



EMPLOY MILWAUKEE BOARD OF DIRECTORS

YOUTH COMMITTEE MEETING

Wednesday, May 13, 2020

Via Zoom Technology

1:30 to 3:00 pm

DRAFT MINUTES

(pending Committee approval)

Members Present: Katrice Cotton (Chair), Chytania Brown, Jolene Cooley, David Knutson, Maria Rodriguez, Chee Thao, Karen Burns Sotak, Karen Higgins, La Toya Sykes, Dionne Grayson, Gerard Randall, Sharlen Moore, Curtis Shepard

Members Excused: Derick Cornelius, Donta Holmes, MacArthur Weddle

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

Chair Cotton called meeting to order at 1:34 p.m.

1. Introductions

Everyone introduced themselves.

2. Review and Approve Minutes from February 12, 2020

Chair Cotton requested members review minutes from February 12, 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. Update on Local Plan

EMI is submitting a Local Plan per guidelines provided by the State. The original due date of May 15th, 2020 was extended to June 15th, 2020. Mr. Coffaro referenced specific sections of the Local Plan addressing youth including how we incorporate the fourteen (14) Program Elements into programming and how we connect with partners. **Next steps** – Mr. Coffaro requested members to go to the EMI website to review the Local Plan. The public comment period ends on June 1st, 2020. The local plan will be reviewed and hopefully approved by the Board of Directors on June 11, 2020. If you do have questions, contact Julie Cayo, Director-Planning at Julie.Cayo@employmilwaukee.org.

Pete Coffaro informed the committee that two actions needed to be taken to address a DOL finding for Supportive Services. EMI is creating a Youth Supportive Services Policy and changes include removing adult and dislocated worker references, removing language requiring other funding sources being pursued first (per DOL Monitoring) and including additional language for exam retakes. This policy will go into effect pending approval at May 28, 2020 Executive Committee meeting.

4. Youth Program Reports

a. WIOA In School Youth

Toni White explained that WIOA ISY and Brighter Futures grants run together.

b. Brighter Futures

This program engages young people to provide workforce and career services both during the day

and after school to assist them in navigating a career pathway. This program currently runs at same six high schools as ISY. Ms. Toni White reported that since November, big turn-around with eligibility and goals. However, COVID 19 quarantine has created some enrollment challenges with Youth understanding all the paperwork when completing online which led to results of below goal in all measures. Ms. White added these results will hopefully increase over the summer as we continue to use creative ways to increase performance indicators. Question was posed what is timeframe that you need to reach your numbers and is it part of the contract. Response was Brighter Futures runs January through December and WIOA Program Year is July 1 through June 30. There is some overlap in that program activities mirror each other but reporting outcomes is different. Recently rehired Romell Greer to focus on paid work experience for ISY and OSY Program Specialist, which should help to increase the performance numbers.

Next steps – Toni White will send out chart to members.

c. WIOA Title 1B Out of School Youth

Focus is on engaging youth who have graduated high school and directing into workforce or post-secondary options with a deadline of 6/30/20. Must combine academic component with paid work experience. Out of School Youth have more barriers. Needed services include GED assistance, reading and math skills testing and placement with TASE. DWFS and UNCOM are contracted providers. There has been a steady pace with enrollments and should have 87 enrollments by July 1st, 2020.

d. WIOA Performance

Performance indicators for ISY and OSY show goals have been met for this year. Earnings went up and tracking measurable skills gains. Question was posed if on track compared to prior year. Mr. Coffaro responded that credential attainment is most difficult and last year not even at 90%. The last two quarters we have met and hope that continues. Quality has been an emphasis in enrollments. Another question was posed regarding the different variables with this population so how do you improve numbers? Chee Thao, UNCOM, explained we are doing our best to meet metrics and do provide some supportive services. Karen Sotak (DWFS) added that youth tend to be mobile and leave and return and get reengaged.

e. Compete Milwaukee

There are three parts – EMI engaged in these two components:

WIOA Out of School Program (Contractor Connections)

- Goal: (18 goal) Youth co-enrolled in WIOA -OSY
- Certified training (OSHA, safety, lead supervisor), paid work experience w/ City Contractor
- Out of School (High School Graduate, 18-24)
- Starts on June 1, 2020 (~ 6 months training, 28 hours a week, \$12.53/hr.)

