Career Expo held on May 3rd at State Fair Park. Over 150 employers signed up, and 50 partners and resources also participated. Approximately 600 job seekers attended versus 650 in 2017. The planning committee of the Career Expo will be reviewing surveys and contacting employers for hiring results.

5. Workforce Research and Labor Market Information Analysis

Handout – Milwaukee County Job Openings

Mr. Jansen summarized data in handout regarding Milwaukee County Job Openings, stating that the piece provides information about demand and projected growth in our area. Construction, management, production and transportation are the fastest growing sectors of the local economy.

6. Employer Engagement Updates

Rapid Response activity for JCPenney and Bon-ton has continued. Information sessions and transition center services were immediately established in conjunction with our workforce partners for affected employees of both employers. The Rapid Response activity for Bon-Ton was particularly busy the week of May 7th through May 11th with multiple information sessions and establishing a transition services center for the week, all scheduled within two business days. Additionally, EMI convened a hiring event on May 11th. A summary of the Rapid Response services provided to Bon-ton is on the website at <https://www.employmilwaukee.org/Employ-Milwaukee/Programs--Services/Reentry/Adult-and-Dislocated-Worker-Programs/Bon-Ton-Dislocation.htm>.

7. Standard Program Reports

Placements: Employ Milwaukee has an unsubsidized placement goal of 2,250 and has reached 1,982 placements to date. There was a question about how placement is defined. Mr. Coffaro responded that a verification is done with employer and then verification with Experian.

Placement Wages: The committee reviewed the graph for placement wage activity. Depicted are average hourly wages for adult, youth, reentry and an overall blended number of \$13.23 per hour. A question was posed regarding the wage gap between adult and reentry. Mr. Coffaro responded that often reentry individuals need to connect with employment immediately, sometimes referred to as "Rapid Attachment" to employment. The goal is to continue to look at opportunities to place individuals at higher wages but most often the immediate goal is getting the re-entry job seeker into a stable employment situation as soon as possible.

8. Other Business

- **Action: Contract Renewals (Windows to Work)**

Windows to Work is a 1-year contract for services provided 60 days to 12 months prior to release and is a Wisconsin Department of Corrections (DOC) program. The last budget increased by \$1.5 million of which, 40% is state funding. Chair Matkom stated as a policy we should open to other providers to show transparency. Ms. Jewell commented that other agencies were surveyed at one point and very few were equipped to handle medium to high risk participants. Nevertheless, more information will be shared in advance for future contract approvals.

The Program Committee authorizes the President/CEO to negotiate and execute a contract with the Center for Self-Sufficiency in an amount not to exceed \$221,898 to provide workforce services per the Windows to Works program as directed by Employ Milwaukee.

Ms. O'Keefe motioned for approval of Contract Renewal for Windows to Work for 1 year with a follow up on Procurement, B.G. (Ret.) Cocroft seconded, motion was approved unanimously.

- **Action: Contract Renewals (Title 1-B Service Providers, WDA 2 OSO)**

Mr. Coffaro summarized the requests to authorize the President/CEO to negotiate and execute contracts with WIOA Title 1B service providers for Adult, Dislocated, Out-of-School, and One-Stop Operator services for PY 2018. Employ Milwaukee has completed a review of nine months of performance of each Title 1B service provider and recommends contract renewal for Year Two for all providers, with some modifications as indicated on Mr. Coffaro's memo to the Program Committee dated May 11th, 2018. The request were as follows:

- The Program Committee authorizes the President/CEO to negotiate and execute a contract with MAXIMUS Human Services, Inc. in an amount not to exceed \$300,000 to provide Adult Services as directed by Employ Milwaukee.
- The Program Committee authorizes the President/CEO to negotiate and execute a contract with America Works of Wisconsin, Inc. in an amount not to exceed \$300,000 to provide Adult Services as directed by Employ Milwaukee.
- The Program Committee authorizes the President/CEO to negotiate and execute a contract with MAXIMUS Human Services, Inc. in an amount not to exceed \$175,000 to provide Dislocated Worker Services as directed by Employ Milwaukee.
- The Program Committee authorizes the President/CEO to negotiate and execute a contract with America Works of Wisconsin, Inc. in an amount not to exceed \$175,000 to provide Dislocated Worker Services as directed by Employ Milwaukee.
- The Program Committee authorizes the President/CEO to negotiate and execute a contract with UNCOM in an amount not to exceed \$462,500 to provide Out-of-School Youth Services as directed by Employ Milwaukee.
- The Program Committee authorizes the President/CEO to negotiate and execute a contract with Dynamic Workforce Solutions in an amount not to exceed \$462,500 to provide Out-of-School Youth Services as

directed by Employ Milwaukee.

- The Program Committee authorizes the President/CEO to negotiate and execute a contract with MAXIMUS Human Services, Inc. in an amount not to exceed \$50,000 to provide One-Stop-Operator Services as directed by Employ Milwaukee.

B.G. (Ret.) Cocroft motion for renewal Contracts for Title 1B Service Providers and WDA 2 OSO for 1 year, Lois O'Keefe seconded, motion was approved unanimously.

- **Action: Contract Awarding (JCPenney Rapid Response Grant)**

The Program Committee authorizes the President/CEO to negotiate and execute a contract with MAXIMUS Human Services, Inc. in an amount not-to-exceed \$75,000 and with America Works of Wisconsin in an amount not-to-exceed 75,000 to provide Rapid Response Services as directed by Employ Milwaukee.

Mr. White motioned for approval of JCPenney Rapid Response Contracts; Mr. Xiong seconded, motion was approved unanimously.

- **Action: Approval of 2018 Earn and Learn Worksite Agreements**

Mr. Cherry informed the committee that Earn and Learn program applications were consistent with previous year with 1,600 students completing applications. City of Milwaukee Mayor Tom Barrett partially funds this program, and the final number of participants is expected to be approximately 1,000.

The Program Committee authorizes the President/CEO to proceed with worksite agreements for the 2018 Earn & Learn Program.

Mr. White motioned for approval of 2018 Earn and Learn Worksite Agreements; B.G. (Ret.) Cocroft seconded, 2018 Earn and Learn Worksite Agreements approved unanimously.

- **Barriers to Employment for Youth and Young Adults in WDA 2**

Due to time constraints this topic was tabled until the next Program Committee meeting.

The meeting was adjourned at 10:33 a.m. by Chair Matkom.

Next Program Committee Meeting: Wednesday, August 15, 2018, from 9:00-10:30 a.m. at Employ Milwaukee
Next Board of Directors Meeting: Thursday, June 14th, 2018, 8:30 -10:00 a.m. at Employ Milwaukee