



Bay Area Workforce Development Board

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www.bayareawdb.org

MINUTES

BAY AREA WORKFORCE DEVELOPMENT BOARD

Thursday, April 15, 2021

Present

Ann Schermetzler, Kris Chosa, Brian Pelon, Bruce Russell, Brian Schauf, Cheri Galecke, Chris Matheny, Chuck Dallas, Deb Buckley, Dan Keyzers, Steve Heller, Wendy Dzurick, Dustin Delsman, Ed Kelley, Gerald Schomaker, Jennifer Bscherer, Kim Holmes, Marcia Christiansen, Matt Rentmeester, Meredith Jaeger, Mercedes Olson, Mike Ruminski, Mike Troyer, Paul Carlsen, Penny Helmle, Ron Christensen, Shirley Aviles, Tara Carr, Tim Beno, Will Robinson, Steve Jenkins

Absent

Aaron Augustian, Jennifer Bscherer, Claudia Krepsky, Heather Martin, Cheryl Detrick, Ron Kadlubowski, Guy Meyerhofer, Brad Nye, Robert Pontius, Loretta Shellman, Myrna Warrington

Call to Order/Roll Call/Welcome

Chuck Dallas called the meeting to order via ZOOM at 1:02pm and a quorum is present.

Operational Overview

Sarah Klapper provided an overview of Bay Area WDB's PY21 procurement. Procurement actions for PY21 are being performed entirely virtually which required significant modifications to existing competitive procurement procedures. Fortunately, PY21 procurement is relatively minor, consisting of a single RFP for youth/young adult WIOA/IL programming covering two contract regions: Bay West (Shawano and Menominee Counties) and Bay Central (Brown County). The proposal review committee consists of three Board Directors, Heather Martin, Will Robinson, and Cheri Galecke. Matt Valiquette thanked the three Board Directors for participating in the proposal review process and mentioned that the PY22 procurement action (July 1, 2022 – June 30, 2023) would be a major regional procurement process resulting from the federal requirement to re-procure contracts following the conclusion of the maximum 3-year contract period.

Sarah and Vickie Patterson presented an update of the Collaboration of Wisconsin (COW) Rural Healthcare H1B grant, which is a DOL 4-year multi-million dollar, multi-WDB collaboration designed to promote and support key identified healthcare careers for customers interested in living and working in designated rural areas of our region.

Matt Valiquette summarized the recently awarded Wisconsin Fast Forward Lakeshore County Jail Training and Employment grant. This initiative is a collaboration between Bay Area WDB, Lakeshore Technical College, Great Lakes Training and Development Corporation, and county detention facilities located in Sheboygan and Manitowoc Counties, providing soft and technical skill training to selected cohorts of county jail inmates leading to participants' increased earnings potential and employability in advanced manufacturing industries. Dr. Paul Carlson indicated his Lakeshore Technical College team is excited and pleased to be a key part of this collaboration and ready to get started. Matt Valiquette proudly announced that Betty Gregory-Paasch has agreed to postpone her planned retirement and lend her 20+ years of corrections/workforce development experience to lead Bay Area WDB's part in the collaboration.

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Vickie Patterson concluded the operational updates by providing a summary of Bay Area WDB's two Dislocated Worker Grants (Retail and Employment Recovery) that resulted receiving nearly \$1M additional funding. Approximately 75% of the total amount of additional funding received was utilized to provide direct participant training and supportive services. Of particular significance, the two DWGs effectively eliminated a 3 year training services "wait list" comprised of over 100 participants, enabling 100s of participants to begin post-secondary education training in high-demand industry programs (healthcare, advanced manufacturing, transportation, construction, and information technology).

Mid-Year Fiscal Summary Report

Debbie provided an overview of our current corporate budget and stated we are financially in a good position right now. The proposed PY21 Corporate Budget will be presented to the Local Elected Officials at the next scheduled LEO Board meeting in May.

Board Business

4a Consent Agenda

The Consent Agenda items were adopted as submitted on a motion by Tim Beno and a second from Gerald Schomaker. The motion was unanimously approved.

4b Remaining PY21 BAWDB Contract Extension Recommendations

Dr. Troyer made a motion with a second by Dustin Delsman to approve the following contract extension recommendations:

1. College of Menominee Nation Specialized Center **\$ 68,104.00**
2. Stockbridge-Munsee Tribal Information Center **\$ 18,500.00**

The motion carried unanimously. Matt Valiquette explained the funding amounts were being provided as contextual information and are based on current subrecipient (contract) award amounts and consequently do not obligate any contractual party. All contracts and contract budgets are subject to mutual negotiations before finalized.

4c i-iii Bay Area WDB Standing Committees

Chuck Dallas and Matt Valiquette briefly discussed the current Bay Area WDB Standing Committees structure, composition, and mission/mandate. Tim Beno, Jolene Wilkens, and Matt Rentmeester made similarly supporting and compelling remarks recommending the need for the Strategic Leadership Committee to focus on topics and related discussion of a strategic nature. Chuck Dallas and Dr. Troyer echoed many of the comments and further suggested the need to better define the scope of each standing committee and incorporating metric reporting mechanisms to evaluate decision outcomes. Lastly, Matt Valiquette suggested Bay Area WDB staff email a Doodle Poll to determine Director interest and availability in the early June 2021 timeframe for reconvening the strategic planning process, which will incorporate and continue the standing committee discussion.

