

Governor's Council on Workforce Investment

Ad Hoc Committee (Milwaukee)

Meeting Notices

Thursday, January 26, 2006

Friday, February 3, 2006

10:00 a.m. - 2:00 p.m.

**UW-Milwaukee School of Continuing Education
Center for Workforce Development
161 West Wisconsin Avenue, Suite 6000
The Grand Avenue
Milwaukee, WI 53203
(414) 227-3200**

January 26, 2006 Agenda:

- 1. Approval of the Minutes of November 14, 2005 (Attached)**
- 2. UWM-Center for Workforce Development Report**
- 3. Discussion of Draft Report (Attached)**
- 4. Formulation of Recommendations**

February 3, 2006 Agenda:

- 1. Approval of the Minutes of January 26, 2006**
- 2. Finalize Report to the CWI Workforce System Development Committee**

A working lunch will be provided for Committee members and presenters.

For further information, contact Committee staff: Linda Williamson, telephone (608) 261-6394, E-mail: <mailto:linda.williamson@dwd.state.wi.us>

If you have other special needs such as assistance to access materials in an alternate format including large print, or you need an interpreter, please contact Gloria Kirchoff: <mailto:glorida.kirchoff@dwd.state.wi.us>, or call her at (608) 267-2191.

Agenda Item # 1

Pending Approval

Workforce System Development Committee

AD HOC COMMITTEE (Milwaukee)

Minutes of November 14, 2005

Members present: Thomas Burse, Bill Clingan, Tina Koehn, Don Rouse, Josh Zepnick.

CWI staff present: Mary Pasholk, Pamela O'Brien.

Others present: Christopher Ruud; Sheryl Billups; Jennifer Riggerbach and Dr. Sammis White, UWM Center for Workforce Development; Sheila Knox and Lea Collins-Worachek, Job Service.

Mr. Burse, Chair, called the meeting to order at 11:30 a.m.

Agenda Item #1

Representative Zepnick, seconded by Ms. Koehn, moved to approve the minutes of October 12, 2005. The motion unanimously passed.

As a follow-up to the full Committee's request and discussion, the Ad Hoc Committee reviewed the timeline agreed to at the last meeting which will be the "deliverables" for the December 9, 2005 Workforce System Development Committee meeting. Representative Zepnick expressed his belief that the Ad Hoc Committee had been cost-effective in the manner it proceeded with its charge. In addition, Committee members stressed how vital it was to have some mechanism in place to monitor progress during the implementation phase and to assess the impacts on the system.

Agenda Item #2

Ms. Riggerbach and Dr. White discussed their status report on the preliminary findings from the "stakeholder" interviews and circulated a summary. The major themes were:

"If Milwaukee is going to improve its economic position, the invested Milwaukee community requires a cohesive, continuum of services;

The "system" is complicated, uncoordinated, and fragmented with unclear goals;

There is a complete lack of communication and understanding of what each provider does or is designed to do;

Competition among providers is fierce and problematic;

Most job seekers are unprepared and face strong barriers to employment;

Broader consideration needs to be given as to how employer engagement can best occur;

Leadership is needed."

Agenda Item #3

The Chair reported that he received a booklet of material from the Private Industry Council of Milwaukee County, Inc. Job Center Network Committee, and staff will provide pertinent information to Committee members.

Agenda Item #4

Mr. Ruud stated that he was very impressed with the contributions from UWM and the coordination with the Ad Hoc Committee. At his request, Dr. White agreed to present a power point in January on their grant report and final recommendations. There was further discussion about how UWM's products would fold into the Committee's work as well as the timelines. Mr. Rouse emphasized the need to develop very specific recommendations based on the common themes.

By consensus, the schedule included:

December 9, 2005 meeting in Madison following the full Committee meeting;

Mid-January 2006 circulate preliminary draft report;

January 26, 2006, 9:30 a.m. to 11:30 a.m. in Milwaukee for UWM presentation; review draft report; discuss coordination with economic development efforts and other workforce activities such as the Grow Grant;

Early February 2006 finalize report and hold press conference with UWM in Milwaukee. Invite all players to participate in some way with this effort;

Mid-February 2006 present report to full Committee;

Tentatively, March 16, 2006 in Milwaukee to present report to the Council on Workforce Investment.

