

Bay Area Workforce Development Board of Directors Meeting

April 15, 2021

A proud partner of the

 American**Job**Center®
network



Agenda

1. **Call to Order/Roll Call.....1:00 – 1:10**
2. **Operational Overview.....1:10 – 1:30**
3. **Financial Status Report.....1:30 – 1:40**
4. **Board Business.....1:40 – 2:10**
5. **Bay Area WDB: Standing Committees Discussion.....2:10 – 2:55**
6. **Adjourn.....3:00**

Bay Area Workforce Development Board

▶ OUR MISSION

[The Bay Area Workforce Development Board](#), consisting of selected community representatives, develops a skilled workforce by strategically allocating and coordinating resources to address community needs by working through others for the benefit of all.

▶ OUR VISION

The vision of the Bay Area Workforce Development Board is that job skills and educational levels are increased, quality of life of all individuals is enhanced, while employers' needs are met.

Current Board Team

Matt Valiquette, Executive Director

Debbie Spevacek, Controller

**Mistine Thomson, Accounting Assistant*

Vickie Patterson, Program Operations Manager

Sarah Klapper, Deputy Program Operations Manager

Cheryl Neuens, Data and Policy Analyst

**Kate Owens, Regional Employer Services Coordinator*

Betty Gregory-Paasch, Special Projects Coordinator

Mary Willcox, Executive Assistant

TEAMWORK

coming together is a beginning
keeping together is progress
working together is success

- Henry Ford

2020-2021 Bay Area Workforce Development Board of Directors

Aaron Augustian

Augustian Farms LLC – 09/09/18

Tim Beno

Hometown Bank – 07/01/11

Deb Buckley

Curative Connections Inc. – 02/09/17

Tara Carr

University of Wis Green Bay – 07/01/16

Ron Christensen

Oconto County Veterans Service – 09/09/17

Chuck Dallas

I Consult, Inc. – 07/01/09

Cheryl Detrick

NEWCAP, Inc. – 09/08/16

Cheri Galecke

DeLeers Construction Inc. – 11/08/18

Kim Holmes

DWD Division of Unemployment – 11/10/16

Shirley Aviles

United Migrant Opportunities Services – 07/01/13

Jennifer Bscherer

DWD Division of Vocational Rehabilitation – 09/15/16

Paul Carlsen

Lakeshore Technical College – 02/08/18

Kris Chosa

Neenah Foundry – 07/01/18

Marcia Christiansen

Forward Service Corporation – 01/01/07

Dustin Delsman

Plumbers & Steamfitters UA Local 400 – 02/06/20

Wendy Dzurick

Marinette School District- 07/01/17

Steve Heller

Curt G. Joa – 02/06/20

2020-2021 Bay Area Workforce Development Board of Directors (cont.)

Meridith Jaeger

Northeast Wisconsin Technical College – 05/09/18

Ron Kadlubowski

Nemak – 07/01/11

Dan Keyzers

Georgia-Pacific – 02/06/20

Heather Martin

CNH Industrial America LLC – 07/01/16

Guy Meyerhofer

Arimon Technologies – 09/04/14

Brian Pelon

Dept. of Workforce Development - 07/16/06

Matt Rentmeester

Bellin College of Nursing – 07/01/17

Mike Ruminski

Paper Transport, Inc. – 07/01/08

Brian Schauf

Schreiber Foods – 07/01/19

Steve Jenkins

Door County EDC – 07/1/20

Ed Kelley

Florence Hardwoods LLC – 07/01/07

Claudia Krepsky

Kohler – 07/01/19

Chris Matheny

Fox Valley Technical College – 07/01/12

Brad Nye

Alliance Laundry – 07/01/19

Mercedes Olson

WEC Energy Group – 07/01/19

Robert Pontius

Venture North – 09/06/20

Will Robinson

USI Insurance Services – 07/01/19

Bruce Russell

FocalPoint Business Coaching – 07/01/20

Ann Schermetzler

Acuity Insurance – 09/06/18

Gerald Schomaker

Laborers Local 300 – 07/01/20

Loretta Shellman

Shellman Rentals – 07/01/02

Michael Troyer

A different Perspective – 07/01/04

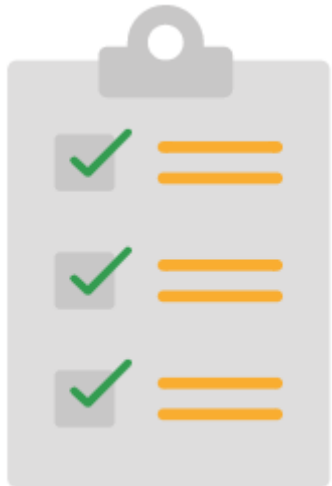
Myrna Warrington

College of the Menominee Nation – 07/01/18

Procurement

PY21 RFP's

- Bay West Shawano - Youth and Young Adult (Shawano, Menominee)
- Bay Central Brown - Youth and Young Adult (Brown)



