



EMPLOY MILWAUKEE BOARD OF DIRECTORS

YOUTH COMMITTEE MEETING

Wednesday, February 10, 2021

Via Zoom Technology

1:30 to 3:00 pm

MINUTES

Members Present: Dr. Katrice Cotton (Chair), Karen Sotak, Chytania Brown, Jolene Cooley, Donta Holmes, David Knutson, Sharlen Moore, Gerard Randall, Chee Thao

Members Excused: Derick Cornelius, Dionne Grayson, Karen Higgins, La Toya Sykes

Employ Milwaukee Staff Present: Toni White, Tim McMurtry, Suzanne Reinstein, Eileen McMahon

Chair Cotton called meeting to order at 1:35 p.m.

1. Welcome

Chair welcomed members to the meeting.

2. Review and Approve Minutes from November 4, 2020

Chair Cotton requested members review minutes from November 4, 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

- Child Protection Policy – Review and Discussion (Approval)

Packet information – Employ Milwaukee Draft Child Protection Policy Statement

Youth Committee discussed and reviewed the Child Protection Policy. Ms. White reported that the United Way grant EMI received required a Child Protection Policy, which was drafted for your approval. Staff has meeting scheduled for Friday regarding compliance requirements followed by legal counsel review. Included in the policy are worksite staff criminal background checks, requirements, and procedures, which include interaction guidelines to keep agency and employees safe. This new policy will be added to worksite manuals. Chair Cotton requested feedback and hearing none instructed members to direct any feedback to Toni White by Monday, February 15, 2021, so could be incorporated prior to Program Committee meeting on February 18th, 2021.

Gerard Randall motioned to approved Child Protection Policy and send to Program Committee for review; Sharlen Moore seconded; approved unanimously.

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4. Youth Program Reports

a. EARN & LEARN

i. E&L Schedule

Application for Worksites will be released on March 8th, 2021 and March 15, 2021 for ISY students. Planning for programming to be a hybrid of virtual and face-to-face. Hoping to expand number of worksites this year to create more opportunities for these youth. EARN & LEARN will begin on June 21st, 2021 at worksites and go through August 6, 2021. There will be other important dates as we move through process. Working on refining application to include COVID questions. Mr. Knutson added to feel free to reach out to Boys & Girls Club later this week for assistance with access points.

ii. E&L Fund Development Committee Updates

Ms. White reported E&L Fund Development Subcommittee has been meeting since last December to support goal of servicing 1,200 In School Youth (ISY). To reach this number, she estimates requiring 6,000 applications. Currently drafting a solicitation letter endorsed by Ms. Brown and Mayor Barrett as part of our outreach and fundraising strategy. Goal is that all eligible students that follow process will have a slot. Ms. Brown will be meeting with the Mayor on Friday with his Chief of Staff and Youth Council to update them and learn Mayor's expectations for this program. Another potential idea would be to develop a video on EARN & LEARN program.

Next steps – Ms. White will prepare notes from Youth Council and send to Ms. Brown by Thursday.

b. Brighter Futures

This program is a combination of ISY and Non-ISY and both low-income and not. The calendar for meeting goals is January through December, unlike WIOA which is July through June. Ms. White went over the graph that includes both goals and YTD actuals. COVID has created some challenges in meeting outcomes. A plan was put together with providers to move forward and work differently in 2021 during a period of high staff turnover and new hires. This will be our 2021 Strategy Plan. By the end of this quarter, 100 enrollees for 2021. Question was posed on frequency of goal changes? Response was every year start over with new annual plan; however, many goals are not changed for this year. Question was further posed who do we partner with from MPS? Chair Cotton responded Eric Radomski is the liaison from MPS or members can call or email her directly.

c. WIOA In-School

The Boys and Girls Club (BGC) is our contracted In School Youth provider. Currently looking at metrics from July 1, 2020 through January 31, 2021 and below goal in all areas. Ms. White has her staff working with this contractor to provide WIOA technical assistance support and BGC has been on four-month performance improvement plan and have been seeing some progress and momentum. Mr. Knutson explained there have been challenges collecting paperwork in virtual environment. Ms. Reinstein met with BGC staff to discuss different ways of handling service intake to improve results.

