



## EMPLOY MILWAUKEE BOARD OF DIRECTORS

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### YOUTH COMMITTEE MEETING

**Wednesday, August 14, 2019**

2342 North 27<sup>th</sup> Street, Milwaukee, WI 53210 - Room 116

1:30 to 3:00 pm

### MINUTES

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**Members Present:** Katrice Cotton (Chair), Donta Holmes, Dionne Grayson, Gerard Randall, Maria Rodriguez, La Toya Sykes, Karen Sotak, Vera Ford

**Members Excused:** Lea Collins-Worachek, Jolene Cooley, Derick Cornelius, Karen Higgins, Mark Kessenich, David Knutson, Juvenel Levros, Sharlen Moore, Keith Posley,

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

Chair Cotton called meeting to order at 1:36 p.m.

**1. Introductions**

Everyone present introduced themselves.

**2. Review and Approve Minutes from May 8, 2019**

After brief review, May 8, 2019 minutes were approved as circulated.

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

*Packet Information – Coffaro Memo Dated August 8<sup>th</sup>, 2019 Re Advisement on the Annual Review of Local Definition of Youth Who Needs Additional Assistance, Employ Milwaukee Policy 18-02 Definition of Youth who Needs Additional Assistance effective December 13, 2018*

**a. Local Plan Updates**

**i. Youth “Requires Additional Assistance” Definition**

Per Coffaro memo, at the direction of the Wisconsin Department of Workforce Development (DWD) in 2018, Employ Milwaukee updated the local definition of a “youth or young adult who requires additional assistance to enter or complete an educational program or to secure and hold employment.” Employ Milwaukee staff updated the policy to address DWD’s concerns that the policy included several characteristics that were “potentially subjective in nature, not quantifiable, or based on credible empirical evidence.” The Program Committee approved the updated policy on November 14, 2018, with approval from the Executive Committee on December 12, 2018. EMI is proposing no changes at this time.

**b. Policy Updates**

**4. Top Barriers to Youth Employment**

*Packet information – Top Barriers For Youth Survey of Youth Committee from February 13, 2019, WIOA Handout on Integrated Service Delivery System for IS/OSY for career exploration and guidance, State of WI DWD Excerpt from WIOA Title 1-A & B Policy and Procedure Manual 10.5 Youth Program Elements*

Committee members reviewed the packet information. Goals include:

- Ensure Youth service elements are addressing top barriers
- Drive fund development, program design, and communication

Staff identified the following five program elements that most directly address the top barriers facing youth:

PE1 Tutoring, study skills training, instruction, and dropout prevention  
 PE2 Alternative secondary school services or high school dropout recovery  
 PE3 Paid and unpaid work experience  
 PE6 Leadership development activities  
 PE7 Supportive Services

Chair Cotton requested consensus for moving forward with these goals and program elements.

*Motion was made and seconded. Approved unanimously.*

## 5. Youth Program Reports

*Packet information -Program Committee PowerPoint presentation*

### a. Earn & Learn

Toni White reported that Earn and Learn will finish this Saturday and participants will be picking up final checks. Wonderful things have happened with Earn and Learn this year including a State Fair serve and learn to interact with crowds and many other enrichment and job readiness activities. A concerted effort was made this year to include Latino participants. Mr. Coffaro added the preliminary data is unaudited but 693 enrolled and 611 participated. Last year we had 911 participants. One of the challenges with completing registration and submitting a completed application is youth/parents completing all the necessary paperwork.

Further question was posed by La Toya Sykes that five of her students never received a letter if they were accepted in Earn and Learn requested a better notification process next year? Response was acknowledgment of the challenges in communication. More time will be allocated to allow for more advanced notification to all the participants, their families, and partnering organizations.

### b. WIOA In School/Out of School Youth

Committee reviewed graphs regarding In-School Youth (ISY) and Out-of-School Youth (OSY). Staff explained there are challenges with capturing ISY data as students in school and workforce during the day. For OSY, EMI didn't meet goal for enrollment but exceeded goals for other areas. Ms. White added that case management and career planning are critical for youth to navigate and address what their barriers are.

### c. Brighter Futures

Brighter Futures is a four year grant to engage and access young people (ISY) and to provide workforce and career services both during the day and after school to assist them in navigating a career pathway.

Progress on this program includes:

- Partnership between Employ Milwaukee and Boys & Girls Club
- Serve 2<sup>nd</sup> semester sophomores, juniors and seniors
- Four High Schools including Bayview, Tech, Obama and North Division. Will be adding Washington soon.
- Provide WIOA for ISY 14 program service elements

### d. YouthBuild

Mr. Coffaro updated members that program goal of 36 was met. These youth are co-enrolled in WIOA-OSY. The goal after training is to attain HSED, MC3 industry-recognized credential. This cohort had a July start date and training goes for 10 months, 28 hours per week at \$10.00 per hour.

**e. Compete Milwaukee**

The recruitment goal for this program was 18 and EMI enrolled 19 Out-of-School youth. This program serves high school graduates 18-24 years of age. Program started in June and goes for six months, 24 hours per week with pay of \$11.32 per hour.

**f. Motivated to Apprenticeship Pathways (MAP)**

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. Benefits of the program include career counseling, training, supportive services, and placement services. While numerous recruitment efforts are underway, it remains a challenge to secure enrollment in the program. As of August 14, 42 are enrolled, which is 22% of goal. Mr. Coffaro requested assistance recruiting for this program. Flyer is included in the packet. Referrals should go to Wylbur Holloway, Reentry Specialist.

**g. Youth Apprenticeship**

Current school district partners for Youth Apprenticeship include Brown Deer, Nicolet, Wauwatosa and West Allis. Planning to expand into Milwaukee County charter and private schools not affiliated with MPS. 2018-19 Program Year commitment of 25 matched participants. For 2019-20 grant commitment of 30 and 32 enrolled.

**h. TechHire**

The May 2019 cohort had six graduates, and all have been certified as IT Service Center Technicians through MATC. The program has served 156 people to date and staff is working to increase placement numbers. A recent success story was an individual named Ashley, who had spent much of her career in hospitality and administration and wanted to transition into technology. Ashley has recently begun a full-time position as a computer service technician.

**6. Youth Committee Member Updates**

Nothing to report.

**7. Other Business**

EMI Update – Mr. Coffaro reported that Employ Milwaukee had some organization updates since the last meeting. The Board appointed Mark Kessenich as interim CEO beginning July 1<sup>st</sup>, 2019 and going through December 31<sup>st</sup>, 2019. The search for a permanent CEO is underway. Budget cuts at beginning of July led to a staff layoff of about 10% of EMI workforce.

**The meeting was adjourned at 2:35 p.m. by Chair Dr. Cotton.**

**Next Youth Committee Meeting:** Wednesday, November 6<sup>th</sup>, 2019; 1:30 to 3:00 p.m. at Employ Milwaukee

**Next Board of Directors Meeting:** Thursday, September 12<sup>th</sup>, 2019; 8:30 -10:00 a. m. at Employ Milwaukee

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