

## **Planning & Development Committee Meeting**

**Dave Shaw, Co-Chair—Planning & Development**  
**Kathy Cromey, Co-Chair—Planning & Development**  
**Pam Christenson, Secretary**  
**Paul Dietmann, Treasurer**  
**Julie Enloe, Jessica Fox, Kevin Gundlach, Lindsay Jones**  
**Todd Kearney, Barb LeDuc, Ann McNeary, Shawn Tessmann**  
**Jac Weitzel, Pamela Waters, Bryan Woodhouse**

**Tuesday, September 5, 2023**  
**9:00 a.m. to 11:00 a.m.**

**Madison Area Technical College**  
**Truax Campus – Room D1630C**  
**1701 Wright Street**  
**Madison, WI 53704**

**Members:** Julie Enloe, Jessica Fox, Todd Kearney, Barb LeDuc, Ann McNeary, Dave Shaw, Pamela Waters, Jac Weitzel, Bryan Woodhouse

**Staff:** Seth Lentz, Jackie Hall, Chris Ziegel, Becca Collins, Jessica Mills

**Guests:**

### **Agenda Item 1 – Welcome & Introductions**

Shaw called the meeting to order at 9:07 a.m. and welcomed everyone. Everyone introduced themselves.

### **Agenda Item 2 – Review & Approval of the January 31, 2023 Meeting Minutes**

Shaw requested a motion to approve the minutes of the January 31, 2023 Planning and Development Committee meeting as presented. Kearney moved to approve the minutes as presented. McNeary offered the second. No discussion followed on this motion. The vote was unanimous in favor of the motion.

### **Agenda Item 3 – Grants and Updates**

Lentz directed Members to the Grants Summary handout.

Collins began with a summary of the 2020-2023 Statewide Employment Recovery Dislocated Worker Grant. The grant was awarded through the Department of Workforce Development (DWD) in 2020 and is being used to provide additional funding to support services for participants enrolled as WIOA



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Dislocated Workers. The grant provides augmented funding of approximately \$775,000. 132 individuals have been served by the end of the program year. All participants are co-enrolled in WIOA Dislocated Worker. 109 supported individuals in training services. 108 supported individuals in supportive services.

Collins shifted to updates on the Windows to Work grant. The grant is awarded through the Department of Corrections (DOC). 107 participants have been served pre-release and 88 participants have been served post-release. Programming is provided at Oakhill Correctional Institute, Fox Lake Correctional Institution, and the Columbia County Correctional Facility. Average wage post-release is \$18.72 an hour. Additional funding has also been earmarked for additional staffing engagements at Oakhill Correctional Institute.

Collins summarized the State Apprenticeship Expansion (SAE2020) grant was awarded through DWD to expand registered apprenticeship throughout the state. \$3,071,412 in total. To date the funds have supported training to 29 individuals registered under pre-apprenticeship programs. On-the-Job learning employer reimbursement have amounted to \$754,300 disbursed. The grant has also provided supportive service resources to assist Registered Apprentices (RA). 433 RAs have received support amounting to \$255,485 disbursed.

Lentz added that the state received an extension on the award. The modification will provide an additional Apprenticeship Navigator services at OCI and will be utilized to map career pathways, and provide additional counseling and training sessions.

Kearney inquired if the state has finalized the plan and who developed the system.

Lentz responded the state conceptualized the navigator position. Funding was allocated to provide the Board with a direct position. The Board helped to refine the process for the state to support their overall project objectives as well as pilot new services and document processes for future replication.

Collins updated Members on the H-1B Rural Healthcare Grant Program. The grant is a collaborative project with five other state Workforce Development Areas (WDA). \$358,756 has been subawarded through the U.S. Dept of Labor with the intention of expanding and developing healthcare training to help individuals in the direct patient care healthcare industry and secure employment in rural counties. 55 participants have been enrolled since the program's inception with 48 participants enrolled in education and training. The grant has also provided Moraine Park Technical College the ability to offer a Telehealth certificate. 12 graduates are reporting employment within the healthcare field. Positions include Medical Lab Technicians, Registered Nurses, and Medical Assistants. Wages range from \$18.50 an hour to \$38.00 an hour.

Mills presented on the Worker Advancement Initiative grant. \$2,000,000 subaward via the American Rescue Plan Act – State and Local Fiscal Recovery Funds. The grant supports individuals whose



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employment and/or economic status was negatively impacted by the COVID-19 Pandemic by offering subsidized employment and skills training opportunities with local employers. The grant period ranges from October 1, 2021 to September 30, 2024. The goal is to serve 200 individuals. 347 participants have already been served at a cost of \$787,235.

Kearney requested information on completion percentage.

Mills answered that the completion rate is currently above 80%. Mills then continued with an overview of the partners on the grant. Participant insights include 56% racial/ethnic minority, 22% are single parents, 22% reported as English Language Learners.

