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Council on Workforce Investment

Friday, March 19, 2010

**Clarion Hotel and Conference Center
5311 South Howell Avenue, Milwaukee
Ballroom B
(414) 481-2400**

MEETING SCHEDULE

Coffee will be available for the full Council Meeting.

10:00 a.m. to 12:00 p.m. Full Council Meeting

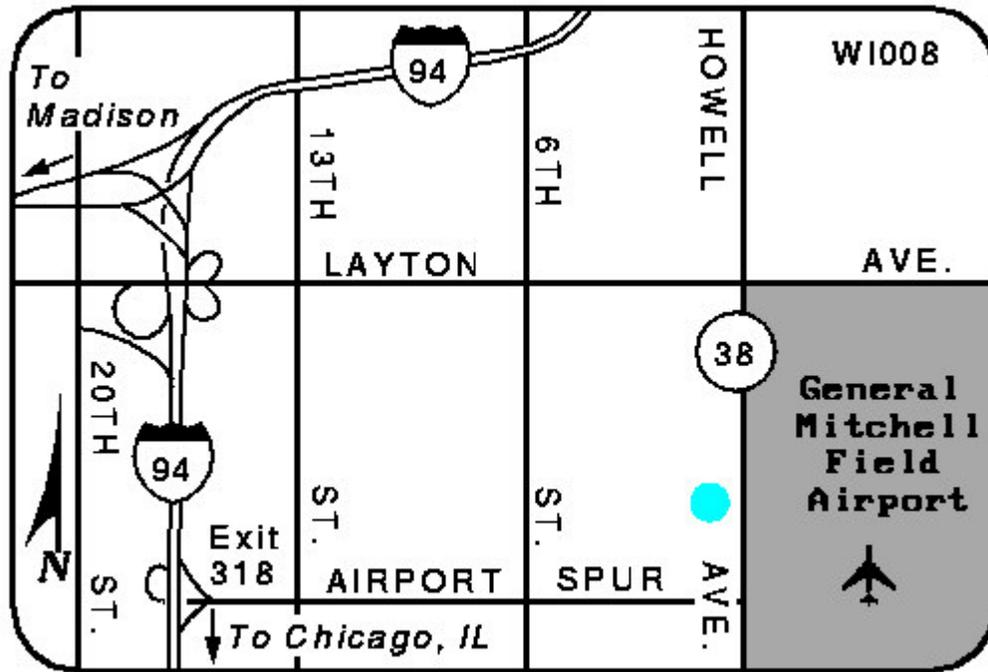
All full Council meeting materials are available on the CWI web-page at
<http://www.wi-cwi.org>

Enclosed Meeting Packet Contents

Page 1	March 19, 2010 - Meeting Schedule and Packet Contents
Page 2	Map to March 19th Meeting
Page 3	March 19th Full Council Meeting Agenda
Page 4	December 18th Full Council Meeting Draft Minutes
Page 8	Meeting Materials

This is a public meeting; the meeting location is accessible for persons with disabilities. If you have other special needs, such as an interpreter or written materials in an alternative format, please contact Kristy Budde at (608) 266-9199 or email kristy.budde@dwd.wisconsin.gov.

Map to Clarion Hotel and Conference Center



I-94 to Airport – Exit 318, .5 Miles to Howell Avenue Exit. Turn left on Howell, left again at first set of lights, hotel on right.

COUNCIL ON WORKFORCE INVESTMENT

**Friday, March 19, 2010
10:00 a.m. to 12:00 p.m.**

**Clarion Hotel and Conference Center
5311 South Howell Avenue
Milwaukee
(414) 481-2400**

FULL COUNCIL MEETING AGENDA

- I. Call to Order and Minutes of December 18, 2009 Meeting (**Action**)
- II. Executive Committee Report: Subcommittee Reports (Attachments)
 - a. Dislocated Worker Subcommittee
 - b. Medicaid Infrastructure Grant Subcommittee Report
 - c. Energy Subcommittee
 - d. Health Care Subcommittee
 - e. Advanced Manufacturing Subcommittee
- III. National Medicaid Infrastructure Media Campaign: Melissa Turner, National Consortium for Health Systems Development
- IV. Green Industries and Jobs in the Energy Sector - Roberta Gassman, Secretary, Dept. of Workforce Development
- V. Executive Director's Report – Ron Danowski, Division Administrator, Dept. of Workforce Development
 - a. Workforce Investment Act (WIA) State Plan Modification
 - b. WIA Reauthorization Update (Attachment)
- VI. Adjourn

