



EMPLOY MILWAUKEE BOARD OF DIRECTORS

PROGRAM COMMITTEE MEETING

Wednesday, August 19, 2021 – 9:00 – 10:30 a.m.

Via Zoom Technology

MINUTES

(Committee Approval 11-11-2021)

Members: Carla Cross (Chair), Randy Crump, Pam Fendt, Eduardo Garza, Brian Levins, Tracy Lubber, Parker Rios,

Members Absent: Laura Bray, Bevin Christie, Chytania Brown, Michael Daily, Jennifer Fogarty, Joni Theobald, Wallace White

Guests: Carl Wesley-President CEO, LaKesha Reid, Don Lewis & Lindsay Krchma of Center for Self Sufficiency

Employ Milwaukee Staff: Vanesa Carmona-Lewis, Julie Cayo, Toni White, Suzanne Reinstein, Carrie Hersh, Dereya Pederson, Sharron Briggs

Chair Carla Cross called meeting to order at 9:04 a.m.

1. Committee Business

a. Approval of Minutes from May 20, 2021 Program Committee meeting

Members briefly reviewed and discussed May 20, 2021, meeting minutes.

Tracey Lubber motioned for approval of minutes from May 20, 2021 and Brian Levins seconded; meeting minutes approved unanimously.

2. Center for Self Sufficiency Presentation-Window to Work

Carl Wesley-President CEO, LaKesha Reid, Don Lewis & Lindsay Krchma of Center for Self Sufficiency (CFSS) were invited to present to the committee concerning the Windows-To-Work program.

CFSS's mission is to promote self-sufficiency for individuals returning to the community through the development of constructive skills and the modification of thought processes related to criminal behavior. LaKesha, Don and Lindsay are Member Service Coordinators who prepare participants for a successful re-entry into the workforce, provide community support, while reducing the rate of recidivism. Participants receive approximately 6 months pre-through one-year post-release services. The goal is to increase employment, wages, and employment retention. The participant goes through a selection process; if criteria is met; a list of eligible individuals will be

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sent to social workers. If interested they will attend an information session, orientation and receive an acceptance letter to start class. 8-10 participants attend W2W program twice a week for 12 weeks, each session last 90 minutes. The curriculum has 5 core components: Cognitive Intervention, General Work Skills & Expectations, Financial Literacy, Community Resources, Job Seeking, Applications and Resumes.

At the end of the session, they participate in mock interviews, one-on-ones sections all geared to each person's individuality. Post release activities consist of welcome home kit, monthly check-ins, documentation, and supportive services.

Tracey Luber had concerns of participant who don't have a GED and unable to meet the criteria. Participant can go to the YWCA and MATC while being incarcerated. Rand Crump ask if CFSS is connected with any agencies in the construction industry. CFSS has worked with Milwaukee Community Service Corps and Mindful Staffing and are open to additional resources. Randy Crump will connect with Lindsey to talk about three major construction projects and opportunities. Ms. Cross had concerns of tracking participants after the year span; to see if they have progressed or ended back in the criminal justice system. CFSS consider their participants as member of the organization which means they come back for group mentoring and other resource that's provided. But program wise there are no requirements or funding coverage after one year. A formal tracking system would be helpful to the effectiveness of the W2W project. Ms. Cross will work with EMI and the foundation community to find out if there are funds to cover such a tracking system.

Ms. Cross has asked the EMI team to bring in program agencies that we fund to present to the committee on a quarterly basis. If any program committee member is interested in an agency; they can email Ms. Cross or Vanesa Carmona-Lewis of EMI to arrange for the next program committee meeting.

3. New Grants

Julie Cayo presented on new grants. EMI applied for the Youthbuild grant and was awarded \$1,875,00 for the Cream City Youthbuild project. Project period covers July 1, 2021, through October 31, 2024. Provides a pre-apprenticeship program model that encompasses education, occupational skills training in construction and healthcare. The project is expected to start on November 1, 2021. Due to the Section 3 requirements which include youthbuild participants; Ms. Cross ask EMI to do historical data report to see how many individuals completed the program especially in the construction area and their outcomes.

4. Labor Market Information

(Updated LMI – Unemployment Statistics)

Julie Cayo reported that the labor outlook is improving with more individuals added to the labor force looking for work and total employment increasing. Unemployment rate increased in certain sectors which may be attributed to individuals in hardest hit sectors training for new careers. Ms. Cayo also provided a chart to show the percent of unemployment by occupational group that have mostly been impacted in Milwaukee County as of May 2021 DWD data. Hospitality has had the most ups and down due to the pandemic.

5. Regional One Stop Operator Report

Beth Norris reported primary activity of One Stop Operator (OSO) agencies. Most local OSO locations were closed or limited during COVID as previously reported. In June the Job Center locations in Milwaukee; MAXIMUS, YWCA and UMOS now open to physical traffic which is 25% to 34% of what was seen before the pandemic. In 2020 Feb. 2020 number of onsite visitors pre pandemic 2408; post number June 665 & July 718. There was a curiousness of the numbers climbing or declining due the possible effects of the delta variant in each location. Continuous improvement focus is to utilize LEAN six sigma methods to increase referral to additional services from .045% to 5% for physical visitors to the job center locations. Customer Satisfaction Results of Regional Survey Pilot: and electronic survey was conducted April-June 2021; 705 responses were received. 98 Employers, 592 Individuals and 15 others. In general people are more satisfied with staff 3.8% with employers and staff 4.0% satisfaction for site visits.

