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## **BAY AREA WORKFORCE DEVELOPMENT BOARD OF DIRECTORS**

**Thursday, February 17, 2022**

### **MINUTES**

Attending: Shirley Aviles, Tim Beno, Jennifer Bscherer, Paul Carlsen, Tara Carr, Amber Collegnon, Kris Chosa, Ron Christensen, Marcia Christiansen, Chuck Dallas (Chair), Roberta Davis, Dustin Delsman, Cheryl Detrick, Andy Ford, Cheri Galeke, Steve Heller, Meridith Jaeger, Dan Keyzers, Heather Martin, Chris Matheny, Guy Meyerhofer, Mercedes Olson, Brian Pelon, Matt Rentmeester, Mike Ruminski, Bruce Russell, Brian Schauf, Ann Schermetzler, Gerald Schomaker, Norman Shawanokasic, Mike Troyer, Myrna Warrington; Staff: Mistine Habeck, Sarah Klapper, Nan Macy, Cheryl Neuens, Kate Owens, Vickie Paterson, Matt Valiquette

Absent: Roberta Davis, Ed Kelley, Bethany Wilde

Guests: Tara Cowe-Spigai, Kelsey Fox, Ryan Long, Annette Meudt, Lisa Omen, Bill Palzki

**I. CALL TO ORDER / ROLL CALL** – The virtual meeting was called to order by Chair, Chuck Dallas, 1:03 P.M. A quorum was present.

#### **II. WELCOMING REMARKS & INTRODUCTION OF GUESTS:**

- A. Kelsey Fox was in attendance and will be taking Steve Jenkins seat representing Door County Economic Development upon LEO approval in April.
- B. Matt Valiquette, Executive Director, shared his experience visiting Board Members for a tour of their workplaces: Plumbers & Steamfitters UA Local 400 in Kaukauna (Dustin Delsman) and Alliance Laundry Systems in Manitowoc (Andy Ford). Valiquette welcomes the opportunity to visit Board Members and learn more about their place of business.
- C. Valiquette reported, that NEWs' current UI rate is less than 2.7%, well below the pre-pandemic rate of 3.1% which has steadily declined as the economy improved following the Great Recession of 2008. Low UI rates are good news for job seekers (regardless of your current employment status) and not so good news if you are an employer in search of talent. The 2.7% UI rate represents approximately 5000 NEW individuals, all of whom are statistically highly likely to return to the workforce within the 26-week period which commences with a UI claim. With approximately 130K open WI job postings, one can easily see that the current labor shortage crisis will not be ameliorated if/when these UI beneficiaries return to work. Far more compelling evidence the labor shortage is here to stay is a review of the workforce participation rate. WI boasts a 66.5% WPR which is well above the national average and leads the Midwest. The WPR metric measures the number of working-age (16-65) individuals actively participating in the workforce. When you remove the approximately 200K full time college students, there is a sizable percentage left that we

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need to tap into. Where are they? What are their barriers? How do we get our services to them and help them obtain meaningful employment earning family-sustaining wages. Our current service delivery strategy has been highly effective for much of our 30-year history, a far more initiative-taking (community –based service delivery) model is required today.

### III. OPERATIONAL REVIEW

- A. Virtual Reality Career Exploration – Sarah Klapper, Deputy Program Operations Manager, demonstrated the various content topics that can be used with a Virtual Reality Training Module. Programming is currently looking into how we can incorporate VR with current partners and service providers; how the Board can utilize this to enhance workforce development activities; and where are these opportunities for new partnerships and collaboration.
- B. Annual Program Update – Vickie Patterson, Program Operations Manager, presented success stories from participants that benefitted from our WIOA Adult, Dislocated Worker, and Youth programs, Independent Living, and the Transitions to Success program.

### IV. FINANCIAL STATUS – The Finance and Personnel Committee will be reviewing ways in which we can better present our financial status relative to the programs based on various start-stop dates and carryovers.

