



EMPLOY MILWAUKEE BOARD OF DIRECTORS

Program Committee Meeting

Thursday, August 18, 2022

9:00a.m.- 10:30p.m.

Via Zoom Technology

APPROVED MINUTES

Members: Carla Cross, Laura Bray, Christie Bevin, Randy Crump, Mark Kessenich, Tracy Luber, Parker Rios

Absent Members: Chytania Brown, Pam Fendt, Lupe Martinez

Guests: Beth Norris

Employ Milwaukee Staff: Romell Greer, Cindy Anderson, Suzy Reinstein, Brenda King, Julie Cayo

Chair Carla Cross called meeting to order at 9:03 a.m.

1. Committee Business

Tracy Luber motioned for approval of minutes from May 19, 2022; Laura Bray seconded; approved unanimously.

2. New Grants and Funding

SDC Workforce innovation Grant, the Social Development Commission partnered with MATC, UCC, COA, Milwaukee Succeeds, WECA, WEC, 4C for Children, Malaika Early Learning Center, Proveedoras Unidas Association, and YMCA of Metro Milwaukee. Received funds to give us the ability to provide stipends, incentives, paid work experience to student trainees that are interested in early childhood education apprenticeship this is a 2-year program.

MobilISE Workforce Innovation Grate has been with us the last 2 years that started as a pilot, it allows riders that work in the Menomonee Falls but it will be expanding to Franklin, Oak Creek, and other suburban locations transportation. The new funding will have pickup points at Milwaukee childcare provider locations, discounts for riders, supportive services to pay for childcare. This will help get individuals with small children back into the workforce.

3. Labor Market Information:

We changed the comparison from year to last year to month to month. This compassion will allow us to the see the improvement in the market. We have received layoff notices from Asset Development Group, &

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CapTel. We have reached out to both companies to try to get ahead of the layoffs to get the workers placed at new locations. We have had some previous companies that are not listed and will give you updates on those at a future meeting. Pulled some number from our EMS labor market software. Top skills that people are hiring for is communications, & Customer service, and the top industry is still healthcare but if you notice the driving jobs have fallen off the list.

4. Reginal One Stop Operator Renewal

Beth Norris presented on convening partners and track the integration of services at the physical locations of workforce development. Presented a full year of data after the pandemic, the numbers show that it is stable with a few deductions in job seekers and active resumes uploaded, this trend is matching the hearing about the labor force. The registered employers and job openings have trended up and this also matches the discussions about employment. Staffing has increased at the centers; job demand remains high and business service unites are utilizing multiple strategies to fill talent needs. Technology will continue to expand as Unite Us has been added as a platform to assist with managing referrals correctly. Customer satisfaction for the workforce locations, had a first that employer satisfaction is higher than individual satisfaction. Planned events ongoing partner meetings, site visits including onsite meetings with all co-located program staff, equal opportunity education, learning programs from front end staff and local resources for staff as a follow-up to WIOA learning series. Offered cultural competence training for staff and will continue that training in the future.

5. Contracts and Compliance

- SDC ChefStart culinary and Job Readiness Training program, this program will serve 50 adults who have culinary dream but have encountered employment challenges, have been incarcerated, are experiencing poverty, or other circumstances resulting in not finding employment.
- Center for Self Sufficiency Reentry Program, DOORS will facility and provide comprehensive workforce strategies for preparing 71 returning citizens for occupations withing the key sectors of Health Care, Food Service and Construction.
- Gener8tor Skills Accelerator Training, has served 125-150 participants with 100 graduates in virtual training includes in demand technical and workforce skill curriculum, coaching, job search and placement assistance
- Multicultural Entrepreneurial Institute, this is a minority, disadvantaged small business certified firm led by Nelson Soler that will assist Employ Milwaukee to achieve its goals of City ARPA lead abatement program small business development support by providing culturally relevant business technical assistance, business planning service, business coaching tailored to minorities in the region, extensive expertise in the small services contracting industry, and back-office support services for emerging enterprises.

Carla Cross asked for approval of all contracts, Randy Crump motioned for approval; Tracy Luber seconded, approved unanimously.

- Review of policy there is 1 that has had change and needs to be reviewed. The Adult and Dislocated Worker Supportive Services Policy. This policy describes the allowable categories and the procedure for providing supportive services to participants of WIOA Title 1 Adult and Dislocated Worker Programs. The change was a language change. Allowable Supportive Services Categories, #1 from "Employment and Training-Related Items" to "Training Related Items" as Employment-Related items are not allowable.

Carla Cross asked for approval of the policy change, Randy Crump motioned for approval; Laura Bray seconded, approved unanimously.

6. Program Updates

Youth Programs are Camp Rise and Earn & Learn, Adult and Dislocated Worker Programs are Skillful Transitions, Community Resource Navigators, BAS ASE, WIOA Adult and Dislocated Worker. Reentry Programs are Windows to Work and WPP and Industry Partnership Programs are BankWork\$, Fresh Coast Tech Up, Healthy Homes Construction Careers and Milwaukee Healthcare Workforce Initiative.

