



## EMPLOY MILWAUKEE BOARD OF DIRECTORS

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### YOUTH COMMITTEE MEETING

Wednesday, November 4<sup>th</sup>, 2020

Via Zoom Technology

1:30 to 3:00 pm

### DRAFT MINUTES

(pending Committee approval)

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**Members Present:** Dr. Katrice Cotton (Chair), Karen Sotak, Chytania Brown, Jolene Cooley, Sharlen Moore, Gerard Randall, La Toya Sykes, Chee Thao

**Members Excused:** Derick Cornelius, Dionne Grayson, Donta Holmes, Karen Higgins, David Knutson, La Toya Sykes, Maria Rodriguez, Curtis Shepard

**Guests Present:** Tyrone McKee (BGC), Michael Waite (BGC), Joe Schmidkofer (BGC)

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

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

#### 1. Introductions

Everyone introduced themselves.

#### 2. Review and Approve Minutes from August 12, 2020

Chair Cotton requested members review minutes from August 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. Policies Related to Youth

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

*Packet Information – Coffaro Memo dated August 10, 2020 Re Annual Policy Review – Youth Policies, EMI WIOA Policy 17-03, Change 1 Youth Incentive Policy, Attachment A*

PY20-24 WIOA Local Plan is complete and being reviewed by DWD for final approval. The Youth 'requires additional assistance' definition review was rewritten to include:

- Youth who have experienced/witnessed a recent traumatic event
- Youth who have been dismissed or had a non-voluntary separation from employment
- Youth who have previously dropped out, been suspended, or been expelled from school

Youth Committee approved this new definition at August meeting and policy will now go before Executive Committee at their December 3<sup>rd</sup>, 2020 meeting. Question was posed is there a budgetary impact to new policy? Response was this allows us to pay incentives when they reach an incentive benchmark (see Schedule A) and no longer just performance benchmarks. Ms. Brown added there are currently no negative financial implications related to expanding this youth incentive policy.

#### 4. Youth Program Reports

##### a. EARN & LEARN

At the August Youth Committee meeting, we reported on demographics and outcomes. Now in phase where the evaluation and assessment information are being reviewed and looking at how we can improve for 2021. Ms. Brown added that she will be connecting with Mayor's office to discuss fund development to develop a plan. Recruitment begins in early Spring. Ms. White informed members that we will also begin soliciting worksites with virtual platform options. Also planning outreach with Milwaukee Public Libraries.

##### b. WIOA In-School

The Boys and Girls Club is our contracted In School Youth provider. Currently reviewing metrics from July 1, 2020 through October 29, 2020 and below goal in all areas except post-secondary education enrollments. Ms. White has her staff working with this contractor to provide WIOA technical assistance support and BGC is on a performance improvement plan and presenting strategy for improvement later in this meeting. Question was posed on likelihood of Boys and Girls Club meeting goals given performance thus far? Ms. White responded the pandemic has made it more difficult for them but now that more resources have been supplied and they are working from our offices twice a week to meet with students, she is hopeful. EMI recently promoted employee from another department to Youth Manager and should help with more focus on all youth programs.

##### c. Brighter Futures

Brighter Futures results were discussed by members for the period January 1, 2020 through October 29, 2020 (January through December grant calendar). Below goal in categories of:

	<u>YTD</u>	<u>Goal</u>
• Enrollments	45	166
• ACP Grade Level Completions	10	133
• Work Experience (Sub & Unsub)	37	125
• Job Readiness Training	15	116
• SEL Completion	20	133

One of the reasons for the shortfall is the COVID environment. Ms. Brown reported that at State level we may be given consideration for not meeting some goals and additional time on others. Committee discussed further and were concerned with Boys and Girls Club underperforming but encouraged EMI is taking seriously.

Sharlen Moore led a discussion on contracting with smaller providers. Ms. Brown added that groups need to come together and partner for their weaknesses. Some groups are great working with individuals but may not be with fiscal and paperwork. They would have to apply to an RFP as a partnered group.

