



# Bay Area Workforce Development Board

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[www.bayareawdb.org](http://www.bayareawdb.org)

## MINUTES

### BAY AREA WORKFORCE DEVELOPMENT BOARD

Thursday, November 19, 2020

**Present:** Michael Troyer (Chair), Ann Schermetzler, Brad Nye, Brian Pelon, Bruce Russell, Brian Schauf, Cheri Galecki, Chris Matheny, Claudia Krepsky, Deb Buckley, Ed Kelly, Gerald Schomaker, Kim Holmes, Kris Chosa, Marcia Christiansen, Matt Rentmeester, Mercedes Schuchardt, Mike Ruminski, Paul Carlsen, Penny Helmle, Ron Christensen, Shirley Aviles, Steve Heller, Steve Jenkins, Tara Carr, Wendy Dzurick, Will Robinson

**Absent:** Aaron Augustian, Cheryl Detrick, Chuck Dallas, Dan Keyzers, Dustin Delsman, Guy Meyerhofer, Heather Martin, Jennifer Bscherer, Loretta Shellman, Myrna Warrington, Robert Pontius, Ron Kadlubowski, Tim Beno

Dr. Troyer called the virtual meeting to order at 1:00 PM on a Zoom meeting. Roll call showed a quorum present.

The Minutes of the October 15, 2020 meeting were adopted as presented on a motion by Mr. Kelley with a second from Mr. Rentmeester.

### Meeting the Challenge for Employers

Mr. Golembeski provided a presentation the causes and effects of a continued worker shortage in Wisconsin. He made several observations for the board looking forward:

1. The demand for dislocated workers will require a rethinking of Rapid Response services.
2. Upskilling incumbent workers will be in great demand.
3. Supporting initiatives to attract workers will be helpful.
4. Bay Area WDB should enhance efforts to upskill marginalized job seekers.
5. Workforce services to young and mid-career professionals will be required.
6. Wisconsin loses workers in the SE part of the state to Chicago. How might we attract them here?
7. The increase in virtual working offers new opportunities for area employers.

### WIOA Title 1 Services Redesign

Mr. Valiquette and Zana Keener (Forward Service Corporation) shared information from a group composed of staff and Career Specialists who have been working on a “Redesign” of WIOA Title 1 services. Their main objective was articulated as “To create a customer focused service model that meets the needs of our participants and reaches those who would benefit from our services, while providing a healthy and stable work environment for our staff.”

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The group made several recommendations at this point in their discussion, including:

- Streamlining local documentation requirements using available technology;
- Use a virtual environment to provide high quality customer service in an individualized format;
- Enhance referral networks and outreach opportunities;
- Improve board staff training and communication with service providers;
- Strategize on coverage and location options;
- Strengthen the connection between frontline staff and employers.

### **Board Business**

Mr. Golembeski informed the members that Shelly Ghare and Colleen Koski had resigned from the board due to increased job responsibilities. Both have been very active and valued members of our board.

Dr. Michael Troyer announced that he has chosen to step down as Chair of Bay Area Workforce Development Board following this meeting although he will remain a member. Dr. Troyer has served as board Chair since July 1, 2010. Vice Chair Chuck Dallas will assume the Chair position at the January 2021 meeting and a new Vice Chair will be appointed.

One policy update was required. Occupational Skills Training Policy has been revised to clarify the difference between tuition costs and support services costs. There are no changes to what costs we will assist a participant with, just clarifying categories. Motion to adopt this policy change was made by Ms. Krepsky with a second from Mr. Schomaker. Motion passed.

A Bay Area WDB Bylaw amendment was proposed for action at the January meeting. This would amend Article V. G. which currently reads that it is the workforce board's responsibility to:

“Approve all contracts and program budgets for the provision of services to carry out the goals and objectives of the Local Plan.”

And amend it to read:

“Approve all subrecipient awards, subject to successful staff budget negotiation, for the provision of services to carry out the goals and objectives of the Local Plan”

The original wording was written many years ago when the board received new funding allocation in February or March for the new program year. For many years now new allocations have been received later and later, most recently even after the new program year has begun. This makes it impossible for the board to approve the budgets for specific subrecipient awards. The new wording allows the board to set the overall budget for the corporation and award service agreements to proposers and subrecipients. Board staff subsequently works within the overall program budget to negotiate specific amounts in each case. No action was required at this meeting.

Bay Area WDB had approved a six-month corporate budget last June pending additional information about available funding resources. While there are still some funding opportunities pending, staff presented a corporate budget for the remainder of the program year for board consideration in the amount of \$845,011 for the program year. Staff salaries reflected the staff changes taking place on January 1. Motion to approve the proposed corporate budget for the

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remainder of PY 2020 was made by Ms. Dzurick with a second from Ms. Aviles. Motion was unanimously approved.

Workforce boards are now required to have DWD-approved WIOA Local Plans. DWD had asked for significant revisions to Bay Area WDB's original submission. The revised Bay Area WIOA Local Plan 2020-2023 was put out again for public comment and posted on the website for review on October 15, 2020. No public comments were received. Motion to approve the reviewed Bay Area WIOA Local Plan (dated 10/9/2020) was made by Mr. Rentmeester with a second from Mr. Russell. Motion was unanimously adopted.

A meeting of the Strategic Plan Taskforce has not yet been set. One will be arranged for January.

There are still several monitoring issues that are being addressed with DWD.

### **One-Stop Operator Options for 2021**

Mr. Golembeski and Mr. Valiquette followed up on the latter's presentation on the role of One-Stop Operator (OSO) at the October board meeting. Bay Area WDB will procure OSO subrecipients for PY 2021. DWD has been strongly suggesting that Bay Area have one OSO for the entire 11-county region, which is different from past practice using local management teams to fill the OSO role. Among other options, Bay Area WDB could propose to take on the OSO role itself, much of which the board staff already does. That option would require that DWD conduct the procurement and award process. The board will have to make a decision early in 2021 about how to proceed on this issue.

### **What's Going on Out There?**

As in the last several board meetings, several members provided updates on the current workforce situation from their perspectives.

Steve Jenkins, Executive Director of Door County Economic Development Corporation, concurred with the presentation on the shortage of workers in the region. DCEDC held a drive-through job fair on November 12 with some success and leftover packages were shared with area agencies. Several employers reported immediate results from the event which will likely be repeated in the spring. The Door County tourism season was delayed but very successful in the end, especially drawing younger visitors. Manufacturing continues to grow in the county as well. DCEDC is working hard to support existing businesses and CARES funding has been widely used. The youth apprenticeship program continues to grow and has been reenergized with new staff. An affordable housing initiative is underway with a WHEDA grant. Door County is optimistic for 2021.

Kris Chosa is Human Resources Labor Relations Manager at Neenah Foundry. There are 76 openings there in several departments, but retention rather than recruitment is the real issue there. Transient workers are a real problem. The company is looking at internal processes as well as trying to redefine the foundry's image to attract nontraditional workers. Pay in some of the positions, such as grinding, is very lucrative. Business slowed down in the spring as COVID hit but has picked up since late summer.

Gerry Schomaker is Business Manager for Laborers Local 300 in the building trades. He also expressed optimism for 2021. Business had slowed down in spring but picked up since. Some building projects have been delayed due to COVID. The industry continues to make adjustments

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on the worksites to protect people. Virtual training is increasingly incorporated into the union programs.

The meeting adjourned at 2:50 PM.

**Bay Area Workforce Development Board will meet on Thursday, January 21, 2021 at 1 PM in a virtual format.**

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