



Bay Area Workforce Development Board

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MINUTES

BAY AREA WORKFORCE DEVELOPMENT BOARD

Thursday, September 19, 2019

Present: Michael Troyer (Chair), Brian Schauf, Cheri Galecke, Chuck Dallas, Claudia Krepsky, Colleen Koski, Ed Kelley, Greg Middlesworth, Jim Schuessler, Kim Holmes, Larry Harkness, Loretta Shellman, Marcia Christiansen, Matt Rentmeester, Mercedes Schuchardt, Meridith Jaeger, Mike Ruminski, Paul Carlsen, Penny Helmle, Ron Kadlubowski, Shelly Ghere, Tara Carr, Tony Marcelle, Trevor Martin, Will Robinson

Absent: Aaron Augustian, Ann Schermetzler, Brad Nye, Chris Matheny, Brian Pelon, Cheryl Detrick, Deb Buckley, Guy Meyerhofer, Jennifer Mikalowsky, Heather Martin, Kris Chosa, Myrna Warrington, Norman Shawanokasic, Robert Pontius, Ron Christensen, Shirley Aviles, Tim Beno, Wendy Dzurick

CALL TO ORDER/ROLL CALL/MEMBERSHIP UPDATES

Dr. Troyer called the meeting to order at 1 PM at the NWTC North Coast Marine Training Center in Marinette. Roll call showed a quorum present. Several new board members were welcomed: Mercedes Schuchardt, Will Robinson, Brian Schauf, and Claudia Krepsky. It was noted that Manny Vasquez and Christina Studebaker had resigned. Dr. Troyer thanked Ron Kadlubowski for providing a tour of the Marinette Marine shipyard to a number of members and guests that morning.

APPROVAL OF MINUTES

The Minutes of the May 23, 2019 Bay Area WDB meeting were adopted as submitted on a motion by Mr. Marcelle with a second from Mr. Dallas.

STANDING COMMITTEE REPORTS

The two standing committees had met jointly earlier in the day. Ms. Gregory-Paasch reported that negotiations on a Resource Sharing Agreement had failed when one of the core partners, DVR, had withdrawn from the proposed agreement. She has requested technical assistance from DWD to move the process forward.

Mr. Dallas summarized the efforts of the Executive Committee during the summer months to identify areas of focus for the strategic planning that the board will engage in doing this program year. Among several areas discussed, key topics include identifying job center customers and their needs, as well as engaging in board staff succession planning.

Mr. Golembeski summarized the challenges for each of the committees for PY 2019. With significantly reduced funding, Program Performance will need to focus on the board's primary mission to deliver employment and training services to dislocated workers, under skilled adults and disconnected youth/young adults, as well as how to deliver those services most effectively. Bay Area WDB will be pulling out of delivering services to the general public in job center resource rooms. Strategic Leadership will

need to focus on the needs of a changing workforce dominated by Gen X and Millennials, as well as how best to provide job search assistance in a world with Indeed, LinkedIn, Monster, and other online tools. The addition of Ms. Ruleford from the Forward Service Corporation Career Center and Mr. Chamberlain from The Joseph Project will add much to the discussion of the needs of job seekers with barriers to employment retention.

BOARD BUSINESS

Declarations of Affiliation

Members present filled out their conflict of interest statements for the new program year. Ms. Willcox will obtain statements from the absent members.

Election of Officers and Committee Appointments

Members were presented with the following slate of officers and committee members for the next two years:

Board Officers (July 1, 2019 – June 30, 2021)

Michael Troyer	Chair
Chuck Dallas	Vice Chair
Tony Marcelle	Secretary
Timothy Beno	Treasurer

Committees

Executive Committee

Michael Troyer	Board Chair
Chuck Dallas	Board Vice Chair
Tony Marcelle	Board Secretary
Timothy Beno	Board Treasurer
Matt Rentmeester	Strategic Leadership Committee
Shelly Ghere	Program Performance Committee
Marcia Christiansen	Member at-Large

Program Performance Committee

Shelly Ghere (Co-Chair)	Heather Martin	Randa Ruleford
Chuck Dallas (Co Chair)	Tara Carr	Paul Chamberlain
Loretta Shellman	Jim Schuessler	
Tony Marcelle		

Strategic Leadership Committee

Matt Rentmeester	Donna Janda (job center rep)
Timothy Beno	Brian Ognacevic (job center rep)
Cheri Galecke	Cheryl Neuens (job center rep)
Greg Middlesworth	Jolene Wilkens (job center rep)

Wisconsin Workforce Development Association (WWDA)

Michael Troyer and Jim Golembeski

Motion to approve the officer nominations and the committee appointments as presented was made by Mr. Rentmeester with a second from Mr. Ruminski. Motion was unanimously adopted.