Camp Rise was created as an early intervention work-based learning experience, created by the Voices of The Elders that went to the City of Milwaukee seeking to implement the program. The city wanted them to work with EMI to help facilitate the program and Milwaukee Public Schools to help provide the participants. We had 200 young men and 12 Elders; this program launched June 21st and ran for 7 weeks. On Tuesday and Thursdays where the days visitors would come and speak with the young men, some of the visitors included our Mayor Cavalier Johnson, and Mandela Barnes. They would complete enrichment workshops on teamwork, leadership, and responsibility. MPS gave the students breakfast and lunch, and they donated North Division high school. They would complete different activities throughout the city, they would receive a stipend every Friday based on their attendance. The campers would end their days with mentor time and Mr. Bababtu received Elder of the Year by the campers, the entire group took a liking to Elder Bababtu. We had 636 registered for 200 spots, for 2023 interest already is 82 registrants. Expanding Camp would have an option for girls, more camp counselors and planning more field trips to expand interest and awareness of new things. Carla Cross offered a connection with MMAC to help have the kids learn about the different businesses and reach out to the local sororities and fraternities.

Earn & Learn program kicked off the program with a new database and processing system. Had approximately 3,439 you began the application process, 2,113 completed the application and 1,355 were selected for the summer work experience program. At a later meeting we will supply the final numbers, but we had 119 different worksites around the city and county this year. The final celebration for the youth happened 8/17/2022 where they were able to pick up their final paycheck, get a swag bag and some food. The mayor stopped in to thank the young people for a job well done this summer.

Skillful Transitions received a \$5 million grant (ARPA funds) to serve 500 individuals through September 2023. The focus is to serve the underrepresented population, that population consists of the re-entry, long-term unemployed, racial/ethnic minorities, persons with disabilities, low-income, Veterans, victims of human trafficking/domestic violence/sexual assault, immigrants and individuals facing substantial cultural barriers. Skillful can also serve unemployed, part-time, underemployment or incumbent workers as well. Currently we have 213 enrolled, 137 in training and 41 that have received support services which would be boots, educational tools and testing. The occupational skills training that we offer are Tech up bootcamp, Bankwork\$, Marquette University SOAR IT, Owen's Place Culinary, WI Restaurant Association ServSafe food Manager, and Next-Door Foundation Early Childhood Education. Paid work experience and their sectors include OJT'S at HUSCO (with Afghan refugees) manufacturing, Convergence Resource Center which is office & administrative, Havenwoods Economic Development that is a Green Infrastructure, Concurrency, INC-Information Technology, and Memah's Kitchen that falls into the culinary/hospitality sector. Coming up in August & September we will be working with the Benedict Center – justice involved woman, Children's Hospital – respiratory therapist training, Bryant & Stratton College – pharmacy technicians, She Slangs Wood – carpentry skills for high school girls, All Hands Boatworks – carpentry for high schoolers, and Alaafia Woman's Corp – digital marketing & customer service.

Adult and Dislocated Worker Programs works with the Bureau of Apprenticeship Standards to administer the federal grant to provide supportive services to Wisconsin apprentices. We have served 354 with training

supportive services. Community Resource Navigators is a program that recruits and hires dislocated workers and other unemployed individuals to transition them to temporary part-time work as Community Resource Officers who work to address immediate and future community public health and safety needs. To date we have served 75 individuals.

WIOA Adult & Dislocated worker Outcomes, new enrollment was 602 exceeding the goal of 480, the dislocated worker numbers are lower, having difficulties training to locate those individuals that are dislocated, current enrollees are 109 which is below the goal of 380. Question what is causing this number to be as low, is it legitimately the economy? Trying to pinpoint who or what companies have some dislocation and getting ahead of it sooner.

Reentry Program has 2 active projects Windows to Work is currently under goal, we are having limited access to the facilities, so we are working on getting back inside the facilities. The Wisconsin Partnership program is a research program that will have Dr. David Pate will gather evidenced based methodologies to better address the challenges faced by our returning citizens and to improve the social determinants of health that impact their life outcomes and decrease the rate of recidivism of returning citizens. We have had reentry simulation that we have invited the judicial, political, board members & law enforcement individuals to we will host another simulation on October 19th here at Employ Milwaukee. We have also included Lunch and Learn dates.

The Industry Partnership Programs are Bankwork\$, Fresh Coast Tech Up, Healthy Homes Construction, and Milwaukee Healthcare Workforce Initiative. Healthy Homes is performing well, Bankwork\$ has a new class starting in September, Fresh Coast has moved to fully virtually and is performing well the next class will start 8/22/22 and the Milwaukee Healthcare Workforce Initiatives is for multiple careers in the healthcare industry. We are paired up with Advocate Aurora and they are providing job readiness and occupational skill training to participants.

7. **Employer Engagement Updates** very busy summer here at Employ Milwaukee, on-site hiring event with Summerfest, Children's Hospital and Drive-Thru Job Fair events. Green Homeowners is a new partnership that had a ribbon cutting ceremony on 7/12/22 in West Allis and we also partnered with Milwaukee County to get individuals CDL Class B training, both fall under the Incumbent worker funds. Rapid Response services were provided to Milwaukee Journal/Sentinel, and pending services for CapTel to have virtual sessions and schedule a job fair for them. In the occupational sector we have seen growth in placement in all sectors but IT, when we viewed wages, they are looking very good.

9. **Other Business** Seeking volunteers to help review the next WIOA RFP and once proposals come in to review those also. Mark Kessenich would like to volunteer, Tracy Lubert will also volunteer.

None

Adjourned 10:06 a.m.

The Next Program Committee meeting is scheduled for February 15, 2023, at 9:00 a.m.-10:30 a.m

The Next Board Meeting is scheduled for December 8, 2022, at 8:30 a.m. – 10:00 a.m.