



EMPLOY MILWAUKEE BOARD OF DIRECTORS

YOUTH COMMITTEE MEETING

Wednesday, May 13, 2020

Via Zoom Technology

1:30 to 3:00 pm

MINUTES

Members Present: Jolene Cooley, Joe Schmidlkofer (for David Knutson), Maria Rodriguez, Chee Thao, Karen Burns Sotak, Dionne Grayson, Sharlen Moore

Members Excused: Katrice Cotton (Chair), Chytania Brown, Derick Cornelius, Donta Holmes, Karen Higgins, La Toya Sykes, Gerard Randall, Curtis Shepard

Guests Present: Renee Logee (DWFS), Juan Gamez (DWFS)

Employ Milwaukee Staff Present: Pete Coffaro, Toni White, Tim McMurtry, Eileen McMahon

Peter Coffaro, Vice President, Programs and Business Solutions, facilitated meeting due to Dr. Cotton's unavailability. Mr. Coffaro called meeting to order at 1:32 p.m.

1. Introductions

Everyone introduced themselves.

2. Review and Approve Minutes from May 13, 2020

Mr. Coffaro requested members review minutes from May 13, 2020 and relay any changes or omissions needed. After briefly discussing, minutes were approved as circulated.

3. Workforce Innovation and Opportunity Act (WIOA) Local Plan

a. Policies Related to Youth

- Definition of Youth Who Needs Additional Assistance
- Youth Incentive Policy

Packet Information – Coffaro Memo dated 08/10/20 Re Annual Policy Review, EMI Policy 18-02 Definition of Youth Who Needs Additional Assistance, EMI Policy 17-03 Youth Incentive Policy, Attachment A
Members reviewed EMI policy revisions related to Youth Additional Assistance and Youth Incentives.

Current definition of Youth 'Who Needs Additional Assistance' below:

- Participant in an out-of-school youth program who requires additional assistance to enter or complete an educational program, or to secure and hold employment or an in-school youth who requires additional assistance to complete an educational program or to secure or hold employment as defined by State or local policy.

Employ Milwaukee's definition includes the following:

- *Has experienced or witnessed a recent traumatic event, including domestic violence or abuse, or resides in an abusive environment*
- *Has even been dismissed or had a non-voluntary separation from employment*

Additionally, an applicant to the WIOA In-School Youth (ISY) Program can meet this definition if the below characteristic applies. This characteristic must be substantiated by a school record, which may include a documented statement from a school official:

- *Has previously dropped out, been suspended, or been expelled from school*

WIOA permits incentive payments to participants of the WIOA Title I-B Youth Program for recognition and achievement directly tied to training activities and work experiences. EMI offers reasonable incentives to youth participants in recognition for achievement in their training, education, and work experiences.

Allowable activities include:

- Attaining a credential
- Achieving a certain grade point average
- Graduating from secondary school or an equivalent program
- Completing a work experience
- Entering unsubsidized employment
- Being accepted into a post-secondary school, and
- Showing improvements marked by testing

Attachment A clearly identifies the types of program milestones that qualify for incentive payments and award amounts and specifies any limitations. Members reviewed attachment A and were very excited about implementation of milestones and incentives.

Question was posed if incentives come with financial resources and if there are services or additional items needed? Toni White responded that only 5% of every 100 Youth fall into this category. Mr. Coffaro requested a motion to recommend proceeding with revised policies to Program Committee.

Sharlen Moore motioned to approve Definition of Youth Needing Additional Assistance Policy (18-02) and Youth Incentive Policy (17-03), Maria Rodriguez seconded; both policies approved unanimously.

4. Youth Program Reports

a. EARN & LEARN

COVID 19 impacted 2020 EARN & LEARN program in more ways than having to electronically apply. There was confusion because the City of Milwaukee canceled their program. For the first time, process was handled entirely from pre-registration, including eligibility to securing needed documentation. Due to this, individuals needed multiple follow up phone calls by staff. EMI had funding and applications for 423 students. Youth all had great experiences. Mayor Barrett does some of the fundraising and we would like to work on the fundraising earlier for 2021 program. Question was posed on pre-registration numbers vs. employed? Also, what are some of the barriers and how do we overcome? Mr. Coffaro responded we will have more complete data for the November meeting, if not sooner. Data has been collected from students, but EMI still needs to get data from worksites. Everyone that had a complete application was offered a position.

b. WIOA In-School

EMI ran a program internally until November 2019 due to staff reduction that impacted our ISY program and EMI went out to bid for these services. Boys and Girls Club submitted highest ranked proposal – they were already doing after- school programming in the locations where we needed a program coordinator. In retrospect, part of the problem was that goals were unrealistic given that the program was transitioning from EMI to Boys & Girls Club.