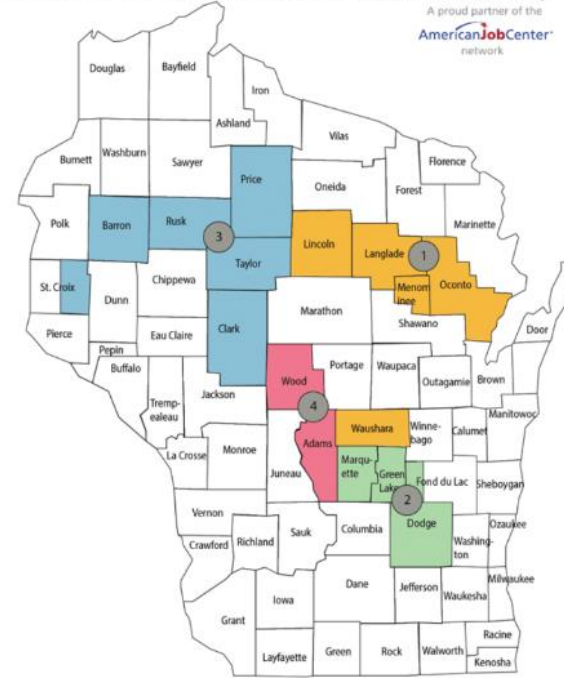
Review Committee

- Heather Martin, Will Robinson, Cheri Galecke
- Initial Prep Meeting - April 16th
- Review proposals - late April/early May
- Review and Final Decisions - mid May

COLLABORATION OF WISCONSIN (COW) H1B RURAL HEALTHCARE GRANT

Collaborative of Wisconsin: Rural Healthcare Cluster Map

A proud partner of the
AmericanJobCenter®
network



What is it?

- 6 WDA's
- Healthcare shortage
- Rural Communities
- Unemployed and Underemployed

What's Next?

- Hired Regional Project Coordinator
- Outreach, Recruitment, Referrals
- Langlade(6), Lincoln(6), Menominee(5), Oconto(5), Waushara(4)

Target Occupations

- Registered Nurse (ADN)
- Home Health Aide
- Medical Assistant
- Medical and Clinical Lab Technician
- Substance Abuse Counselor
- Social and Human Service Assistant
- Phlebotomist

Wisconsin Fast Forward

Wisconsin Lakeshore County Jail Training & Employment Initiative

What is it?

- Partnership with Lakeshore Technical College (LTC), Great Lakes Training and Development Corp. (GLTDC), and Manitowoc and Sheboygan Correctional Facilities
- 2-year Technical Education Pilot
- 20+ Inmates

Training

- Pre-Release:
 - Soft Skill Development
 - Conflict Resolution
 - Work Readiness
 - Intro to Industrial Welding Certificate
- Post-Release:
 - Ladder into Career Pathway/Technical Training
 - Welding Diploma
 - Welding Fabrication Diploma
 - WIOA – Career Services Specialists

What's Next?

- Kick Off Meeting
- More to Come!

ADDITIONAL PROGRAM UPDATES



Retail Grant - Dislocated Worker

- Total #102 individuals served
- Includes Displaced Homemakers
 - \$538,205 obligated/spent
- Total award amount \$590,000
- Award is from January 1, 2019 - September 30, 2021



Employment Recovery Grant - Dislocated Worker

- Total #49 individuals served
- Additional \$275,000 for Dislocated Workers from November 1, 2020 - September 30, 2022
- Opportunity to request additional \$250,000
- Includes Displaced Homemakers



Opportunities

- Remaining Retail clients (after 9/30/21) will be served through ERG without interruption
- Explore or Expand Short Term Training Opportunities



Waitlist

- Waitlist initiated July 1, 2019
- Eliminated waitlist effective end of February
- Total # on Waitlist at that time: Approximately #110, #55 of which immediately became eligible for training

Agenda Item 3: Corporate Financial Status

% EXPENDED	12/31/2020 CUMULATIVE EXP	7/1/20-6/30/21 Corporate Budget	CURRENT BUDGET	2/4/2021 PROPOSED
37.1%	\$ 195,943	WAGES	\$ 528,078	\$ (48,000) \$ 480,078
37.1%	\$ 14,990	FICA/MEDICARE	\$ 40,398	\$ (3,672) \$ 36,726
34.5%	\$ 33,368	HEALTH	\$ 96,805	\$ (12,227) \$ 84,578
45.7%	\$ 1,221	LIFE	\$ 2,670	\$ 105 \$ 2,775
42.0%	\$ 2,736	DISABILITY	\$ 6,511	\$ (621) \$ 5,890
54.7%	\$ 9,451	PENSION	\$ 17,288	\$ 734 \$ 18,022
37.2%	\$ 943	WORKERS COMPENSATION	\$ 2,535	\$ - \$ 2,535
33.8%	\$ 4,526	ACCOUNTING	\$ 13,400	\$ 15,150 \$ 28,550
24.3%	\$ 1,213	ADVERTISING	\$ 5,000	\$ 1,500 \$ 6,500
85.0%	\$ 12,750	AUDIT	\$ 15,000	\$ - \$ 15,000
30.7%	\$ 150	BANK FEES	\$ 490	\$ - \$ 490
0.0%	\$ -	BOARD	\$ 4,000	\$ (1,500) \$ 2,500
38.4%	\$ 9,610	COMMUNICATIONS	\$ 25,000	\$ 2,500 \$ 27,500
9.3%	\$ 107	D & O INSURANCE	\$ 1,150	\$ - \$ 1,150
100.0%	\$ 2,750	DUES & MEMBERSHIP	\$ 2,750	\$ - \$ 2,750
11.8%	\$ 2,679	EQUIPMENT MAINTENANCE	\$ 22,680	\$ 10,500 \$ 33,180
42.8%	\$ 790	LIABILITY INSURANCE	\$ 1,846	\$ 100 \$ 1,946
15.4%	\$ 77	MISCELLANEOUS	\$ 500	\$ - \$ 500
0.0%	\$ -	OFFICE FURNISHINGS	\$ -	\$ 33,000 \$ 33,000
50.3%	\$ 644	POSTAGE	\$ 1,280	\$ 25 \$ 1,305
4.3%	\$ 21	PRINTING	\$ 500	\$ 5,000 \$ 5,500
50.0%	\$ 468	PROPERTY INSURANCE	\$ 936	\$ 150 \$ 1,086
58.1%	\$ 18,627	RENT & SECURITY DEPOSIT	\$ 32,045	\$ 18,910 \$ 50,955
0.0%	\$ -	BUILDING MAINTENANCE (W MOVING SVC)	\$ -	\$ 15,700 \$ 15,700
37.5%	\$ 694	SOFTWARE	\$ 1,850	\$ 500 \$ 2,350
13.9%	\$ 2,082	SUPPLIES	\$ 15,000	\$ 5,000 \$ 20,000
2.0%	\$ 96	STAFF TRAINING	\$ 4,800	\$ - \$ 4,800
4.1%	\$ 103	STAFF TRAVEL	\$ 2,500	\$ - \$ 2,500
37.4%	\$ 316,037		\$ 845,012	\$ 42,854 \$ 887,866