Police Ambassadors (Subsequently canceled due to Corvid 19)

- Goal: (20 goal) Older youth 18 – 24
- Scheduled to Start in June (~ 6 months, 24 hours a week, \$12.53/hr.)
- Recruitment on hold due to COVID 19 restraints.

f. YouthBuild

YouthBuild parameters are high school graduate or drop out with GED, 18-24 years old. Program runs ten months, 28 hours per week at \$10/hour. Currently recruiting the 2nd YouthBuild cohort with a start date for late July 2020. Currently gathering documentation but with current pandemic issues, fielding many calls with providers to collect data. 36 individuals are completing training. One challenge with this cohort was operating below 6th grade level for math and reading. Question was posed, with reading challenges what are best practices for encouragement and improving their proficiency? Ms. White responded by being supportive and figuring out how to motivate each individual. Then we measure where they are as individuals vs. the needs of the

group. This strategic program design has been impactful.

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. This is virtual training by Center for Self Sufficiency. We are currently at 48% of goal and need 98 more individuals. Question was posed can a young person enroll in multiple programs if they qualify? Yes, individuals can enroll in multiple programs depending on grant limits. EMI must meet enrollment goal by specified date.

h. TechHire

TechHire cohort will be finishing the end of June 2020. This grant has been extended to December 2020. Committee will be updated on this at August meeting.

i. EARN & LEARN

EARN & LEARN and Worksite applications have closed. Due to COVID-19, receiving proper documentation from applicants has been a struggle due to lack of technology at home and Job Center closures and at least 400 phone calls need to be made for clarification. Technical Assistance training for Worksites is scheduled for June 3rd and 4th. Program will run from June 22nd through August 22nd. 75 worksites are participating with opportunities for 500-600 students. Sharlen Moore expressed how grateful she was that EARN & LEARN program was continuing despite pandemic due to importance to community. Ms. Moore also volunteered to assist with fund development conversations earlier in the process for 2021 program and be proactive at City and State levels. Ms. Brown added that without additional fund development setting a goal is extremely difficult and appreciated committee's support.

5. Update on WIOA Procurement for Youth Services

Mr. Coffaro reported that proposals were due by April 3rd and received five for Adult and Dislocated Worker, five for Out of School Youth, and four for In School Youth. EMI is entering into negotiations with the following agencies:

- Adult and Dislocated Worker – Maximus and ResCare
- Out of School Youth – UNCOM and DWFS
- In School Youth – Boys and Girls Club of Greater Milwaukee

Question was posed regarding accountability of same vendors producing same results and was this factored in? Mr. Coffaro responded that evaluation committee utilized a scoring grid and prior performance/experience was one of the factors.

6. Youth Committee Member Updates –

- Chair Cotton shared that due to COVID-19 closure that the district sent out over 30,000 Chrome Books for MPS students, in addition to creating and distributing educational packets and meals to families without access. The Class of 2020 had cap and gown distribution and make-up graduation dates are being planned.
- Jolene Cooley reported that DWD had to cancel classroom portion of Summer Youth Program due to COVID-19. Numbers are down from last year.
- Sharlen Moore shared that she will be looking at variety of options to support young people this summer including brainstorming on virtual programming, staggered start times, PPE equipment supplies, etc., to be able to implement quality programming despite circumstances.

7. Other Business

No further discussion due to time constraints.

The meeting was adjourned at 3:06 p.m. by Chair Dr. Katrice Cotton

Next Youth Committee Meeting: Wednesday, August 12, 2020; 1:30 to 3:00 p.m.

Next Board of Directors Meeting: Thursday, June 11, 2020; 8:30 -10:00 a. m. via ZOOM

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