



Bay Area Workforce Development Board

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www.bayareawdb.org

MINUTES

BAY AREA WORKFORCE DEVELOPMENT BOARD

Thursday, January 17, 2019

Present: Michael Troyer (Chair), Brian Pelon, Carol Karls, Cheri Galecki, Cheryl Detrick, Colleen Koski, Deb Buckley, Ed Kelley, Greg Middlesworth, Guy Meyerhofer, Heather Martin, Jennifer Mikalowsky, Kim Holmes, Loretta Shellman, Manny Vasquez, Mark Weber, Matt Rentmeester, Mike Ruminski, Myrna Warrington, Penny Helmle, Ron Christensen, Ron Kadlubowski, Shelly Ghere, Tara Carr, Tim Beno, Tony Marcelle, Trevor Martin, Wendy Dzurick

Absent: Aaron Augustian, Ann Schermetzler, Chris Czarnik, Chris Matheny, Chuck Dallas, Corky (Stephen) West, Craig Treichel, Grailing Jones, Jim Schuessler, Kris Chosa, Larry Harkness, Marcia Christiansen, Norman Shawanokasic, Paul Carlsen, Robert Pontius, Shirley Aviles, Tom Schmidt

Call to Order / Roll Call/Approval of Minutes:

Dr. Troyer called the meeting to order at 1 PM at the NWTC Corporate Conference Center. Roll call showed a quorum present. The Minutes of the November 15, 2018 meeting were adopted as submitted on a motion from Mr. Rentmeester with a second from Mr. Middlesworth.

Standing Committee Reports:

Ms. Ghere reported that the Program Performance Committee had reviewed Quarter 2 contract performance for subcontractors. At this point in PY 2018 WIOA performance standards were being met or exceeded except for Youth Credential Attainment. But that is not a concern at this point in the year. The members also reviewed draft WIOA Request for Proposals (RFP) noting that there are a large number of our program service contracts that are required to be rebid for PY 2019. Recognizing the changing economic environment in which we live, there was serious discussion about rewriting the deliverables in those contracts. She requested that consideration of contract extensions for Bay Central be included on the board's February agenda.

Mr. Rentmeester reported that the committee received updates on a number of job center facility situations. Facilities in Brown, Manitowoc, Sheboygan, Shawano, and Marinette are going through some changes that may require relocation. There was on-going discussion about outreach to underemployed workers. At the previous joint committee meeting there was interest in creating an *ad hoc* marketing taskforce, but members felt that there needs to be additional program development in the job centers before a marketing effort is warranted.

BOARD BUSINESS:

Independent Audit Report

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

Bay Area WDB

The PY 2018 independent audit report from Wegner CPAs was recently completed. Members reviewed the summary pages that indicated no concerns with material weaknesses, non-compliance or any questioned costs. The auditors did note that there are coming changes in required accounting standards that will affect Bay Area WDB and stated:

Given the significant reporting and disclosure changes involved, we recommend that Bay Area Workforce Development Board, Inc. begin evaluating its current accounting system to identify whether any changes need to be made to comply with the upcoming changes in the near future.

The auditors also submitted a Management Letter to the board with the following comment:

Every year the Organization has monitoring done by the Wisconsin Department of Workforce Development (DWD). In the annual monitoring report there are suggestions given to the Organization by the DWD. We recommend that the Organization review the report and implement any necessary changes to comply with the DWD.

Motion to accept the independent audit report for PY 2018 was made by Mr. Meyerhofer with a second from Ms. Detrick. Motion was unanimously adopted. Staff indicated that copies of the full audit document were available and that it would be posted on the board's website soon.

DWD Monitoring

Staff noted that DWD had not yet responded to the board's monitoring response.

Release of RFPs

Mr. Valiquette provided an update on how the deliverables in the RFPs for PY 2019 would be adapted to the new economic situation by doing some geographic reorganization, realigning individualized career services, broadening the definition of "disconnected young people," and reimagining training services. That will involve a greater emphasis on employability skill development and greater attention to employer needs. Many of our WIOA contracts cannot be renewed for additional years and have to be procured for 2019. Motion to authorize the release of PY 2019 RFPs for WIOA program services was made by Mr. Ruminski with a second from Mr. Beno. Motion was unanimously adopted. Motion to approve sole-source contracts for WIOA program and Resource Room services to the Menominee Nation and the Stockbridge-Munsee Mohican Nation was made by Mr. Marcelle with a second from Mr. Meyerhofer. Motion was unanimously adopted. Motion to release the PY 2019 for Computer Lab services in the Fox Cities Workforce Development Center was made by Mr. Martin with a second from Mr. Meyerhofer. Motion was unanimously adopted.

Strategic Leadership Committee Appointment.

Motion to appoint Cheri Galecke to the Strategic Leadership Committee was made by Ms. Koski with a second from Mr. Kadlubowski. Motion was unanimously adopted.

DWD Training Grant

Staff informed the members that after some delay for planning purposes, the funds we have available through the DWD Training Grant will be used to provide welding training to about 15 women in the

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Taycheedah prison using the new DOC mobile welding lab and in partnership with Moraine Park Technical College.