COUNCIL ON WORKFORCE INVESTMENT

COUNCIL ON WORKFORCE INVESTMENT

MEETING MINUTES

(Draft for CWI Approval)

December 18, 2009

Madison

Members Present: Tim Sullivan (Chair), Ron Danowski (Executive Director), Reggie Bicha, Thomas Brien, Robert Borremans, Sharon Canter, William Chaudoir, Dan Clancy, Jewel Currie, Kathleen Drenkler, Kathryn Dunn, Deborah Mahaffey for Tony Evers, Barbara Fleisner, Roberta Gassman, Tina Koehn, Jim Haney, Susan Hatch, John Heyer, Kim Kindschi, James Hill, Gayle Kugler, Don Madelung, Kent Olson, Richard Raemisch, Lee Rasch, Don Rouse, Henry Sanders Jr., Andrew Schuster for Kenneth Black, Mark Thomas for Karen Timberlake, Rolf Wegenke, Dean Welch.

Members Absent: Daniel Andrist, Lyle Balistreri, Colleen Bates, Thomas Burse, Spencer Coggs, Joe Leibham, Richard Leinenkugel, Phil Neuenfeldt, Mark Reihl, Joel Rogers, Christopher Ruud, Jeffrey Steren, Julia Taylor, Joan Wilk, David Vierthaler, Josh Zepnick.

CWI Staff Present: Gary Denis, Pamela O'Brien, Amy Phillips.

Others Present:

Youth Panel

Milwaukee Area Workforce Investment Board: Chytania Brown, Kathi Boyce, Matthew Collins - Milwaukee County Parks Department, Chris Kapenga - Integrated Time Systems - Milwaukee; West Central Wisconsin Workforce Development Area: Dick Best, Dan Lytle - Lead Summer Job Coach, Shari Holmstadt - Work Project Supervisor - Menomonie Senior Center, Michaela Stendahl - Workforce Resource Youth Service Specialist - Eau Claire Job Center, John Anderson - Eau Claire Summer Work Education and Training participant; South Central Wisconsin WDA: Victoria Marmon, Te'Kila Wilks - Watercraft Inspector - Department of Natural Resources, Greg Stacey - Deputy Conservation Warden - Department of Natural Resources.

Others

Linda Stewart, MAWIB; Pat Schramm, SC WI WDB; Francisco Sanchez, Angela Cummings WAJTE and WOW WDB; Beth Norris, WDB-Pewaukee; Carolyn Pecham; Jessi Nicholson; Sally Cutler, NCWWDB; Jenna Weidner, DOA; Kathy Cullen, Jayson Jung, WTCSB; Linda Preysz, Dianne Reynolds, JoAnna Richard, Anne Rodgers-Rhyme, Randy Sommerfeld, Department of Workforce Development.

Key Issues/Discussion

Council meeting materials are available on the CWI web page at <http://www.wi-cwi.org>

Item I. Call to Order and Minutes of September 11, 2009

Chair Tim Sullivan called the meeting to order. The minutes of the September 11, 2009 meeting were unanimously approved.

Item II. American Recovery and Reinvestment Act (ARRA) Activities: Summer Youth Panel

Secretary Gassman introduced this topic, and distributed a report on the ARRA Youth and Young Adult summer employment program.