Agenda Item 4.a.i-ii: Consent Agenda

- 1. Approval of WDB Board of Directors Meeting Minutes (February 18, 2021)**
- 2. BAWDB Local Support Service Policy Modification**

Agenda Item 4.b: Remaining PY21 BAWDB Contract Extension Recommendations

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

Agenda Item #4c i-iii: Bay Area WDB Committees

”Appoint appropriate standing and ad hoc committees necessary to effectively carry out the purposes of the Corporation. All standing committees will include at least two non-WDB members.” - Article V.L, Bay Area WDA Workforce Development Board Bylaws

- **EXECUTIVE COMMITTEE**

- *“The Executive Committee shall function for the WDB between meetings of the WDB [and] shall have full authority to act on behalf of the WDB...”*

- **STRATEGIC LEADERSHIP COMMITTEE**

- *The charge of this committee, on behalf of the WDB, is to observe and evaluate the near-term future of workforce issues, identify the challenges faced by business partners in terms of workforce quality and size, and interact with education partners to ensure, in a collaborative manner, the continued development and improvement of the workforce.*

- **PROGRAM PERFORMANCE COMMITTEE**

- *The charge of this committee is to evaluate current programming to determine its role in meeting the strategic goals and directives of WDB. As well, the Committee will identify potential partnerships and develop programming that promotes these goals. The Committee will evaluate program performance and make recommendations for improvement, as necessary.*

Agenda Item #4c: Committee Composition

▶ EXECUTIVE COMMITTEE

- ▶ *Chuck Dallas
- ▶ Cheri Galecke
- ▶ Dustin Delsman
- ▶ Tim Beno
- ▶ Marcia Christiansen
- ▶ Matt Rentmeester
- ▶ Vacant

▶ STRATEGIC LEADERSHIP COMMITTEE

- ▶ *Matt Rentmeester
- ▶ Ann Franz
- ▶ Brian Ognacevic
- ▶ Cheryl Neuens
- ▶ Jennifer Bscherer
- ▶ Jolene Wilkins
- ▶ Michael Troyer
- ▶ Mike Ruminski
- ▶ Tim Beno

• PROGRAM PERFORMANCE COMMITTEE

- *
- Heather Martin
- Loretta Shellman
- Tara Carr
- Paul Chamberlain
- Randa Ruleford

* Committee Chair

Agenda Items #4c: Bay Area WDB Committees

”Appoint appropriate standing and ad hoc committees necessary to effectively carry out the purposes of the Corporation. All standing committees will include at least two non-WDB members.” - Article V.L, Bay Area WDA Workforce Development Board Bylaws

▶ **YOUTH STANDING COMMITTEE**

The regulations that govern youth activities under title I of WIOA describe seven specific responsibilities that a Youth Committee, under the direction of the Local WDB, may wish to undertake (20 CFR 681.120):

- Recommend policy direction to the Local WDB for the design, development, and implementation of programs that benefit all youth;
- Propose the design of a comprehensive community workforce development system to ensure a full range of services and opportunities for all youth, including disconnected youth;
- Suggest ways to leverage resources and coordinate services among schools, public programs, and community-based organizations (CBOs) serving youth;
- Offer ways to coordinate youth services and put forward eligible youth service providers;
- Provide ongoing leadership and support for continuous quality improvement for local youth programs;
- Assist with planning, operational, and other issues relating to the provision of services to youth; and
- Oversee eligible youth providers, as well as other youth program oversight responsibilities.

Regarding the final point, a Youth Committee may only assume oversight responsibilities if so delegated by the Local WDB after consultation with the chief elected official (CEO) of the local area. Otherwise, the Local WDB maintains oversight responsibilities.

But if your Youth Committee is going to look beyond the matter-of-fact responsibilities described in WIOA — and with the blessing of the Local WDB, it must in order to become a real youth policy leadership group —take the time to develop the “Big Picture.”