DISCUSSION: STUDENTS ON FREE/REDUCED LUNCH AND THE UNDEREMPLOYED

Members reviewed a handout listing the percentage of students on free or reduced lunch programs in each of the 54 public school districts in Bay WDA. There is an assumption that behind many of these students there are underemployed parents. A panel of K-12 school leaders joined the board for a discussion of this issue, including:

Lynette Zalec, Green Bay School District Director of Food Services
Kim Schanock, Green Bay School District Coordinator of Community Partnerships
Wendy Dzurick, Marinette School District Superintendent
Christine Polzin, Marinette School District Student Services Coordinator
Lynn Aprill, CESA #8 Co-Director
David Honish, CESA #8 Executive Director

Ms. Zalec began by providing an overview of how the free and reduced lunch program works in the schools and the real need to provide students with nutritious meals. Many families are stressed by mental health issues, financial worries, medical situations and, in extreme cases, homelessness and other crisis situations. The Food and Nutrition Service in the US Department of Agriculture reimburses school districts for eligible students. Some students are “categorically” eligible based on the family’s participation in other income-support programs, and others are eligible based on family income and size. In some cases, three meals a day are provided and the Green Bay District has a summer lunch program in partnership with the city parks department. Panel members noted that in some cases grandparents are raising students and that families with an active military member can qualify because of military pay structure.

Ms. Schanock explained that schools are natural conveners and the Green Bay Schools District has been building partnerships to address the needs of students and parents. Community Learning Centers have been established at some schools to address the needs of students who are struggling the most and engage parents with after hours programs. Wisconsin Fund 80 provides some resources for parent training among other things, and some short term classes have been made available in welding and CNA training. Longer term, more intensive training is needed and the district is beginning to develop programs with NWTC that could be housed in school facilities. Other partners include Literacy Green Bay and Casa Alba Melanie. Much of this is in a very early stage of development.

Ms. Polzin spoke about the efforts Marinette is making to connect more effectively with parents. Connecting to other community resources is a key element. The most important effort is working with parents so that school issues do not impact their employment negatively. This includes providing mental health support for students who need it so that parents can handle family and work responsibilities without added stress. Schools are also implementing career planning for students with a greater emphasis on preparing them for successful careers.

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Panelists were asked “What can businesses do to improve the lives of these families?” A number of responses were provided.

1. Schools are dealing more than ever with students who are facing challenges personally, at home, and at school. Businesses need to recognize that employees are parents and be willing to partner with the schools so that workers do not have to choose between their kids and their jobs. Business can call the school Counselor when a family’s challenges are impacting work performance. Having a point system for absences that does not take circumstances into account can be harmful.
2. Teachers are increasingly trained to work with families, particularly those in crisis. The implementation of Academic and Career Planning (ACP) for all students can engage parents as well. For example, the “Girls in Welding” program can introduce parents to opportunities in the trades.
3. Business can become active partners with ACP programs as they develop and that involvement can increase employee retention. Helping students see a future for themselves can reduce family stress and school problems as well as assisting the next generation to be more successful in building careers.
4. Schools would welcome increased dialogue with businesses to generate “crazy ideas” that can be discussed to create new relationships and opportunities.
5. Businesses can support school efforts to provide holistic services to students in struggling families through afterschool program for academic enrichment as well as in sponsoring meals during weekends and during the summer recess.
6. Drug use is significant across the region and addiction impacts employment, family life and school success. It will take a community approach to address drug issues.

PROGRAM UPDATES:

Mr. Golembeski expressed gratitude for the quality work that Faith Price had performed over the last three years to get our Independent Living program up and running as well as creating the partnerships needed to positively impact the lives of vulnerable youth. She did such a great job that the grant administrators at the Department of Children and Families hired her away to manage the program at their level in Madison. We all wish her well.

Mr. Valiquette provided an update on recent dislocations. Job loss in the retail industry is noteworthy, but workers become reemployed very quickly in other retail positions and there does not seem to be a lot of interest in accessing training opportunities. He reviewed WIOA program performance from Quarter 2 as very positive overall. He also reviewed WIOA program enrollment showing the significant decrease in Dislocated Worker numbers over the last few years coupled with steady Adult enrollment and rising Youth enrollment.

Ms. Gregory-Paasch reiterated the facilities issues for many job centers reported by the committee. Bay Area will be using our DWD Training Grant to begin a welding training program at the Taycheedah prison in February in partnership with Moraine Park Technical College.

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Mr. Golembeski shared some data on the implementation of the INSPIRE platform in NEW North emphasizing the importance of quality implementation that promotes effective connection between students and area businesses. He is a member of a team working to implement INSPIRE in more NEW North school districts as part of ACP implementation.

INDUSTRY SECTOR REPORT:

Mr. Herber provided an update that the state has now developed and made available new registered apprenticeship training programs in the IT field, including: data analyst, software developer, and IT service desk. The goal of the WAGES grant that he manages is to train 1,000 new apprentices across advanced manufacturing, healthcare and information technology. He described the advantages for trainees and employers in developing apprenticeship opportunities. Technical colleges will be looking to add programming in the coming months and efforts will be made to implement the new IT areas.

Ms. Franz provided highlights of 2018 for the NEW Manufacturing Alliance which included another national award from the American Career and Technical Education Association. NEWMA also received a \$65,000 grant from Microsoft to do an Industry 4.0 study on the integration of new technology and artificial intelligence in the manufacturing sector. She shared the results of the 2019 Manufacturing Vitality Survey which indicate continued health in the NEW North manufacturing sector, including plans to hire workers and for plant expansion and upgrades. The shortage of workers, skilled and unskilled, will continue to be a challenge.

FEDERAL AND STATE UPDATES:

Ms. Cowe-Spigai was not able to attend.

Mr. Golembeski and Dr. Troyer told members that the Wisconsin Workforce Development Association (WWDA) has formed the Talent Development Council and now holds quarterly meetings with state business associations and other stakeholders to establish the workforce boards as the state leaders in workforce development solutions. The new DWD Secretary and former Bay Area WDB member, Caleb Frostman, attended the TDC meeting on January 9 in Madison. He congratulated Mr. Frostman on his appointment and looks forward to working closely with him in his new role.

ADJOURNMENT

The meeting adjourned at 3:30 PM.

Next Meeting is February 21, 2019 at 1 PM at FVTC / Transportation Center, Appleton WI

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