Mills went on to discuss the various opportunities that we used and continue to refine the use of incentives. Latino Academy included 4 cohorts offered to 19 participants. 17 successfully completed and 12 participants received training-related employment. WRTP|BIG STEP included 5 cohorts offered to 40 participants. 23 successfully completed and 11 participants received training-related employment. Centro Hispano included 9 cohorts offered to 86 participants. 77 successfully completed and 41 participants received training-related employment.

Mills noted the 2<sup>nd</sup> cohort for WRTP|BIG STEP had a higher employment success rate as summer was starting.

Woodhouse inquired on major themes.

LeDuc praised the success of the grant, and stressed the importance of training-related employment.

Lentz stressed the importance of these grants as most of this work is not allowed when utilizing WIOA funding. The grants also help other agencies advance their missions throughout these partnerships.

Collins noted the participation incentive payments include many contingencies that participants must make before they are paid. Contingencies are established to reinforce work ready behaviors like attendance, appropriate communication, assignment preparation and task completion.

McNeary inquired if the incentive payments are taxable income.

Mills responded they are not treated as taxable income.

#### **Agenda Item 4 – Program Data Review**

Hall described the system design for program year 2022 (July 1, 2022 – June 30, 2023). 365 participants engaged in Career Services. 289 participants engaged in Training & Education. Training services align



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with customer demand by occupational area. The region has a demand in Healthcare Practitioners and Healthcare Support with a lowering demand for Construction & Extraction.

Kearney requested information on the 303 projected carryovers.

Hall replied they are a mix of students at the colleges enrolled in 2-year programs, as well as still receiving career readiness services.

Hall conveyed the WIOA Adult Participant Profile, which consists of 400 participants served, 198 exiting to employment with an average of \$22.80 an hour. Most individuals identify as low income status upon enrollment.

Hall reported the WIOA Dislocated Worker Profile, which consists of 245 participants served, 144 exiting to employment with an average of \$24.69 an hour. Most individuals identify as low income status upon enrollment.

Kearney questioned the status of the remaining 99 participants.

Hall responded that these participants are currently enrolled in WIOA.

Hall provided an overview of the Federal Performance Scorecard. All metrics have been exceeded outside of Adult Program Measurable Skill Gain. Discrepancies have been found on the report and investigation is ongoing.

Lentz opened up the discussion for any questions.

Kearney inquired on the negotiated levels set.

Lentz stated the Board can negotiate the percentages with the state. They do not set a ceiling. Continuous improvement is expected. Data is needed to justify keeping negotiated levels year-over-year.

McNeary asked if age is tracked for metrics.

Hall confirmed. The most common age ranges are 18-24 and are included in the WIOA Adult Program. The 44-54 age bracket is increasing in both WIOA Adult and WIOA Dislocated Worker programs.

### **Agenda Item 5 – Quality Jobs Initiative**

Lentz spoke on the Good Jobs Principles. The U.S. Departments of Commerce and Labor have partnered to identify what comprises a good job. These eight principles create a framework for workers, businesses, labor unions, advocates, researchers, state and local governments, and federal agencies for a



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shared vision of job quality. Good jobs are the foundation of an equitable economy. The eight principles include recruitment and hiring; benefits; diversity, equity, inclusion, and accessibility; empowerment and representation; job security and working conditions; organizational culture; pay; and skills and career advancement.

Lentz provided the detail behind the funding by agency as well as number of Funding Opportunity Announcements by Agency.

Lentz shared that WDBSCW Members and staff are part of the project team and were scheduled to attend the Job Quality Academy in Washington D.C.. The goal of this academy is to increase access of career-building opportunities through diversity, equity, inclusion, and accessibility efforts for the care industry (such as childcare and healthcare) with the development of a quality 'good job' framework. The Wisconsin team includes members from DWD, the Department of Children and Families (DCF), United Way of Dane County, and Wisconsin's Workforce Development Association.

Lentz highlighted the key strategies and activities with a focus on ensuring employees are in "quality jobs" in the care industry, increasing awareness and utilization of stackable credentials, educating employers and job seekers on "quality jobs.", increasing co-enrollment in workforce programs and the ecosystem, increasing career pathways in youth and registered apprenticeship that lead to good jobs in the care industry, and integrating the "Good Job Principles" into policies, procedures, funding opportunities for the workforce ecosystem, and into state plans.

Lentz reviewed the model being utilized in Colorado. Attract, Create, and Elevate. Checklists were created for workers and employers and commented that another conference is scheduled for September in Washington D.C.

### **Agenda Item 6 – Adjournment**

With no additional business for the Committee, Shaw motioned to adjourn at 10:31 a.m.

Adjourned: 10:31 a.m.

Respectfully Submitted:

Pam Christenson  
Board Secretary  
Workforce Development Board of South Central Wisconsin, Inc.

### **Attachments for Board Records:**

- Minutes from January 31, 2023
- Planning & Development PowerPoint



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- Grants Summary Handout
- Good Jobs Principles Handout



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