Agenda Item #4d: “First 100 Days” Report Summary

January 1 - April 10, 2021



Governance

- Board of Directors/Local Elected Officials Board Relationships
- Complete Local & Regional Plan
- Complete PY20 MOU/IFA/SDC
- Resolve PY19 DWD Monitoring Rpt



Corporation

- Conduct 1:1 Staff Interviews
- Update position descriptions
- Adjust salaries
- Talent & Technology Investment & Acquisition
- Relocate BAWDB offices
- Review/restructure corporate budget



Financials

- Review current financial situation
- Begin developing ROI metrics
- Re-allocate resources based on defined strategic priorities
- Develop long-term sustainability
- Explore new funding opportunities



Operations

- Ensure seamless transition for all customers
- Conduct comprehensive review of all programs and operations
- Restructure/consolidate physical space leases
- Rescind training funding waitlist
- Pursue One Stop Operator role
- Prepare/Plan for PY21 operations

Agenda Item #4d: “First 100 Days”

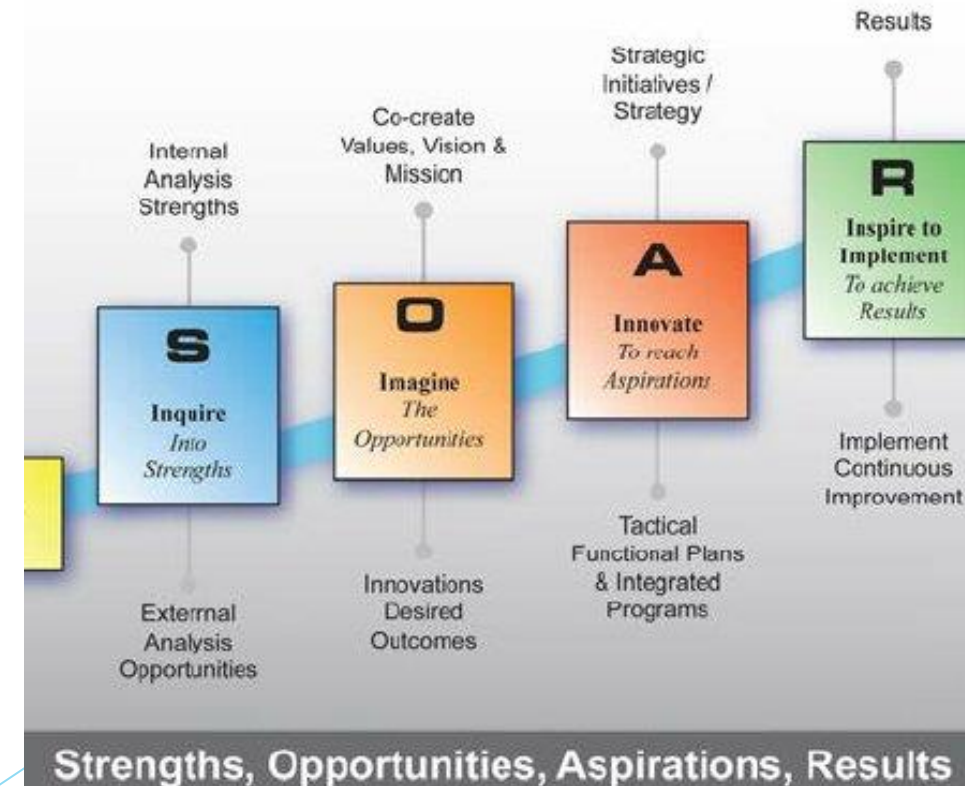
Report Summary

January 1 - April 10, 2021 - CONTINUED

The Road Ahead: Beyond the First 100 Days

- Program Year 2021 final preparation phase
- One-Stop-Operator and post-pandemic “re-emergence”
- Improve/Enhance the “3-C’s” of communication, coordination, & collaboration
 - Community “Lunch and Learns”
 - Promote and Support Inclusion and Diversity
- Strategic Planning
 - Define, identify and appropriately prioritize BAWDB’s customer
 - Reimagine/Redesign the “BAWDB brand”
 - Data-driven decision-making
 - Align resources to strategic priorities

SOAR Framework



WOMEN IN THE WORKFORCE:

BEFORE AND DURING THE COVID-19
PANDEMIC & RECESSION

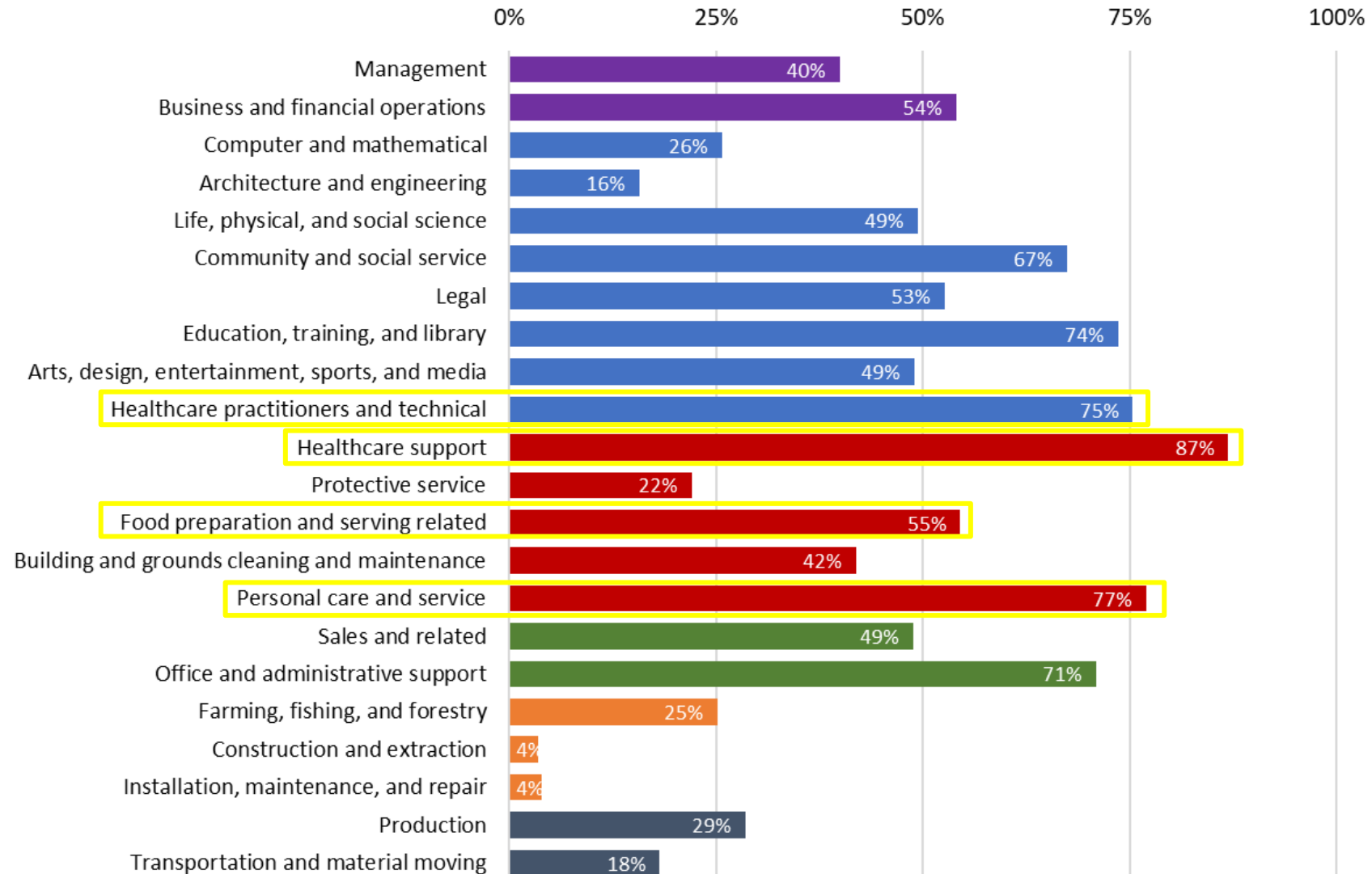
BEFORE COVID-19

- **Women were struggling to make ends meet before the COVID-19 pandemic.**
 - Women were **2/3rds** of workers in low-wage jobs in 2018.
 - Women experience a gender wage gap of **82 cents** compared to every dollar earned by men in 2019.
 - The gap is worse for many women of color compared to white, non-Hispanic men.
 - Black women made just **63 cents**
 - Latinas made **55 cents**
 - Native American women made **60 cents**
 - Many sub-populations of Asian women earn even less.
 - **17.3 million** women worked part-time in 2019, nearly double the number of men.
 - 84 percent** of women working part-time were for reasons like family caregiving.
- **66 percent** of mothers were breadwinners for their families in 2019.

Women are segregated into service and care occupations

Percent of women in occupational categories, 2019

- Management, business, and financial operations occupations
- Professional and related occupations
- Service occupations
- Sales and office occupations
- Natural resources, construction, and maintenance occupations
- Production, transportation, and material moving occupations