Link to report: (getting correct final one)

Workforce Development Board staff, employers, and youth participants from the Milwaukee Area Workforce Investment Board, West Central Wisconsin Workforce Development Board and South Central Wisconsin Workforce Development Board provided information on the outcomes of the summer employment program. The following highlights their comments on the program:

- Changed the paradigm for youth about work and the world;
- Created hope, a sense of being valued, changed lives with this one "break";
- Inspired career choices and successful academics to attain and retain employment;
- Increased self-confidence to set high goals, and think globally;
- Employers learned of the program through the media and saw positive results for future well-trained employees;
- Improved interviewing, communication, and basic job readiness skills;
- Broke the generations of unemployed parents and poverty cycle;
- Challenged youth's character working with the general public and developing relationships with employees;
- Opened learning through mentoring, role models, and peer support;
- Developed new friendships from all walks of life, and created a new perspective on being helpful to others;
- Employers were able to be creative with the youth, provide team building and leadership;
- Provided employers with a renewed sense of responsibility to give and reach out;
- Learned to complete job applications, establish bank accounts and balance check books; and
- Employers and youth were ecstatic about the myriad of positives that came out of this earn and learn program.

Milwaukee Area Workforce Investment Board provided copies of "The Power of Team Work - 2009 Summer Youth Employment Report," a video and a power point:

http://www.wi-cwi.org/powerpoint/2009_cwi_summer_recap121809.ppt

West Central Wisconsin Workforce Development Board provided copies "Investing in Success-Summer Work Education and Training 2009" and a video:

<http://www.workforceresource.org/>

In response to the Chair's question about what could be improved for next year, several Workforce Development Board Directors stated that there needs to be more lead time in order to expand recruitment efforts to youth and employers, and develop curriculum, academies and establish career pathways. It was noted that the ARRA activities provided a closer link to the private sector than previous workforce initiatives. The consensus of the Council was that this program needed to be expanded with more employer participation as a stepping stone for youth. Another suggestion was to target funds the state has, and through the federal government, toward the private sector to generate jobs.

Mr. Borremans moved, seconded by Mr. Rasch and Mr. Madelung, to adopt the resolution "that endorses dedicated funding for a Summer Youth Employment Program either in the Workforce Investment Act Reauthorization or in separate legislation to ensure the continuation of work readiness, employer engagement, and positive quality work experiences for Wisconsin's youth." The motion passed unanimously, and the Chair indicated he will be forwarding a communication to all of Wisconsin's federal Congressional delegation on behalf of the Council's action.

Item III. Executive Committee Report

- a. Mr. Haney summarized the information that was circulated on the actions of the Dislocated Worker Subcommittee.
http://www.wi-cwi.org/pdf/dislocated_subcommittee_rpt12-18-2009.pdf
- b. The Medicaid Infrastructure Grant Subcommittee Report was provided in the meeting packet.
- c. The Chair discussed the subcommittee structure that was included in the meeting packet. He indicated the number of Council members who expressed interest in serving on these subcommittees. It was suggested that in the future, any such requests or assignments be emailed to all members after a Council meeting for those members who were unable to attend.

Item IV. Updates on Sector Strategy and Regional Industry Skills Education

Ms. Ann Rodgers-Rhyme was recently hired by the Department of Workforce Development Secretary to continue the implementation of the Sector Strategy Initiative. She summarized the Industry Sector Partnership grant activities to-date, and indicated that the Governor's \$3 million discretionary fund will be distributed to the Workforce Development Boards through a grant submittal process. Ms. Rodgers-Rhyme stated that she was redesigning the reporting and evaluation tools. Chair Sullivan stated that he wants to have measureable outcomes to be reviewed by the Executive Committee, and to measure the grant outcomes with national best practices.

Link to the Industry Partnership Grants 2009-2010 Summary:

http://www.wi-cwi.org/pdf/cwi_industry_partnership_grants2009-2010.pdf

Ms. Preysz and Mr. Chung provided a summary of the Regional Industry Skills Education. They indicated that in partnership with the Workforce Development Boards, local technical colleges, and the University of Wisconsin Center on Wisconsin Strategy, the focus has been on developing "chunked curriculum" for the Career Pathways and Bridge Programs. These efforts are being funded through the Joyce Foundation and local partner agencies.