### V. BOARD BUSINESS (Dallas/Valiquette)

#### A. CONSENT AGENDA (ACTION)

1. Board Meeting Minutes (January 20, 2022) – Minutes of the January 20, 2022, Board of Director’s Meeting was unanimously approved with a motion and a second from Troyer and Warrington, respectively.
2. BAWDB 2022 Program Guides – The new Program Guides for the WIOA Youth/Young Adults, Independent Living and Transitions to Success programs and the WIOA Adult/Dislocated Worker and Windows to Work programs are available online.
3. LEO-WDB Joint Agreement (Modification Finalized & Signed) – A Modification to the LEO-WDB Joint Agreement has been duly signed by both Chair of our Board of Directors and the LEO Board.
4. WDB Board of Director’s Bylaws (Modification) – Article V (L) and XII (F) of the Board Bylaws were modified and unanimously approved with a motion and a second from Shawanokasic and Ron Christianson, respectively.

#### B. Formal Standing Committee Membership Nominations and Appointments

1. 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 key community partners and stakeholders to ensure, in a collaborative manner, the continued development and improvement of the workforce. The Strategic Leadership Committee membership nominations include Matt Rentmeester (Chair), Tim Beno, Paul Carlsen, Tara Carr, Chuck Dallas, Cheri Galecke, Brian Ognacevic, Randa Ruleford, Mike Ruminski, Michael Troyer, and Jolene Wilkens.

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2. Finance and Personnel Committee – Nominations for committee members include Tim Beno, Cheri Galecke, Tara Carr, Marcia Christiansen, Mercedes Olson, Justin Hensley, and Pete Bilski.

The above Committee members were unanimously approved with a motion and a second from Matt Rentmeester and Shirley Aviles, respectively. The Strategic Leadership Committee has selected their Chair, Matt Rentmeester. The Finance and Personnel Committee will meet in coming weeks to draft their mandate, elect a committee chair, and set their meeting schedule.

- C. Board of Directors Membership and Term Expirations – Board Members coming to the end of their 3-year term will be contacted. The LEO Board will meet for approval or membership renewals and any new nominations on May 5, 2022.

## **VI. DEPARTMENT OF WORKFORCE DEVELOPMENT INVITED GUESTS SUMMARY UPDATE:**

Bruce Palzkill, Deputy Division Administrator for DWD, Division of Employment and Training and Annette Meudt, Director, Bureau of Workforce Training provided report as follows:

- A. Statewide struggles to find and retain talent (even at DWD). A 38% vacancy rate required recently rotating staff in areas of the state and expanding plans for LP Staff, noting that Local Program Liaisons should be closer to their regions (WDA 1, 2, and 3 currently share one LP, Bay Area and Fox Valley share one). As a result, remote vs in-person monitoring requirement was lifted.
- B. Performance negotiation (WDA/CLEO) did not previously take into consideration local economic conditions and was formerly the same throughout all areas. This is being reviewed.
- C. MOU Process is being reviewed, including 1) how services are divided, 2) expense sharing, and a State Plan modification may change to allow for a 3-year MOU.
- D. Eligible Training Provider List (ETPL) – List is vetted; WIOA cannot pay for training unless on this list. Certifications are received and approved prior to being on this list.
- E. Relationship with WDA5 – Palzkill indication that DWD is happy with our relationship and Valiquette’s leadership and commended his communication. Meudt concurred citing changes taking place and Valiquette’s ability to be responsive to them.
- F. Tara Cowe, Spigai, WDA 4&5 Local Program Liaison noted it has been a “delight working with Bay Area staff (commending Sarah Klapper).”

## **VII. BOARD OF DIRECTORS NEWS AND UPDATES**

- A. State Update - Additional ESL were awarded to expand and enhance English as a second language programming statewide.
- B. Afghan Refugees – DCF is working to assist and connect refugees and families with workforce development resources.
- C. WAI – RFPs in process. Initiation of the grant award contracts for the “Digital Literacy” and “Hidden Talent” will provide funds and additional flexibility for service options and WIOA co-enrollments.

## **VIII. ADJOURNMENT**

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