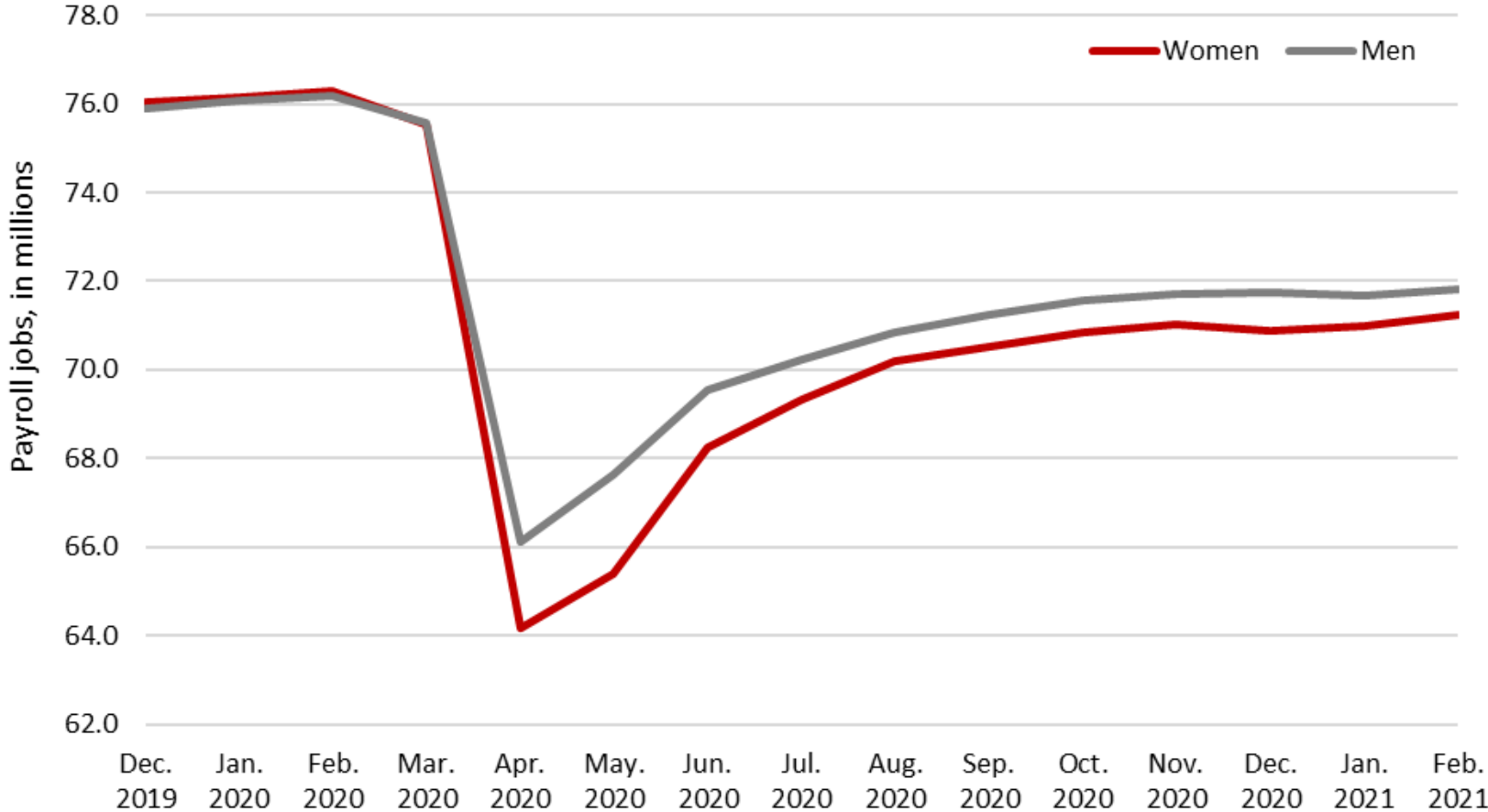
COVID-19 RECESSION

- Public health crisis
- Job loss
- Caregiving crisis

JOB LOSS

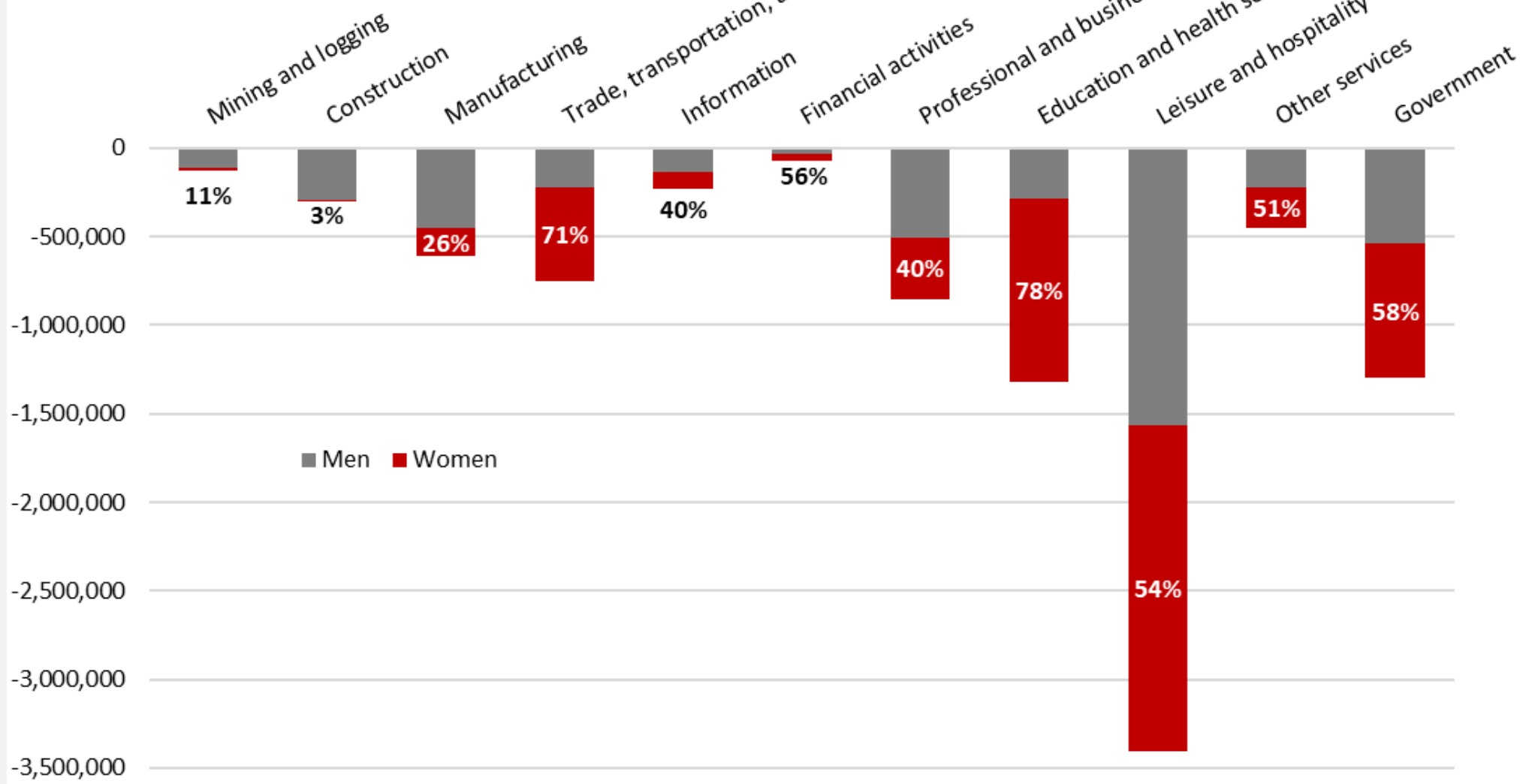
Women have lost 5.1 million net jobs during the pandemic, compared to 4.4 million lost by men