4d "First 100" Days Report Summary

Matt Valiquette provided a comprehensive First 100 Days report to the Board of Directors, organized in four primary functional areas: governance, corporation, financials, and operations. Within those four buckets, Matt described the priorities, status, and outcomes undertaken and/or accomplished over the past 100 days:

Governance:

- 1.) Develop relationship with Board of Directors and Local Elected Officials
- 2.) Complete Local and Regional Plan
- 3.) Complete PY20 MOU/RSA/IFA/SDC documents
- 4.) Resolve 2019-2020 DWD Coordinated Monitoring Report

Corporation:

- 1.) Conduct 1:1 Staff Interviews
- 2.) Update job descriptions/adjust salaries and responsibilities
- 3.) Talent and Technology investment and acquisition
- 4.) Relocate BAWDB offices
- 5.) Review and restructure corporate budget

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Financial:

- 1.) Review current financial situation
- 2.) Begin developing ROI metrics
- 3.) Re-allocate resources based on strategic imperatives and priorities
- 4.) Develop long-term sustainability
- 5.) Explore new funding opportunities that align with mission and vision

Operations:

- 1.) Ensure seamless transition for customers
- 2.) Conduct comprehensive review of all programs and operations
- 3.) Restructure/consolidate physical spaces
- 4.) Rescind training funding waitlist
- 5.) Pursue One Stop Operator Role
- 6.) Prepare/plan for PY21

4e-h

Matt Valiquette provided updates on the following topics:

PY21 One Stop Operator: awaiting DWD to develop and publish the RFP, to which the BAWDB intends to submit a proposal in our previously discussed desire to pursue.

WDA5 Local and Regional Plan: The Regional Plan was recently returned to BAWDB and FVWDB for additional revisions (3rd submission), while the BAWDB Local Plan is currently being reviewed by DWD (3rd submission).

PY20 MOU: The MOU was recently approved by DWD and is currently being routed to all MOU partners for final review and signatures.

PY19 DWD Coordinated Monitoring Report: Is very close to full resolution and nearing completion.

5 Women In the Workforce: Before and During the COVID-19 Pandemic

Matt Valiquette presented an edited and summarized version of a much broader NAWDP webinar examining the impact of the pandemic on women in the workforce and the significance on Northeast Wisconsin. Matt requested the Board of Directors question the role of the Bay Area WDB and suggested we continue to examine through “appreciative inquiry” if we are optimizing available resources to maximize community impact. It is worth noting that the Bay Area WDB has historically experienced a very equitable gender distribution in its customer demographic composition, despite the inherent challenges of attracting women to non-traditional occupations (i.e. manufacturing, transportation, construction, information technology). These noted challenges are likely exacerbated by the COVID-19 pandemic as women in the workforce have been disproportionately negatively impacted by the pandemic. Women of color, women with limited English proficiency, and other under-represented populations of women were/are most impacted by the pandemic and are least likely to access workforce development services, particularly services only available onsite in our One Stop job centers. These facts should also be examined more closely during the Bay Area WDB’s strategic planning process to better ensure the Bay Area WDB and its One Stop partners are positioned to meet and overcome the additional workforce development challenges many women may be facing post-pandemic. Will Robinson, Dr. Troyer, and Shirley Aviles all provided complementary comments recognizing the challenges many women face that may inhibit their abilities to reenter the workforce. Shirley Aviles thanked the Bay Area WDB for recognizing this critically important issue and reaffirmed her agency’s commitment to continue partnering with the Bay Area WDB in our collective efforts to assist our most vulnerable community members.

6 Board of Directors News and Updates

Ryan Long, DWD Regional Economist presented a current regional economic outlook and status report, indicating conditions are significantly improving, largely due to the increased vaccination rate. The March 2021 jobs report has been the most positive in a “long time” and it appears the national economy is approximately 2/3 of the way through its full recovery. Ryan also stated that experts indicated that nearly half of the approximately 8 million jobs lost in February 2020 may voluntarily elect to not return to the workforce. Ryan cited vaccine reluctance, covid concerns, family caregiver requirements may be the primary reasons contributing to individuals electing to remain removed from the workforce.

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Ann Franz, NEWMA's Executive Director, identified some of the major workforce challenges many manufacturing employers are experiencing, including frustrations with talent acquisition results, unprecedented low application rates, and part-time/full-time work schedule constraints. Ann provided a powerpoint presentation, which provided a number of data points supporting much of the previous discussion relating to pandemic-related workforce challenges.

Brian Pelon and Jolene Wilkens provided a job center update which included a report on the recently held Green Bay Area virtual job fair. Job seeker participation rates nearly equaled employer participation, which also served as corroborating evidence for earlier discussion. Jolene's information covering the upcoming Lakeshore area virtual job fair was more optimistic in terms of anticipated employer and job seeker participation; however, she cautioned that pre-registration data can be misleading predictors and actual participation data will be shared during the May meeting of the Board of Directors.

Last but certainly not the least, Matt Valiquette thanked Mary Willcox for her 4 years of employment with the Bay Area WDB and wished her the best in retirement. Many Board Directors sent messages of appreciation and congratulations to Mary.

Adjournment

The meeting adjourned at 2:50pm.

The next Bay Area WDB meeting will be on Thursday, April 15th from 1:00-3:30pm via ZOOM

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