6. American Job Center MOU Renewal Update

Vanessa Carmona-Lewis informed members That the Job Center MOU was submitted on May 14, 2021, and met with DWD on June 10, 2021. DWD had concerns of EMI using the May Receptionist data due to job centers be closed a long period of time because of the pandemic. This gave EMI the opportunity to use the current updated June and July customer accounts numbers in SOLAR. Ms. Lewis has a meeting with DWD on August 20, 2021, to review updated information for submission and approval.

7. Service Providers Status Reports

Toni White reported on the WIOA Title 1-B Program Q4 Performance Indicator. In the Adult unsubsidized employment Q2 post-exit, EMI adult did not reach their goal. Adult -PY20 WIOA goal 74.0% met 67.2%; Dislocated Workers goal 79.0% met 70.3%, you must have 90% participation to meet your goals. For the Youth: Employment or Education – goal 76% Met 69.7%. The source date is during the timeframe of July 1, 2019 – June 30, 2020. Due to the pandemic many activities were put on hold due to no hands-on activities. Tracy Luber has concerns of the late reported years recorded and was interested in getting updated year to date detailed data on the program's outcomes. Ms. Lewis will be connecting with Ms. Luber to go over any requested information. PY2020 placement preliminary and unaudited; Actual 1,677 – goal 3,000 ETO report as of June 30, 2021. Average wages unsubsidized PY 2019 – Adult \$16.16 – Youth \$10.61 - Re-Entry \$12.63: PY 2020 – Adult \$17.36 – Youth \$12.22 – Re-Entry \$13.24. Overall average for 2019 \$15.15 it increased in 2020 in the amount of \$15.84. EMI and service provider staff will continue to move forward working on quality assurance, DWD monitoring, outreach strategies & enrollment, training newly hired staff, attending statewide & regional meeting and working on training procedures & processes.

8. On-the-Job Training (OJT) Refresher

Jose Galvan reported on the OJT Training Program giving a short introduction of OJT concerning employers and guidelines. OJT is provided by business; 50-75% of training wages or reimbursed by EMI. OJT employers make the hiring decisions; determines the job performance standards and retain the right to terminate a trainee. OJT guidelines indicate it must be for full-time employment of 32 plus hours per week. Hire date or job offer does not precede OJT start date. 20% of the subsidy is withheld until the employee is on the job 30 days following the completion of training. Please contact Mr. Galvan with any interested employers.

9. Employer Engagement Updates

Mr. Galvan reported on employer engagement. EMI connects with each employer to share available resources which include rapid response services and attempts to present these resources in-person/virtually

to employees. EMI has had 50 employer engagement events 5652 attendees and 525 employers. T Drive thru Job Fairs, Thursday Virtual on the spot interviews and virtual interview workshops via zoom. WDA Regional Virtual Job Fair took place on June 9th with 92 employers and 338 job seekers. EMI will also be doing a combination of in person events; one for hospitality September 16, 2021 and for transportation August 26, 2021.

10. Standard Program Reports

a. Youth Committee Update

EARN & LEARN Updates

Ms. Reinstein reported EARN & LEARN summer in-school youth program 7week summer youth employment program with an end date of August 6, 2021; some were extended a little past the end date. EMI received 3125 applications; 1319 were completed and enrolled; 1163 started working. There were 89 approved worksites and 1359 max slots requested by worksites.

Community Resource Navigator (CRN) Program Updates

Toni reported on the Milwaukee County CRN a report was presented concerning the job seekers and employers. WRTP was the staffing partner for the CRN project. There were 1345 applicants; 392 seeking employment; 342 placed into employment, as of today there are 140 place participants.

11. Monitoring Updates

a. BAS-ASE

Dereya Pedersen reported on the BAS-ASE monitoring; which took place on June 29, 2021; desk review and virtual monitoring EMI passed; the discussion was geared to the goals and program implementation.

b. Upcoming Annual DWD Monitoring – November 15th thru November 18th, 2021

The upcoming annual DWD monitoring will take place November 15-18, 2021. Topic of discussion will be Fiscal & Adult, Dislocated Worker and Youth Programs. EMI will follow up with the service providers to preparing for the upcoming meeting.

12. Annual Review of Policies

Ms. Pedersen reported on the Individual Training Account (ITA) Policy a small change was make; the language was added where no more than 5% of total ITA fund available could be used outside of the Milwaukee Area. It a case-by-case basis to allow more flexibility to put fund to best use. Ms. White reported on Adult and Dislocated Worker Supportive Services Policy, for the annual review the state had updated information in policy and EMI wanted to be aligned with information concerning WOIA verses Non WOIA funding. Also, so a change in supportive service; where a participant had to receive service through vouchering; it can now be done in other ways. Dereya indicated that for Incumbent Worker Training Policy very similar to get more flexibility update policy to remove the section requiring an industry recognized credential to us in other training that are not industry recognized. Also, for the Subrecipient Monitoring Policy and Procedures refine for contract less than 9 months; not to have monitoring contract. Data Security Policy; funding source requirement; added record retention policy and how that will be implement.

Tracey Luber motioned for approval changes made to the policies and Pam Luber seconded; approved unanimously.

13. Other Business

The meeting was adjourned at 10:48 a.m. by Chair Cross.

Next Program Committee meeting is scheduled for November 11, 2021, 9:00 a.m.

Next Board of Directors meeting is December 9, 2021.

