

Board of Directors' Meeting Minutes

**Wednesday, September 20, 2023
11:00 a.m. to 1:00 p.m.**

**DoubleTree by Hilton Madison East
4402 East Washington Avenue
Madison, WI 53704**

Members: Francis Langer, Chair; Pam Christenson, Thomas Cox, Kevin Gundlach, Randy Guttenberg, Todd Kearney, Chuck Klein, Barb LeDuc, Ann McNeary, Lisa Pollard, David Robinson, Elizabeth Roddy, Dave Shaw, Shawn Tessmann, Calvin White Eagle, Bryan Woodhouse

Staff: Seth Lentz, Lameece Tyne, Jackie Hall, Chris Ziegel, Becca Collins

Guests: Julie Enloe; Michelle Szabrowicz; Jason Fields, President of MadREP

Agenda Item 1 – Introductions & Announcements

Langer welcomed everyone, called the meeting to order at 11:09 a.m., and noted there was no one registered for public comment.

Langer introduced Michelle Szabrowicz, Chief Executive Officer of Forward Service Corporation.

Langer requested Members provide brief introductions. Members introduced themselves.

Agenda Item 2 – Review and Approval of the May 31, 2023 Board Meeting Minutes

Langer asked for a motion to approve the minutes of the May 31, 2023 Full Board meeting minutes as presented. McNeary moved to approve and Kearney offered the second. No discussion followed on this motion. The vote was unanimous in favor of the motion.

Agenda Item 3 – Report of the Executive Committee

Langer briefed the Board on topics covered at the August 27th Executive Committee meeting, including staffing updates, budget discussions, and continuous improvement strategies.

Langer highlighted three new Members will be appointed to the Board upon confirmation from their region's Local Elected Official.



Partnerships and pathways for economic growth

WDBSCW
3513 Anderson St, Ste 104
Madison, WI 53704 USA

+1 608 249 9001
info@wdbscw.org
www.wdbscw.org

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Langer informed Members of new board leadership beginning January 1, 2024 and noted upcoming workforce development board events, as well as the Annual Celebration event.

Lentz added that the Annual Celebration event is scheduled for December 13th at the DoubleTree Madison East.

Agenda Item 4 – Report of the Planning & Development Committee

Shaw reviewed agenda items covered at the September 5th Planning & Development Committee meeting. Covered topics include staff reports on various grants held by the Board, WIOA Adult and Dislocated Worker participant profiles and performance, and updates to the U.S. Department of Labor’s Good Jobs Initiative.

Lentz clarified details on the Good Jobs Initiative and the state’s approach. A meeting was held in Washington D.C. over the summer to discuss strategies and establish who will lead the effort and the logistics behind the campaign. The meeting included staff from the State of Wisconsin’s Council of Workforce Investment, the Department of Workforce Development (DWD) – Division of Employment and Training - Job Service, the Department of Children and Families, and the United Way of Dane County Meeting. The initial pitch was made to the DWD Secretary, who in turn, brought in the remainder of the state’s Secretaries. The next meeting will be held to discuss performance metrics. Colorado already has an established structure for these workforce system investments and Wisconsin’s plan will include utilizing their existing model and customizing it to Wisconsin’s needs.

Gundlach explained the benefits of empowerment and representation for employees and suggested employers be reminded of the Good Job Principles and federal labor law.

Lentz recommended Member feedback be provided on Colorado’s model for the Good Jobs Principles and their addressing of employer education.

Christenson inquired if the end product for employers would be certification or recognition.

Lentz stated that will still need to be determined for Wisconsin. Some state’s requirements include employer evaluation, certifications, enhanced recruitment efforts, or Fast Forward grants which would require employers adhere to the Good Jobs Principles guidelines before a grant would be awarded.

Agenda Item 5 – Report of the Youth Committee

Guttenberg reviewed agenda items covered at the September 14th Youth Committee meeting. Covered topics included grant updates for WIOA Youth as well as the Independent Living grant, hands-on work experiences performed by youth, and a presentation detailing Wisconsin’s RoadTrip Nation efforts presented by Mari Kay-Nabozny, Executive Directors of the Northwest Workforce Development Board.



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Agenda Item 6 – Report of the Audit Committee

Kearney summarized the September 13th Audit Entrance Conference discussions with Wipfli. The Board has presented no areas of concern and the 2022 Audit will include one modification to financial statements as it relates to new disclosures on leases.

Agenda Item 7 – Annual Data Review

Lentz presented Members with unemployment data covering initial claims made in calendar year 2023.

Christenson questioned the higher submission rate at the beginning the year.

Lentz specified that initial claims submission rates demonstrate no irregularity year-over-year.

Lentz continued with data on WIOA program volume and populations by County for Program Year 2022 (July 1, 2022 – June 30, 2023). Participants exiting the program have been consistent while enrollments continue to increase. Youth enrollment is heavy in Dane County. Cross-braiding of funding between multiple grant and revenue sources is critical to remain viable as funding toward WIOA continues to decrease each year.

Tessmann suggested finding a way to discern proportionally the data presented.