Men and women's total nonfarm payroll employment



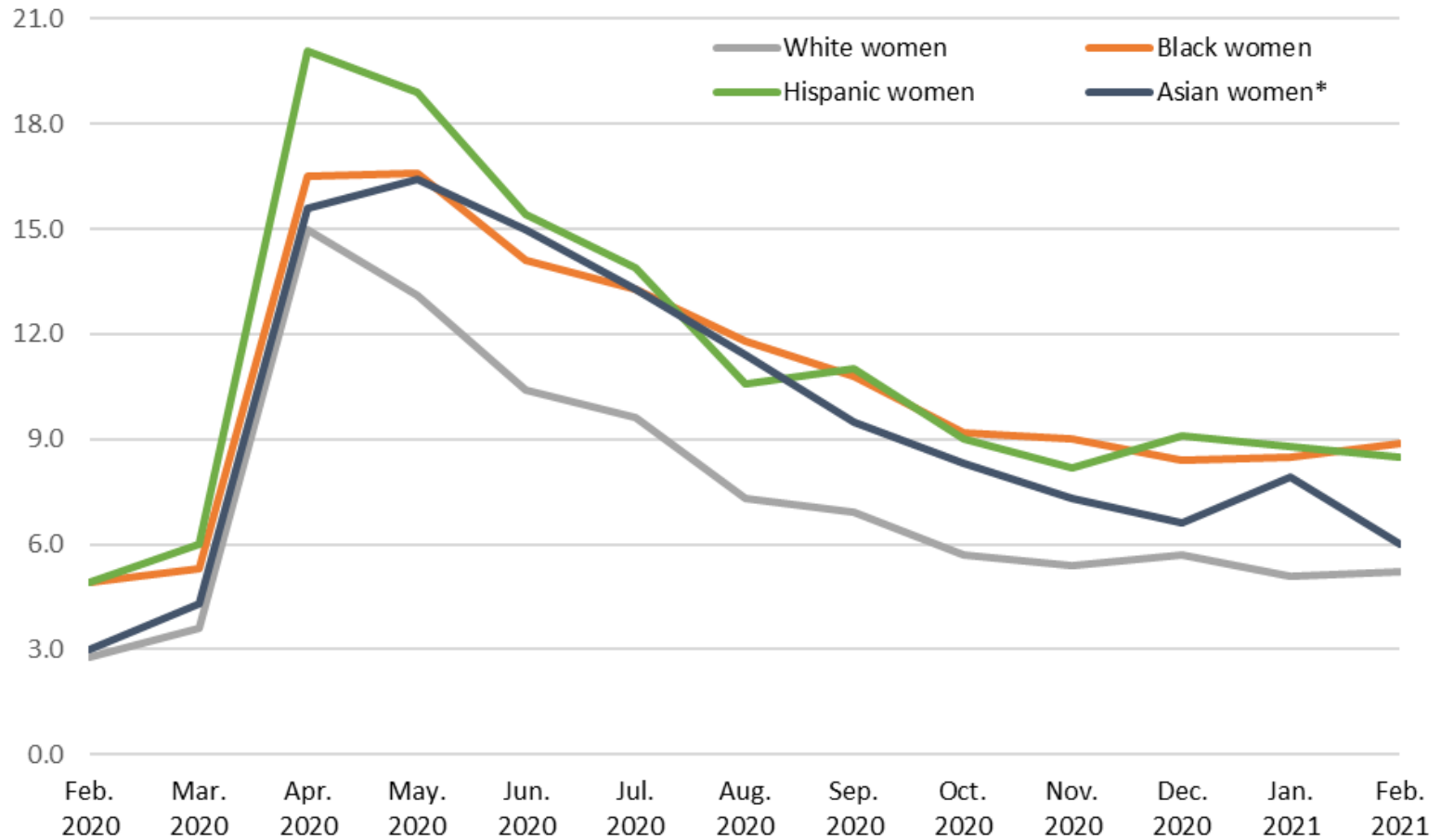
Job Losses by Industry since February 2020