Appointments to the Bay Area Youth Standing Committee were also considered and the following were nominated:

Lynn Aprill	Meika Burnikel	Rashad Cobb
Dustin Coopman	Meg Dallapiazza	Jeff Dickert
Ann Franz	Marlene Gauthier	Penny Helmle
Ryan Herber	Allan Herrman	Nikki Kiss
Sheri Konitzer	Brian Kowalkowski	Teresa LeClercq
Mary Malcore-Miller	Gail Orchard	Sean Powless
Stacey Sabish	Teresa Schuman	Richard Seidemann
Fred Stieg	Adam Sutter	Michael Troyer
Eunice White	Russ Young	Sue Zittlow

Motion to approve the nominations to the Youth Standing Committee was made by Mr. Dallas with a second from Ms. Carr. Motion was unanimously adopted.

PY 2019 Strategic Plan Review

Mr. Golembeski briefly went over the six strategic objectives that the board had identified as key areas of focus for PY 2019:

Priority 1: Providing the highest quality employment and training services to the WIOA Title 1 target groups: dislocated workers, under-skilled adults, and disconnected youth.

Priority 2: Quality improvement of the American Job Center System in the Bay WDA.

Priority 3: Implementing and sustaining WIOA systems and practices.

Priority 4: Sustaining, growing and initiating new partnerships to accomplish common workforce goals.

Priority 5: Services to assist employers in meeting their hiring needs will continue to be a focus of Bay Area WDB staff, contractors, and partners.

Priority 6: The strategic planning function of Bay Area Workforce Development Board will be all the more important during this period of workforce change.

Budget Updates

Staff reviewed WIOA budget adjustments that were made to the budget adopted in June by the Executive Committee. Changes included more accurate estimates of carry-in funds and subcontract adjustments based on actual negotiations during the summer months. Mr. Golembeski recognized Ms. Klapper for successfully gaining an additional \$98,000 in current year Independent Living funds from the Wisconsin Department of Children and Families. Motion to approve the changes to the PY 2019 WIOA budget was made by Mr. Ruminski with a second from Mr. Schauf. Motion was unanimously adopted with abstentions from Ms. Christiansen and Dr. Carlsen.

Policy Updates

Members approved an update to the Bay Area WDB Personnel Manual that added a stipulation regarding “reasonable accommodation” for employees and applicants with disabilities to the Equal Opportunity subsection. The addition was approved on a motion by Mr. Middlesworth with a second from Mr. Harkness.

Members also adopted a “Language Assistance Plan” for WIOA and job center customers with limited English proficiency for the region on a motion by Mr. Schuessler and a second from Ms. Schuchardt.

Program Updates

Members reviewed PY 2018 WIOA performance outcomes. Bay Area exceeded required performance standards in eight of the nine areas and met the standard for Youth Credential Attainment. Mr. Valiquette stressed the challenges faced by WIOA enrollees and the subcontractors who work with them in achieving training and employment goals despite many challenges.

Mr. Valiquette provided a graphic showing the current year WIOA subcontractors across the 11-county region.

Ms. Gregory-Paasch reviewed the enrollment numbers and outcomes for the Windows to Work programs at the Oshkosh, Kettle Moraine and Taycheedah facilities. Beginning in PY 2019, the Fox Valley Workforce Development Board has taken over the Oshkosh program. Since 2007, over 800 individuals have been served by Bay Area Windows to Work programs in addition to 135 youth at the Lincoln Hills center from 2005-2011 when that program was discontinued.

Ms. Klapper provided a summary of outcomes for the Independent Living Program administered by the board. Her report highlighted program success in assisting youth aging out of foster care. 116 youth have been served in calendar year 2019 with 99% of the young people having health insurance and 93% connected to a physician. 85% reported stable housing and 72% are employed. 93% have successfully graduated from high school with 25% enrolled in postsecondary training.