Link to RISE Career Pathway Diagram:

http://www.wi-cwi.org/powerpoint/rise_career-pathway_diagram.ppt

Item V. Executive Director's Report

Mr. Danowski summarized the State waivers that were recently approved, denied or modified by the U.S. Department of Labor (DOL). With the federal government directives, he stated that now staff are able to provide guidance to the Board's to implement the waivers for program year 2009-10. Mr. Danowski announced that staff are writing a new National Emergency Grant and expanding previous submittals to the federal government given Wisconsin's situation identified in the Dislocated Worker report. Mr. Danowski summarized an issue on the Workforce Investment Act (WIA) formula fund allocation methodology that was raised by a Workforce Development Board Director. He stated that there were errors in the figures that affected the distribution amounts to the Boards, and that the Governor rectified the situation with the use of his \$5 million un-earmarked discretionary funds. In addition, Mr. Danowski and Secretary Gasman stated that new protocols were put in place for financial review along with new position

descriptions to reflect this specific assignment to ensure this error would not be repeated. Mr. Danowski noted that all internal actions on this issue have been completed, and that this topic will be part of a WIA State Plan Modification to DOL. Mr. Borremans stated that on behalf of the Workforce Development Board Directors, they appreciated how this matter was handled. Finally, Mr. Danowski noted that the CWI will be involved in the development of the draft State Plan Modification along with the required public review and comment process.

The meeting adjourned at Noon.

Agenda Item II.b.

Medicaid Infrastructure Grant Subcommittee Report
March 19, 2010 Council on Workforce Investment

The Medicaid Infrastructure Grant Subcommittee met on February 4, 2010.

The Subcommittee received a summary of the disability related additions to the House of Representatives reauthorization as well as highlights of the current discussions with representatives from the Employment and Training Administration, Office of Disability and Employment Policy. The Subcommittee supports the proposed disability-related additions and revisions in the House of Representatives reauthorization bill for improved service delivery for people with disabilities. The Subcommittee developed detailed recommendations and requests that the recommendations be incorporated in any communications from the CWI Chair or the Department of Workforce Development to Wisconsin's legislative delegation, national workforce organizations, or for other educational purposes.

Other highlights of the meeting included:

- ✓ Wisconsin Department of Health Services received \$ 13 million for 2010's Medicaid Infrastructure Grant (MIG) that will enable the continuation of a majority of the 80-plus Pathways to Independence initiatives targeted to maximize employment for people with disabilities (particularly those who are in the long-term managed care system) and increase inclusive workplaces.
- ✓ WorkSource Wisconsin efforts on informing employers about resources to enhance their employment of people with disabilities. Web-based and in-person seminars are provided. The 2010 webinar series topics include: Pre-employment testing; Is it performance, or is it disability?; Human resource issues in a difficult economy; Re-integrating military veterans in the workplace. The national MIG Media Campaign, Think Beyond the Label, kicked-off and is a CWI agenda item <http://www.thinkbeyondthelabel.com/>
- ✓ To optimize community-based, integrated and competitive employment for persons with disabilities, there were discussions on consumer informed choice of employment outcomes, issues on workplace personal assistance, and draft definitions on "vocational futures planning" and "supported employment" within the Family Care Services system.
- ✓ Paths to Employment Resource Center implementation was detailed. It will provide hardware and software throughout the state as a cost-effective system to improve integrated employment outcomes. The mission is to provide education, resources, research, and technical assistance to promote choice; increase integrated employment options; and expand opportunities for persons with disabilities to earn income and fully participate in community life.

The next meeting is scheduled for May 6, 2010.

Agenda Item V.a.

**Summary on Workforce Investment Act State Plan Modification
March 19, 2010 Council on Workforce Investment**

As was announced at the Council meeting on December 18, 2009, the State must submit to the U.S. Department of Labor (DOL) a modified Workforce Investment Act (WIA) State Plan. The law states that:

Modifications "are required when:...(2) There are changes in the Statewide vision, strategies, the methodology used to determine local allocation of funds, reorganizations which changed the working relationship with system employees, changes in organizational responsibilities, changes to the membership structure of the State Board... and similar substantial changes to the State's workforce investment system."