Next steps – Pete will send members information on Boys and Girls Club ISY performance, which will include goals for this year.

c. Brighter Futures

This funding is meant to compliment WIOA ISY funding so that the same services can be provided to students not eligible for WIOA. The provision of the service is the same and similar outcomes of employment or employability. Out of the 220 young people, 120 were WIOA eligible and 100 were not. While WIOA is employment program, Brighter Futures is more education related. The strategy moving forward will encompass how we engage youth virtually and how do we stretch the net of those we can assist. Question was posed if providers are in multi-year contracts? Response was one year with possibility of three one-year extensions depending on funding and performance. Question was further posed what happens if provider is not meeting goals? By February's Youth Committee meeting, EMI will have six months of performance data to decide to continue with the provider or proceed to a procurement process.

d. WIOA Out-of-School Youth

OSY service providers were generally on track until COVID 19 in mid-March and some instances exceeding goals for placement. Mr. Coffaro informed members that OSY service providers would be presenting today. After each presentation, committee briefly discussed.

(DWFS presentation with Karen Sotak)

Question was posed if providing access to youth through laptop or Chromebook? What access other than phone? Karen Sotak, DWFS, responded virtual training can be done via phone and have an IT grant for some Chromebooks available as loaners. Those families without Wi-Fi may go into one of the offices of our partnership organizations throughout Milwaukee County. We will do anything to help youth be successful.

(UNCOM presentation with Renee Logee and Chee Thao)

Question was posed with current COVID status, what is UNCOM doing to move toward metric/goal of more young people enrolled? Chee Thao responded UNCOM was on track to meet goals on all metrics prior to COVID and for this contract year have recruited 40 youth in six weeks and will continue to recruit. Question was further posed for age range for participants? Response was 16-24 years old for OSY. Ms. White added age range is 14-21 for ISY.

Next steps – Mr. Coffaro suggested that providers of different services should give presentations before the committee.

e. YouthBuild

Toni White explained that the YouthBuild model was designed for youth to navigate the construction industry leading to an HSED MC3 industry-recognized credential. Training incorporates learning in class and hands on field work. Two cohorts of 36 have been held to meet goal of 72. Classes run ten months, 28 hours per week at \$10/hour. Cohort 1 began in July 2019. Latest cohort began in August 2020. YouthBuild program is exceeding the measurable skills gained goal with 29 vs. 25.5 and below goal for credential attainment with 14 vs. 17. Ms. White read a success story for Shaketa Martin, who is very close to earning her HSED due to her focus on her goals.

Question was posed if metrics on completion rate for Cohort 1 were available? Ms. White responded that EMI is submitting the national report and preparing that information this week and can be shared at the November meeting.

f. Compete Milwaukee

Due to COVID 19, Police Ambassadors recruitment was cancelled. Contractor Connections program had a goal of 18 with Youth co-enrolled in WIOA OSY Program. This is paid work experience with city contractor with certified OSHA training. This cohort began on June 1, 2020 and will run for six months, 28 hours per week at \$12.53/hour. For the Transition Job Program for adults, there was a project extension with 45-55 enrolled in next month.

g. Motivated to Apprenticeship Pathways

MAP is an integrated, cognitive, behavioral change and employability program with a paid learning and training experience aimed at reducing recidivism and contact with the criminal justice system. Program is for justice-involved youth and adults, ages 18-24, residing in Milwaukee's high crime/high poverty neighborhoods. Currently at 72% of goal and need 56 more individuals. Recruiting now until September 15, 2020. Please review the flyer and refer anyone interested to Wylbur Holloway. Ongoing phone and Zoom orientations being scheduled with CFSS staff for eligible and interested candidates.

h. TechHire

TechHire cohort will be finishing the end of June 2020. This grant has been extended to December 2020. Target group is youth up to age 29. This is extension of WCTC cohort training. Program transitioned from an in-person 16-week boot camp to virtual within two weeks after statewide Stay at Home Order issued in March. Enrolling final participants through September 15, 2020 to meet completion and credential outcomes.

5. Youth Committee Member Updates –

Sharlen Moore, Urban Underground, personally thanked staff for hard work during difficult times. Ms. Moore reported their E&L program went extremely well and staff and students had a great time. She has a link she will provide Pete Coffaro, so we can discuss campaign designed to help solve how do we invest back into individuals, that is launching on Friday. Happy to share the link with others who are interested.

6. Other Business

No further discussion due to time constraints.

Next Youth Committee Meeting: Wednesday, November 4, 2020, 1:30 to 3:00 p.m.

Next Board of Directors Meeting: *Thursday, September 10, 2020; 8:30 -10:00 a. m. via ZOOM* (date has subsequently been changed to December 10, 2020)

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