Percent of job losses for women in each industry



UNEMPLOYMENT RATE

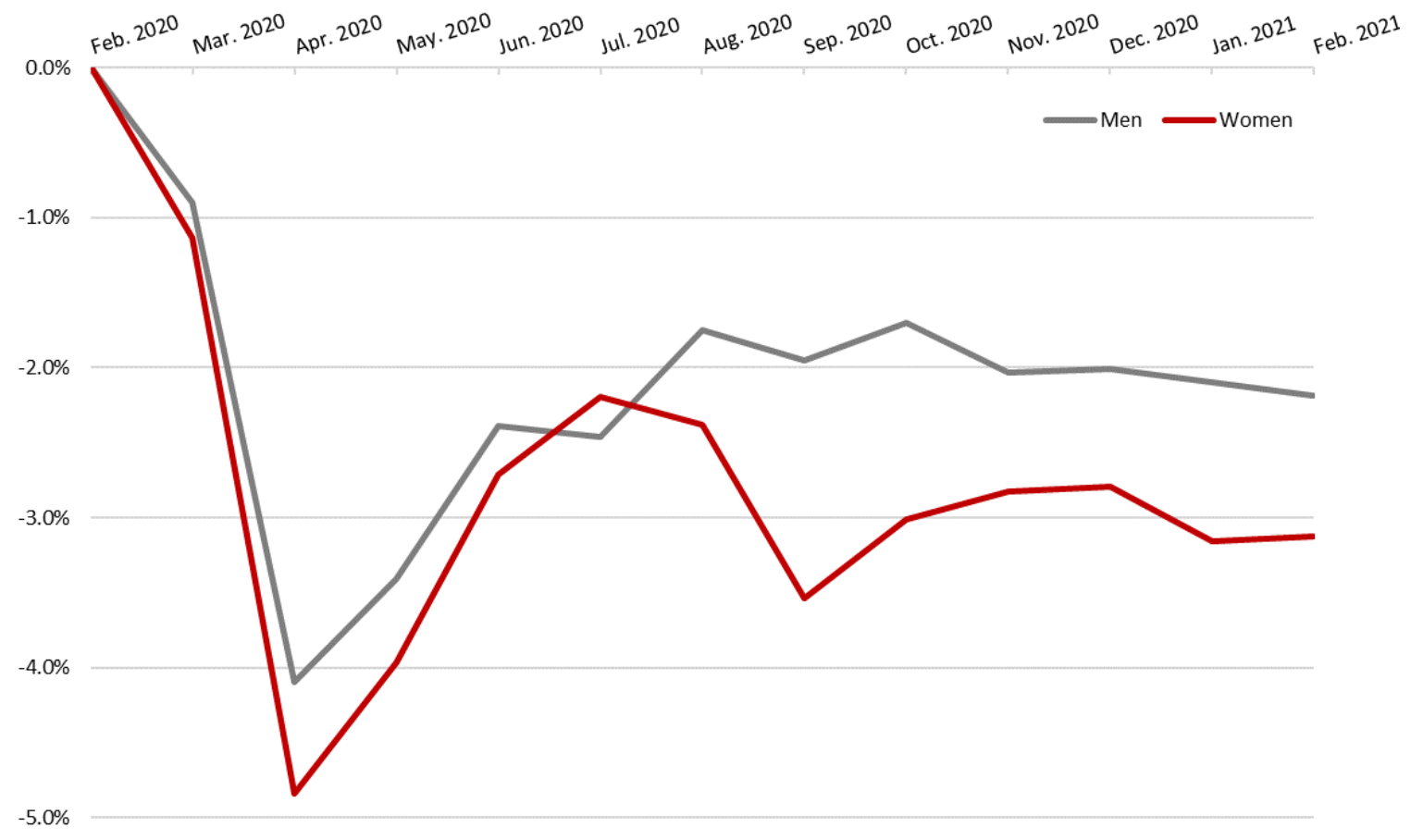
Women of color have had the highest unemployment rates



***Note:** Data for White, Black, and Hispanic women are seasonally adjusted, while data for Asian women are not seasonally adjusted.

CAREGIVING CRISIS

Percent Change in Civilian Labor Force Since February 2020



ESSENTIAL WORKERS

- More than half (52%) of essential workers are women.
 - They include grocery clerks, doctors, nurses, public transit workers, child care workers, etc.
- Women of color are overrepresented in frontline jobs.
- 22 million essential workers earn less than \$15 an hour.
 - Rhonda V. Sharpe: Essential worker is a misnomer.

KEY POLICIES TO SUPPORT WOMEN

American Rescue Plan

Future Priorities

- Increase investment and training to support women entering male-dominated sectors
- Increase job quality
 - Raise the minimum wage and eliminate subminimum wages
 - Paid sick days
 - Fair scheduling
- Support both work and caregiving
 - Comprehensive paid family and medical leave
 - Affordable, high-quality child care
- Support for women and women of color-owned businesses:
 - Data tracking and reporting, targeted funding

Agenda Items #6 a-c: Board of Directors News and Updates

- *Ryan Long, DWD Regional Economist*
- *Ann Franz, NEWMA Executive Director*
- *Others??*

Agenda Item #7: Adjournment

*Next meeting is
scheduled for May 20,
2021 via Zoom*



TEAMWORK!
WORKING TOGETHER GETS THE GOODS!