The changes from the previous plan in the WIA State Plan Modification are:

- The methodology used to determine local allocation of funds. The formula allocation is explained in detail along with a new Allocation Guide on processes and procedures;
- Waiver implementation that affects service delivery strategies. This includes a revised State policy on waivers, and new policies on Customized Training and On-the-Job Training; and
- Final Common Measures performance goals for program year 2009-2010. The previous plan required projected performance goals. Since then, negotiations have been completed with DOL for the State's performance levels. This is the first year the State is implementing Common Measures as part of the waiver plan approvals.

The required public review and comment period has been completed. The two comments received did not alter the Plan. The State Plan Modification will be submitted to the U.S. Department of Labor in April after they issue a one-year extension notice for all States' Plans.

Link to the full modified WIA State Plan:

http://dwdmadwsa137w/pdf/100315_spring_2010_wia_state_plan.pdf

Waiver Update

DOL issued a response to the State's waiver plans on November 13, 2009, that included approvals, disapprovals and explicit implementation guidance.

Based on that issuance, these are the waivers approved for statewide implementation for program year 2009-2010 that will not require individual WDB waiver plans:

- Common performance measures, WIA Section 136(b)
- Extending the period of initial eligibility of training providers, 20 CFR § 663.530
- This is available for all WDBs if they want to have the ability to increase the employer reimbursement for on-the-job training with a specified sliding scale based on company size along with other prescriptive guidance, WIA Section 101(31)(B)
- This is available for all WDBs if they want to have the ability to reduce the 50% employer match for customized training with a specified sliding scale based on company size along with other prescriptive guidance, WIA Section 101(8)(C)

Based on the November 13, 2009 DOL letter, these are the waivers approved for program year 2009-2010 that will require individual WDB waiver plans and approval by DET prior to implementation:

- Transfer authority up to 50% between the Adult and Dislocated Worker funding streams allocated to a local area, WIA Section 133(b)(4)
- The use of up to 10% of local Adult funds and up to 10% of local Dislocated Worker funds for incumbent worker training only as part of a lay-off aversion strategy, along with other conditions such as training restricted to skill attainment activities, WIA Section 134
- Partial waiver of the competitive procurement process for youth providers only for specific elements along with other prescriptive guidance, WIA Section 123

The DOL letter of August 13, 2009, approved with conditions for the following waiver that has been implemented statewide for program year 2009-2010, and does not require individual WDB waiver plans:

- Youth performance measures for out-of-school youth ages 18-24 who are in work experiences outside the summer months through March 31, 2010, served with the American Recovery and Reinvestment Act funds, WIA Sections 136(b);129(c)(2)(I);129(c)(1)(A);129(c)(1)(B)

Agenda Item V.a.

Workforce Investment Act Reauthorization March 19, 2010 Council on Workforce Investment

Summary Background and Status

The Workforce Investment Act (WIA) of 1998 establishes parameters for the state's workforce investment "system" such as requiring Workforce Development Boards, program partners and One-Stops/Job Centers. The second major aspect of the Act defines the services and eligibility of various employment related training and job placement activities for WIA Title I. WIA is not an entitlement program, and is only one of a number of state-operated training and employment programs.

WIA was enacted as a five-year program. Congress has continued the Act while there have been several unsuccessful attempts to adopt revised legislation. The House of Representatives has introduced a bill. The Senate may introduce their own bill by the end of March. The U.S. Department of Labor began listening sessions focused on WIA reauthorization to garner input from workforce partners. The national workforce organizations have also issued briefs on key reauthorization areas for improved service delivery, infrastructure, and other necessary shifts to be more responsive in this economic climate.

The following areas are priorities for the National Association of State Workforce Board Chairs:

- Coordinate federal systems and funding streams
 - Align federal programs with coordinated oversight and regulations
 - Streamline access to training and allow customization of services to meet the unique needs of the individuals and the regional economy
 - Coordinate and integrate the programs in Title I and II for comprehensive services that lead to career pathways
- Support Governors in advancing innovation
 - Increase funding flexibility at the state and local levels
 - Focus on emerging industries by supporting state sector strategies
 - Use Common Measures for performance
- Transform the systems governance structure
 - Modernize the service delivery areas by better aligning local workforce investment areas with regional labor markets and regional economies
 - Strengthen the workforce boards to reflect regional economies
 - Support the role of the State board on state workforce policy and the design of the state workforce system