Next steps – Mr. Knutson requested to speak to performance offline with Ms. White.

d. WIOA Out-of-School Youth

This program focuses on high school graduates or drop-outs looking for next step. Chee Thao and Karen Sotak represent UNCOM and DWFS on this committee for these service providers. Members discussed metrics for July 1, 2020 through January 31, 2021. Exceeding for training/education enrollments, however below goal for new enrollments, placements, and credentials. Performance meetings have been scheduled with providers. Every month EMI tracks the ebb and flow of meeting goals and develops strategies to improve. DWD informed us that boards are not meeting these measures across the state due to COVID restrictions and goals may be possible to renegotiate at some point due to this. Goals are considered met if at 90% of goals. Members briefly discussed these results.

e. YouthBuild

EMI is in second cohort of 36 which began in August 2020. There are three worksite partners. Trainees are co-enrolled in WIOA and YouthBuild and aligned with available wrap-around services. HSED completion is a component of this training and is industry-recognized credential. Credential attainment goal is 75% and at 38 are below goal at just over 50%. Exceeding goal in measurable skills gain. Ms. White reported looking for positive outcomes as we move into spring and summer months. Recently submitted YouthBuild proposal for Construction Plus model which has a higher goal of 92 youth with 72 in construction and 20 in healthcare.

f. Compete Milwaukee

This certified training for high school graduates aged 18-24 leads to credential in OSHA, safety, lead supervisor. The City of Milwaukee subsidizes this work with City contractors. Cohort of 18 began June 1, 2020 and completed mid-December. The training is 28 hours per week at \$12.53/hour. At recent CDL permit training at EMI, 15 CDL permits were earned. Individuals from this cohort are currently applying for City and private sector opportunities.

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. Benefits of program include career counseling, training, supportive service, driver's license recovery and placement services.

Members reviewed MAP scorecard provided by staff. Currently in 12-month period of follow-up for unsubsidized placements working with providers for direct hire positions. Learned at meeting with FTO program is going well (considering COVID) and are exceeding on recidivism rate and met enrollment goal. Question was posed if laptop is provided? Response was yes. Ms. White shared a success story from a participant named Hugo.

h. TechHire

This 16-week program is designed to get trainees to a certain point and then individual continues to get AA degree and further. Enrolling final participants through November 15, 2020 to meet completion and credential outcomes. Exceeded goals of participants served, participants enrolled in education/training and training completion. Employment outcomes have been a challenge due to economic impacts of COVID 19. Committee briefly discussed metrics and pleased this program has made a positive impact in the community.

i. New Model Description

The model was changed for implementation as an industry we want to promote for individuals that had some technology resources already and going well. This is a HERA/GMC partnership. HERA is a collaborative of 18 southeastern Wisconsin public and private two- and four-year colleges and universities and a network of partner organizations dedicated to closing achievement gaps. The Greater Milwaukee Committee is a private sector civic organization whose mission is to contribute to the cultural and economic base of the Milwaukee metropolitan area.

5. Youth Committee Member Updates –

Chair Cotton shared that MPS has reopened three buildings for special needs students and working with parents to ensure have opportunity to work with young people. Hybrid model M-T-Th-F with W virtual learning. Very excited to welcome back these 300 students. Will be petitioning the School Board in March to get kindergarten through 2nd grade back in April 2021 after spring break. Ensuring everyone socially distancing, wearing masks. Has been going well since last Monday.

6. Other Business

Ms. Brown shared newly created Career Resource Navigator (CRN) video with committee. She shared how proud she is of impact to those putting their lives at risk as well as impact in the community. This program helped us pivot during COVID 19 and provide temporary employment for those hurt the hardest by this crisis.

Ms. White reported nine youth have been awarded \$250 Kohls gift card from the Kohls grant to help with professional wardrobe for employment. A United Way video highlight featuring Leon was played.

Chair Cross adjourned meeting at 2:58 p.m.

Next Youth Committee Meeting: May 12th, 2021 at 1:30 p.m.

Next Board of Directors Meeting: March 11th, 2021 8:30 -10:00 a. m. via ZOOM

