



# Bay Area Workforce Development Board

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## MINUTES

### BAY AREA WORKFORCE DEVELOPMENT BOARD

Thursday, January 18, 2018

**Present:** Michael Troyer (Chair), Bob Mundt, Caleb Frostman, Carol Karls, Chris Matheny, Colleen Koski, Craig Treichel, Deb, Buckley, Guy Meyerhofer, Jennifer Mikalowsky, Joe Hilke, Kim Holmes, Kris Levanetz, Larry Harkness, Loretta Shellman, Manny Vasquez, Marcia Christiansen, Matt Rentmeester, Mike Ruminski, Penny Helmle, Ron Christensen, Shelly Ghare, Tara Carr, Tim Beno, Tony Marcelle, Trevor Martin

**Absent:** Brian Pelon, Cara Peterson, Cheryl Detrick, Cheryl Good, Chuck Dallas, Corky West, Ed Kelley, Grailing Jones, Greg Middlesworth, Heather Martin, John Pagel, Norman Shawanokasic, Peter Gianopoulos, Ron Kadlubowski, Scott Kuehn, Shirley Aviles, Wendy Dzurick

#### **Call to Order / Roll Call/Approval of Minutes**

Dr. Troyer called the meeting to order at the D.J. Bordini Corporate Center at 1:00 PM. Roll call showed a quorum present. Recent membership changes included the resignations of Peter Thillman (LTC representative) and Dean Stewart (NWTC representative) as both have taken new positions. The Minutes of the November 16, 2017 board meeting were unanimously approved with a motion by Mr. Vasquez with a second from Mr. Frostman.

#### **Standing Committee Reports:**

Mr. Hilke reported that the Strategic Leadership Committee discussed the continuing shortage of workers throughout the region. Employers continue to take advantage of job center services for recruitment of workers. It is important to continue to work with DVR and Veterans programs as well as to connect with offender reentry initiatives to meet area hiring needs. The NEW Manufacturing Alliance is holding a "Talent Risk Management Summit" at the Bordini Center on March 7 featuring a national speaker. The Brown County Job Center will be moving to its new location at the Baylake Center in downtown Green Bay on May 1. Ms. Gregory-Paasch continues to put together the job center MOUs for the region.

Ms. Ghare reported that the Program Performance Committee heard presentations by Forward Service Corporation and Great Lakes Training and Development to discuss the successes and challenges of our WIOA program contractors. In the current economy, fewer Adults and Dislocated Workers are taking advantage of training opportunities because of the employment opportunities available to them. Individuals enrolled in training tend to have more significant barriers to employment. Members also discussed the three WIOA Youth RFPs that will be released for the new program year.

#### **Board Business:**

##### **Issuance of RFPs for PY 2018 Youth Programs (Action)**

**Bay Area WDB, serving WIOA Title I, is an Equal Opportunity Service Provider and Employer**

serving Brown, Door, Florence, Kewaunee, Manitowoc, Marinette, Menominee,  
Oconto, Outagamie, Shawano and Sheboygan counties.

Staff explained that board contracts for program services are for one year with options to extend the contract for up to two additional years if contractor performance is good. At most, after three years, all our WIOA contracts have to be rebid regardless of contractor performance. Contracts for PY 2018, beginning July 1, that can no longer be extended are WIOA Youth contracts for Brown, Manitowoc and Shawano counties. Motion was made by Mr. Marcelle with a second from Ms. Ghere to issue RFPs for these three WIOA Youth contracts. Motion carried unanimously with Ms. Christiansen abstaining.

### **Independent Auditor Report (Action)**

The PY 2016 Independent Audit report from Wegner CPAs had been posted on the board website for review two weeks ago. Mr. Golembeski reviewed the summary page of the audit which showed no material weaknesses, deficiencies, questioned costs, or other concerns. Motion to accept the PY 2016 audit was made by Mr. Meyerhofer with a second from Mr. Hilke. Motion was unanimously adopted. Copies of the full audit document are available on request and may be viewed on the board's website.

### **PY 2017 Budget Update (Action)**

Members considered an update to the Bay Area WDB Corporate Budget. Mr. Golembeski explained that the Foster Care Independent Living Grant (IL) that the board receives from the Wisconsin Department of Children and Families comes to us on a calendar year schedule, different from the WIOA grants that are on a July-June schedule. As a result, the corporate budget adopted by the board did not include new IL funding or related board expenses after December 31, 2017. Those were now added, but with adjustments to the existing budget, only \$341 was added to the overall corporate budget for the remainder of the program year. Motion to approve the revised Corporate Budget was made by Mr. Meyerhofer with a second from Mr. Martin. Motion passed on a unanimous vote.

### **Committee Appointments**

No committee appointments were needed at this time.