Lentz acknowledged multiple ways to view the data and inquired upon suggestions.

Tessmann suggested segregation by age ranges for Youth participants.

Kearney concurred.

Lentz thanked Tessmann for her suggestion and clarified that Board staff will generate the data to find any possibilities of correlation.

McNeary asked about the participants labeled “Outside WDA 10”.

Lentz elucidated WIOA does not have any residency requirements. Local Elected Officials are informed of these metrics and are expected to contact their region’s Workforce Development Board if the increase in participants residing outside of their region appears irregular.

Collins added that it is expected that all of Wisconsin’s WDB staff will alert the appropriate region’s WDB staff of participants looking for services within their region.



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Kearney requested additional statistics on the measurements.

Hall confirmed additional statistics will be generated and communicated out as requested.

Lentz 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.

Christenson questioned the lower participation rate among individuals identifying as veterans.

Lentz stated the State and Counties of Wisconsin provide many benefits specifically for veterans. Participation has been historically low for veterans who would enroll into WIOA programs.

Shaw confirmed other WDA regions within Wisconsin experience similar results.

Lentz 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.

Lentz conveyed the WIOA Youth Participant Profile, which consists of 192 participants served, 90 exiting to employment with an average of \$9.25 an hour for In-School Youth (ISY), and \$17.73 an hour for Out-of-School Youth (OSY). Participation within WIOA In-School Youth require school districts have individual education plans (IEPs) for students as part of the verification process. Increases in participants who self-identify as pregnant, parent, and low income.

Lentz went over the WIOA Career and Training services for Program Year 2022. The region is experiencing growth in short-term trainings such as CDLs, CNAs, and pre-apprenticeships as well as significant volume in long-term trainings. 33.2% of training resources are funded by non-WIOA grants.

Szabrowicz requested information on funding sources.

Lentz specified funding includes the 2021-2024 Worker Advancement Initiative grant, FoodShare Employment and Training, the Division of Vocational Rehabilitation, and the Bureau of Apprenticeship Standards Apprenticeship programs.

Kearney questioned the designation of short-term and long-term training.

Lentz defined determination as twelve months. Long-term trainings are typically Associate Degrees. Short-term trainings must be recognized programmatically by the State.

Lentz presented on WIOA participant training programs. *Healthcare Practitioners* are experiencing the largest increase within the region. *Transportation and Material Moving* are also experiencing a slight increase while *Construction & Extraction* is decreasing. WIOA employment outcomes also demonstrate an increase in these industries with *Registered Nurses, Nursing Assistants, and Heavy and Tractor-Trailer Truck Drivers* being the most abundant occupations after WIOA participation.

Lentz explained customer demographics for program year 2022 saw a 14% increase in female participation and a 36% increase in Hispanic or Latino Ethnicity.

Tessmann inquired if statistics for additional genders are collected.

Lentz confirmed the statistics are not collected.

Collins added that upcoming enhancements to the state's reporting system may include additional options.

Lentz covered the Board's employer services, highlighting an increased volume in *Employer Information and Support Services* as well as *Engaged in Strategic Planning/Economic Development*. The region is experiencing decreasing dislocation activity. Many of the dislocations for the program year were in the healthcare and manufacturing industries.

Lentz went over WIOA Title 1 funding comparisons covering six program years. The COVID-19 pandemic negatively impacted funding for program year 2020 (July 1, 2019 – June 30, 2020). Funding is steadily decreasing after program year 2021 (July 1, 2020 – June 30, 2021).

Lentz reviewed the performance levels for WIOA Adult, Dislocated Worker, and Youth programs for the prior program year.

Christenson inquired on the specifics behind the Measurable Skill Gain measure.

Collins responded participants are included with WIOA-funded training and one measurable skills gain reported each program year. The Measurable Skill Gain can include documentation such as a report card or certification. WIOA In-School Youth participants are automatically included within the measure.

Lentz further clarified that the measure is staff-reported and is a relatively new measure for reporting expectations. Staff training and assistance are performed regularly.

Kearney asked if modified goals have been set for the upcoming year.

Lentz explained contracted staff are encouraged to suggest attainable activities within the participant's time enrolled into WIOA.

Lentz provided details on the Youth Apprenticeship program for the region. Average wages have increased by \$1.46 year-over-year with an average hourly wage for participants at \$13.41. Over 3,500 students and 1,800 employers have participated within the Youth Apprenticeship program since inception.

Agenda Item 8 – MadREP CEDS Presentation

Lentz introduced Jason Fields, President of MadREP.

Fields provided Board Members with a presentation on MadREP's Comprehensive Economic Development Strategy.

Lentz thanked Fields for the time and information provided.

Agenda Item 9 – Meeting Adjournment

With no additional business for the Board, Langer made a motion to adjourn at 12:57 p.m.

Adjourned: 12:57 p.m.

Respectfully Submitted:

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

Attachment for Board Records:

- Minutes from December 7, 2022
- Minutes from February 8, 2023
- February 2023 Financials
- Grants Summary Handout
- Board PowerPoint Presentation
- Corporate Budget Handout
- Program Services Recommendations