Given that UWM's preliminary findings from the interviews were reflective of those the Committee heard from the listening sessions, members wanted to ensure that both pieces be incorporated into their final report. **Representative Zepnick moved, seconded by Ms. Koehn, that DWD staff proceed on formulating the draft report and working with UWM. The motion unanimously passed.**

The meeting adjourned at 12:45 p.m.

Agenda Item # 3
Preliminary Draft Report
Ad Hoc Committee (Milwaukee) Report
to the
Council on Workforce Investment
Workforce System Development Committee

Background

The Council on Workforce Investment (CWI) is a state board that advises Governor Jim Doyle on Wisconsin's workforce investment system strategies and policies, and undertakes research and other activities to assist the Governor in enhancing the operation and performance of the state's workforce programs. One of the CWI's standing committees, the Workforce System Development Committee, established an *ad hoc* committee on April 22, 2005 to (a) provide oversight of the "Understanding Milwaukee's Workforce Development Landscape" project conducted by the University of Wisconsin-Milwaukee School of Continuing Education, Center for Workforce Development, and (b) identify Milwaukee and regional systemic workforce development issues and develop recommendations for action by the full Committee and CWI.

The membership of the *Ad Hoc* Committee:

- Chair, Thomas L. Burse, President, Buveck Consultants/Construction Managers, Milwaukee
- Bill Clingan, Division Administrator, for Secretary Gassman, Department of Workforce Development
- Tina Koehn, Vice President of Administration, United Migrant Opportunity Services, Menomonee Falls
- Donald L. Rouse, retired Vice President Corporate Operations, Kohl's Department Stores, Hartland
- Georgann Stinson, Vice President, General Converters and Assemblers, Racine
- State Representative Josh Zepnick, Wisconsin Assembly 9th District, Milwaukee

The charge of the *Ad Hoc* Committee was approved at the June 3, 2005 Workforce System Development Committee meeting: To provide

(A) Recommendations to the full Committee on Milwaukee issues within Workforce Development Area (WDA) #2, including

- Systemic One-Stop Partner Program Collaboration, Coordination and Joint Planning
- Support of Infrastructure and Overcoming Silo-Program Funding Constraints
- Oversight for the "Understanding Milwaukee's Workforce Development Landscape" Project

(B) Recommendations to the full Committee on Regional Issues, including

- Regional One-Stop Partner Program Collaboration and Coordination within the three WDAs: # 1 Southeastern Wisconsin, # 2 Private Industry Council of Milwaukee County, Inc. and # 3 Waukesha-Ozaukee-Washington Counties
- Joint Regional Planning and Economic Development Drivers among the WDAs # 1, 2, 3

Fact Finding and Coordination

Ad Hoc Committee members reviewed the major key stakeholders in Milwaukee and the region that influence workforce activities ranging from specific Job Center direct services for job seekers and employers to new economic development initiatives. Three categories of stakeholders were identified for purposes of direct in-pur to assist in identifying problems and solutions:

- Workforce required partners of the Workforce Investment Act (WIA)
- Economic development and labor entities
- Funders, foundations and civic entities

Employers were also on the initial list as another vital stakeholder group. However, as the in-put process continued, it became clear that until specific recommendations and/or initiatives were shaped for businesses to participate in, employer connections needed to be part of a later phase in recommendation implementation. In the meantime, private sector members who serve on the three Workforce Development Boards were apprised of the Committee's work.

The Committee held two listening sessions with invitees from representatives of partner programs, economic development and labor organizations. In addition, representatives from funding, foundations and civic entities were interviewed by the University of Wisconsin-Milwaukee, Center for Workforce Development (UWM-CWD) staff. UWM-CWD staff summarized information from those interviews for the Committee based on identified themes. In total, the Committee held nine meetings that were open for public participation from June 2005 to February 2006. [Appendix A: Participant Lists]

The themes for the formal in-put were aligned with the Workforce System Development Committees major objectives:

- Level of leadership within the community and among the Workforce Development Board, and ideas for collaboration/coordination with workforce partners and external entities for effective service delivery
- Ideas to align common goals and joint local and regional planning (with linkages to economic development initiatives and labor market)
- How to overcome "silo-program" funding

The UWM-CWD "Understanding Milwaukee's Workforce Development Landscape" project was another major piece in the Committee's development of recommendations. This project was initiated by the Workforce System Development Committee in order to gather more information about the Milwaukee workforce system. It was funded by the CWI's state WIA funds administered by the Department of Workforce Development (DWD). The two main project objectives were:

- To identify and survey training/workforce providers in Milwaukee County and to incorporate the information in the Workforce Enterprise website as a one-stop portal clearinghouse with a quick glance reference format
- To survey Milwaukee workforce organizations, compile information about the current Milwaukee County workforce system, and provide recommendations for improvements

The Committee reviewed UWM's draft survey instruments that were used for their stakeholder interviews. Status reports on this project were provided at every Committee meeting with substantive discussions on key issues raised during both the Committee and UWM's in-put processes. The Committee's background work dove-tailed with UWM's efforts, and culminated in joint recommendations. [Appendix B: Summary of UWM's "Understanding Milwaukee's Workforce Development Landscape" Project]

Recommendations

Appendix A

Participant Lists

Ad Hoc Committee listening session stakeholder participants:

Brenda Bell-White, Wisconsin Works/Temporary Assistance to Needy Families
Enid Glenn, Vocational Rehabilitation, Department of Workforce Development
Sheila Knox, Job Service, Milwaukee
Al Luna, Milwaukee Area Technical College
Eric Parker, Wisconsin Regional Training Partnership
Paula Penebaker, YWCA
Gerard Randall, Private Industry Council of Milwaukee County, Inc.
Herbert Robinson, Department of Corrections
Leonore Rosas, United Migrant Opportunity Services
Debbie Roy, Manpower
Jerry Stepaniak, Maximus
John Stilp, Milwaukee Area Technical College

UWM's stakeholder interviews conducted for the Ad Hoc Committee:

Essie Alan, United Way
Kathryn Dunn, Helen Bader Foundation
Eloisa Gomez, Making Connections
Raejean Kanter, Potawatomi Foundation
Steven Mahan, City of Milwaukee Community Block Grant Office
Alicia Manning, Bradley Foundation
Jane Moore, Greater Milwaukee Foundation
Rita Neises-Renner, Making Connections

Other attendees at Ad Hoc Committee meetings:

Stephen Adams, Consultant to University of Wisconsin-Milwaukee
Teresa Barch, Wisconsin Association of Job Training Executives
David Berkley
Sheryl Billups, Office of Economic Initiatives, Department of Workforce Development
Dick Buschmann, Making Connections
Theola Carter, Office of Economic Initiatives, Department of Workforce Development
Lea Collins-Worachek, Job Service, Milwaukee Workforce Development Area
Connie Colussy, Bureau of Workforce Programs, Department of Workforce Development
Sally Cutler, North Central Wisconsin Workforce Development Area
Sue Gleason, Office of Economic Initiatives, Department of Workforce Development
Enid Glenn, Division of Vocational Rehabilitation, Department of Workforce Development
Delores Graves, Private Industry Council of Milwaukee County, Inc.
Mark Kessenich, Private Industry Council of Milwaukee County, Inc.
Diane Knutson, Job Service, Waukesha-Ozaukee-Washington Workforce Development Area
Theresa Loerke, Bureau of Workforce Programs, Department of Workforce Development
Mary Moore, Unemployment Insurance, Department of Workforce Development
Beth Norris, Southeastern Wisconsin Workforce Development Area
Dianne Reynolds, Bureau of Workforce Programs, Department of Workforce Development
Jennifer Riggerbach, University of Wisconsin- Milwaukee, Center for Workforce Development
Christopher Ruud, Business Co-Chair, CWI Workforce System Development Committee
Francisco Sanchez, Waukesha-Ozaukee-Washington Workforce Development Area
Samuel White, University of Wisconsin Milwaukee, Center for Workforce Development

Other contacts initiated for coordination:

Bill Mitchell, Waukesha County Economic Development Committee
Pat O'Brien, Greater Milwaukee Economic Development Partnership
Julia Taylor, Greater Milwaukee Committee

Staff to the *Ad Hoc* Committee:

Pamela O'Brien, Division of Workforce Solutions, Department of Workforce Development
Mary Pasholk, Dane County Job Center, Department of Workforce Development
Linda Williamson, Division of Workforce Solutions, Department of Workforce Development

Appendix B

**University of Wisconsin- Milwaukee School of Continuing Education
Center for Workforce Development**

Summary

Understanding Milwaukee's Workforce Development Landscape