### **DWD Updates**

The board had recently received letters from the Wisconsin Department of Workforce Development certifying Bay Area One-Stop Centers through July 1, 2019 with the exception of the Oneida Tribal Job Center pending additional information. A second letter certified Bay Area WDB itself as meeting statutory membership requirements through December 31, 2019.

There are still some unresolved issues with the DWD PY 2017 coordinated monitoring report that staff is working on. In addition to some participant ASSET record issues, the main issues include:

- Youth incentive payments and the definition of "training" in WIOA Youth;
- Selective Service registration by WIOA Youth program enrollees;
- Accessibility issues at the NEWCAP facility in Oconto.

Ms. Hiebert assured the board that none of the issues was major and progress was being made on a final resolution of the audit concerns.

### **Kurt Hahlbeck and Oliver Buechse (Advancing AI Wisconsin) – "The Digital Disruption: Are You Ready?"**

Mr. Hahlbeck explained that Mr. Buechse was unable to join the meeting today and provided an insightful presentation on the potential effect of artificial intelligence on the workforce. Recent advancements include: advanced pattern recognition, complex communication, digital fluency, robotics and chatbots, writing, and 3D printing. There are three things driving the development of AI at this point in time:

1. Exponential growth of computing capacity;

2. Digitization of everything;
3. Recombinant innovation.

The first of these is the result of computing power doubling every 18 months (Moore's Law) which has led to unprecedented increases in computing capacity along with the inexpensive availability of processors, sensors, and computer memory. This is the "Second Half of the Chessboard" phenomenon. The second element recognizes that more and more information is digitized and therefore available as computer data, much of it real time information. Unlike physical objects, there is zero cost to replicating digital information. Thirdly, digitization makes information widely available to innovators and entrepreneurs, increasing productivity.

But this development of AI will change the way work is done and how human people engage in work. Some estimates are as high as 47% of jobs in the US will be affected (cf. [www.willrobotstakemyjob.com](http://www.willrobotstakemyjob.com)).

He introduced Craig Doriot and Zeb Pirkey of Dodles, a company in the Fox Valley using advanced technologies to create a social animation tool that anyone can use. Craig and Zeb demonstrated the tool and spoke about how it can be used in education and skill development, especially with individuals on the spectrum with autism. This is an excellent example of the application of AI that is now becoming available.

During discussion, Dr. Troyer noted how human wisdom will become a valued asset in the economy. Mr. Hahlbeck added empathy and creativity as increasingly valued talents. He also noted that in the future technology will be a part of every job and technology basics will be a vital part of general education.

### **Panel Discussion on AI Initiatives**

Ms. Iversen, Director of the NEW North IT Alliance, referenced the movie "Hidden Figures" as an example of women in technology and emphasized the importance of recruiting females into IT training and careers. The IT Alliance is focused on developing a comfort level with technology in the general public. Surveys show a shortage of IT workers developing in NEW North with a preliminary estimate showing 3,000 new IT positions being created in the region by 2021. The IT Alliance held its first IT Connect job fair in 2017 and that will be an annual event. A number of projects are being developed to create awareness of IT careers.

Ms. Schuler spoke of her work with Women in Technology that includes information on IT careers for young women (WIT4Girls), college students (WIT4Campus), and for professionals (WIT4Work). She has a lead role with Microsoft in the exciting TechSpark project with the Green Bay Packers to develop an IT incubator in the Titledown district. She introduced Peter Bahrke from Markle, a foundation whose Mission is:

Markle works to realize the potential of information technology to address previously intractable public problems for the economic security, health, and national security of all Americans.

Markle is currently considering making a significant investment in Wisconsin to align business, education, and workforce system resources to promote IT careers, meet employer needs, and open up career opportunities to workers, particularly job seekers with barriers. He notably remarked: "We have a Netflix economy but a Blockbuster labor market."

**Program Updates:**

Mr. Valiquette's and Ms. Gregory-Paasch's reports were tabled until the board's February meeting.

Mr. Golembeski reported that ACP programs continue to be implemented in area schools, but there was not much to report on regional efforts.

Ms. Franz reviewed the activities of the NEW Manufacturing Alliance. The general membership meeting in December celebrated the ten-year anniversary of the All-Stars magazine and featured a presentation by the Director of Foxconn's US Operations, Alan Yeung. The Alliance is sponsoring a "Talent Risk Management Summit" on March 7 at the Bordini Center, focusing on solutions to address the aging workforce and featuring Steve Trautmann, a national author on the subject. The event is open to the public at no cost.

**Federal and State Updates**

Ms. Hiebert reiterated that DWD monitoring issues were being addressed and did not anticipate and problems in getting to resolutions.

Mr. Long spoke briefly of the new WisConomy website that provides labor market information.

Dr. Troyer had nothing to report on WWDA activities.

**Other Issues As Allowed By Law**

The meeting adjourned at 3:30 PM, **the next scheduled meeting is February 15, 2018 at 1:00 PM at the NWTC Corporate Conference Center in Green Bay.**