Ms. Patterson provided a report on the Transitions to Success program funded through the Greater Green Bay Community Foundation for young people in Brown, Kewaunee and Oconto counties. 45 young people have been served in this grant with only 13% reporting being homeless during the reporting period. 60% were employed and 94% achieved a high school diploma or GED. An amazing 72% of eligible youth were enrolled in postsecondary training. These achievements in both programs are the result of close partnerships among agencies and county offices as well as the hard work and dedication of these wonderful young people.

Ms. Gregory-Paasch and Mr. Herber, the LTC subcontractor, reported on the success of the WAGES program which is focused on increasing the number of registered apprenticeships in the state. Bay Area’s success in the WAGES project since 2015 was noted as being credited with 29% of the new apprenticeship created in the state, more than any other WDA.

DWD Monitoring

Mr. Golembeski reported that the outstanding issues from the PY 2018 monitoring have been resolved. A closeout letter for the DWD Special Monitoring regarding a purchase made to address the needs of the workers affected by the closing of the Shopko Corporate Center had just been received disallowing that contract agreement. Staff is considering options in that matter.

A CALL TO ACTION/FALLING BEHIND REPORTS

Members reviewed a recent US Department of Labor white paper on the department’s vision for local workforce boards. Copies of the 19 page paper were available and a summary handed out. DOL encourages local workforce boards to be strategic leaders, introducing innovation and creativity into the

local workforce system in close partnership with the state workforce board. It also notes the boards' role as convener, manager, and optimizer. Members were encouraged to read through the white paper. Mr. Golembeski also called members' attention to reports from Forward Analytics, the most recent of which, "Falling Behind: Migration Changes and State Workforce," provided some alarming data on recent population trends in Wisconsin.

STRATEGIC PLANNING DISCUSSION

Dr. Troyer facilitated a discussion on the Bay Area WDB strategic planning process which will be a focus throughout the program year. The Executive Committee, along with several other board members, met twice during the summer months to begin the process. The process began by writing key questions the board needs to address. Six topic areas were identified: Funding, Customers, Image/Brand, Relevance, Training, and Succession Planning.

Members viewed a diagram showing the dominance of Generation X and Millennials in the Bay WDB workforce. The two groups comprise workers ages 20-55. Workforce development services to them will be different from the services provided to the fast-retiring Baby Boomers. In addition, job centers will need to prepare for the next generation entering the workforce, which Mr. Golembeski calls "The Cloud." It was further noted that WIOA is focused on providing employment and training services to three groups: dislocated workers, under skilled adults, and disconnected youth. As Bay Area WDB significantly reduces funding in job center resource rooms in which we have played a key role since 2008, there will be a focus on services to these three target groups. In addition, Bay Area WDB has identified a number of under employed groups in need of services: ALICE population, individuals with disabilities, offenders, and long term unemployed. NEW Manufacturing Alliance has been doing some useful survey work on retiring employees, leadership skills, and Industry 4.0 which will be useful to the board. They will also be conducting a survey this fall to find out what job search tools young people prefer to use.

Dr. Troyer added that employers are an important customer group. We need to learn more about the services they need from the job center system. Business is, actually, the ultimate customer whom we serve. He asked board members to write one question about job center customers that they would like to have answered. Those responses will be collected and reviewed at the October board meeting.

INDUSTRY SECTOR UPDATES

Ms. Franz thanked the board for the years of supporting her position beginning in 2005. As of July 1, 2019, the NEW Manufacturing Alliance is completely self-supporting and continues to do amazing things. October is Manufacturing Month and, in addition to the surveys listed earlier, activities include the Get Real Math Movie Premiere on October 1, the K-12 Education Awards Banquet on October 29, and the Manufacturing First Conference on October 30. Internship Draft Day is set for November 14 at the Lambeau Atrium.

Mr. Golembeski reported that the NEW Construction Alliance has hired an Executive Director, Joe Giganti, and he is moving several member recruitment efforts forward. Mr. Golembeski will be speaking to the Construction Financial Managers Association in Green Bay on September 24.

The meeting adjourned at 3:10 PM

Bay Area Workforce Development Board will meet next on Thursday, October 17, 2019 at the NWTC Energy and Agriculture Center on the Green Bay campus at 1 PM.