**Next steps** – add to future agenda brainstorming on how to get young people services and supports they need.

(Presentation by Tyrone McKee and Michael Waite with Boys and Girls Club)

##### **Current Challenges:**

- Recruitment – no longer have presence in clubs or schools
- Enrollment – virtual is difficult due to comprehensive packet and difficult to follow up
- Staffing – lost three career planners over the summer and one planner quarantined in September
- Provision of Services – had to quickly develop alternative services in this environment

**Responses to Challenges:**

- Radio advertising on WNOV in November including on-air interview and social media promotion
- Increased staffing presence at EMI through November
- Invested in Kaleidoscope for improved electronic filing of paperwork
- Exploring new recruiting avenues county-wide including Southside Organizing Center who provided nine students for enrollment in October
- Between September and October BGC GM has 29 students in intake
- Extended three offers for career planner vacancies who are expected to start in November
- Participants will attend job readiness training and receive academic and career planning support

**2021 WIOA ISY and BFI Objectives:**

- Considering opening enrollment opportunities to freshmen students age 14+
- Finish SEL and JRT services with all enrolled participants
- Continue connecting students to both subsidized and unsubsidized work experiences, especially for Summer
- Continue mentoring and academic supports to ensure students are on track to graduate
- Leverage both private sector and internal connections (summer youth worker) to assist students in getting jobs

Thanked EMI for allowing BGC time to update this committee on our performance improvement track.

**d. WIOA Out-of-School Youth**

Members discussed metrics for July 1, 2020 through October 29, 2020. Exceeding new enrollments and training/education enrollments. Credentials earned at 13/28 which is below goal. Also, below goal in placements and paid work experience. Ms. White reported that four months into program year results are not a concern and should meet goals by June based on history with contracted partners. On the slide depicting PY19-20 WIOA Youth Performance all goals were exceeded. Recently received increased goals for PY20-21 due to this. These metrics refer to retention up to 12 months after youth exit programs, which is a WIOA requirement. Members briefly discussed these results.

**e. YouthBuild**

EMI had two cohorts of 36 to meet goal of 72. One was held in July 2019 and the second cohort started in August 2020. HSED completion is a component of this training. Recent hands-on portion of training was at Milwaukee Christian Center and included a crew of five women and a female site supervisor. As of October 30, 2020, exceeding goal in measurable skills gain but below goal in credential attainment. Question was posed how long is this training? Response was 10 month paid work experience.

**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. Current cohort of 18 began June 1, 2020 and should be completed by mid-December. The training is 28 hours per week at \$12.53/hour. Also received CDL permit training at EMI. Question was posed if any impact due to COVID 19? Response was funds are allocated at beginning of year, but it is possible some working hours have been reduced. Ms. Brown added there has been no indication of program funding being cut so will continue.

**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.

Our recruitment goal of 188 was achieved in September 2020. The current focus on the program is to achieve the training and placement outcomes. The use of approvable incentives has assisted greatly with this process. Toni White reported a success story on justice-involved participant who was released in September 2019. Thus far, he has received his driver's license, enrolled in college for business administration and is currently working part-time. He credits the positive shift in his life with his decision to participate in MAPS and capitalize on those resources.

**Next steps** – By February 2021 meeting will have MAPS scorecard available.

**h. TechHire**

Enrolling final participants through November 15, 2020 to meet completion and credential outcomes. Employment outcomes will likely be a challenge due to economic impacts of COVID-19. Question was posed if TechHire is a program meant to prepare interested individuals in IT infrastructure here in Milwaukee? Ms. White responded yes, individuals attend training through MATC or WCTC in IT leading towards A+ certifications and help desk roles. The program is designed to get them to a certain point and then individual continues to get AA degree and further. Ms. Brown reported that training had been located at tech hub building on 4<sup>th</sup> street (former church that was built out for this training purpose). Due to pandemic, training has moved to virtual learning. Question was posed how long is training? Response was 16 weeks. At end of training, job fair or other activity to connect to job opportunities is scheduled. Committee briefly discussed metrics and pleased this program has been a resounding success.

**5. Youth Committee Member Updates –**

Sharlen Moore wanted to encourage other members to support EMI in the important work they do for the community. Ms. Moore is interested in forming an EARN & LEARN Fund Development Subcommittee and would like to volunteer to be a participant. Ms. Brown loved this idea and added it would be crucial in increasing number of slots for students to participate in this program. Important to get funding ahead of time for planning. Additional volunteers included Karen Sotak and Gerard Randall.

**Next steps** – Chytania Brown will have assistant send out doodle poll and will send out to committee later this week to help schedule the first meeting for EARN & LEARN Fund Development Subcommittee.

**6. Other Business**

No further discussion due to time constraints.

**Next Youth Committee Meeting:** Tentatively 2<sup>nd</sup> Wednesday in February 2021

**Next Board of Directors Meeting:** Thursday, December 10<sup>th</sup>, 2020; 8:30 -10:00 a. m. via ZOOM

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