

***Governor's Council on Workforce Investment***

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***Workforce System Development Ad Hoc Committee (Milwaukee)***

**Meeting Notice  
Wednesday  
October 12, 2005**

**10:00 a.m. to Noon**

**United Migrant Opportunity Services Headquarters  
Board Room  
2701 South Chase Street  
Milwaukee, Wisconsin  
(414) 389-6000**

**AGENDA:**

- 1. Approve the Minutes of September 16, 2005 (Attached)**
- 2. Review UWM's Summary of Foundation and Other Funding Entities' Interviews (Attached)**
- 3. Subcommittee Representative on Job Centers of the Private Industry Council of Milwaukee County, Inc.**
- 4. Develop Recommendations with Implementation Strategies**

**Listening sessions follow-up material attachments in meeting notice e-mail:**

**Milwaukee Area Technical College Courses**

**Private Industry Council of Milwaukee County, Inc Workforce Investment Act Local Plan**

**University of Wisconsin's Final Contract**

**Wisconsin Regional Training Partnership Center on Excellence and Annual Report**

**For further information, contact Committee staff: Linda Williamson, telephone (608) 261-6394, E-mail: [linda.williamson@dwd.state.wi.us](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: [gloria.kirchoff@dwd.state.wi.us](mailto:gloria.kirchoff@dwd.state.wi.us), or call her at (608) 267-2191.**

**AGENDA ITEM #1**  
***Pending Approval***  
Workforce System Development Committee

*AD HOC COMMITTEE*

Minutes of September 16, 2005  
St. Norbert College  
De Pere

Members present: Thomas Burse, Bill Clingan, Tina Koehn, Donald Rouse, Georgann Stinson.

CWI staff present: Pamela O'Brien, Linda Williamson.

Others present: Teresa Barch and Francisco Sanchez, WOW WDA; Sue Gleason, CWI Liaison; Beth Norris, SE WDA; Dianne Reynolds, DWD; Sally Cutler, NCW WDA.

Mr. Burse, Chair, called the meeting to order at 9:13 a.m.

Mr. Rouse, seconded by Ms. Stinson, moved to approve the minutes of June 27, August 8 and August 24, 2005. The motion unanimously passed.

The Committee reviewed UWM's status report. Mr. Rouse requested information on the top five recipients of federal dollars and/or funds disbursed among the many training providers in Milwaukee.

There was discussion on the themes that evolved from the listening sessions.

Ms. Gleason encouraged a more regional emphasis, and the Chair stated that the Committee would tackle regional recommendations next year. Several areas for additional coordination as part of the Committee's recommendations were suggested:

- The CWI's Regional Grow grant (yet to be announced)
- The Regional Economic Council headed by Bill Mitchell
- The Governor's \$500,000 Greater Milwaukee Economic Development Partnership
- PIC Subcommittee on Job Centers (Ms. Koehn volunteered to contact the subcommittee Chair for input to the *Ad Hoc* Committee)

The Committee agreed on future meetings to develop recommendations:

Wednesday, October 12<sup>th</sup> at the PIC office

Friday, October 28<sup>th</sup> in Madison before the full Committee meeting

Mid-November to present recommendations to the full Committee

After a few minor changes, the Committee agreed on the summary report to the full Committee (revised version below).

The meeting was adjourned at 9:50 a.m.

## Status Report of the Ad Hoc Committee to the CWI Workforce Development Committee

### Ad Hoc Committee Listening Session Themes and Next Steps

#### Dominant Themes, as identified by the Ad Hoc Committee, from the listening sessions:

Below are the 5 most recurring themes identified from the listening sessions on solutions related to Wisconsin's workforce system and the improvement of our employment and training efforts:

- Put the "one-stop" back into the One-Stops (Job Centers): Design and implement a truly one-stop service delivery system for all customers (employers and job seekers) that transcend program funding. This will require leadership from the Executive Branch and top local elected officials (to ensure consistent messages/policies across programs) with input from the local staff for the reconstruction of an efficient seamless delivery system.
- Establish a task force of workforce partners with high-level employers and policy-makers at the table to identify common solutions for an improved delivery system:
  - (a) Develop goals with measurable outcomes for cross-program activities that would be grounded in their local plans, state and local policies, etc. as part of joint-planning and resource-sharing;
  - (b) Design procedures/processes for activity implementation that ensures efficiencies; and
  - (c) Focus activities to support key economic development efforts.
- Establish a creative consortium of workforce partners that expands the current WBD/PIC collaborators (such as Manpower) to improve and increase training services for job placement in construction, skilled trades, health care and emerging industries across all programs with cross-partner/employer involvement for:
  - (a) short-term training along with appropriate job placement support (such as English as a second language); and
  - (b) long-term training after job placement to meet continued private sector skill needs and improve the self-sufficiency of employees.In addition, the consortium would identify blended funding mechanisms to support these focused training activities.
- The need for a formal leadership team (with discretionary funds) that meets regularly comprised of key operations program managers to:
  - (a) identify joint activities with measurable outcomes (such as specific training needs of job seekers) and implement strategies across programs;
  - (b) link with employers and economic development players on a regular basis; and
  - (c) establish common solutions to improve infrastructure issues (such as co-sharing of resources).
- The need for regional strategies and planning on training and employment placement activities including collaborating on joint grant proposals, finance mechanisms, and revising state and federal requirements that are impediments for cross-program cooperation and service delivery. Coordinate with the Greater Milwaukee Regional Economic Council.

#### Next Steps

Below is the schedule of future meetings for the Ad Hoc Committee to review UWM's project findings and make recommendations along with specific implementation strategies to the full Committee meeting of December 9, 2005:

- Wednesday October 12<sup>th</sup>
  - Friday, October 28<sup>th</sup>
- Discuss draft recommendations and implementation steps with full Committee in November

**AGENDA ITEM #2**  
**UWM Report to the CWI Workforce Development Committee**  
**September 26, 2005**

**Summary and Themes from interview with Foundation Representatives and other funding entities.**

**Background**

The UWM Center for Workforce Development was asked to compile themes and comments from interviews with foundation and other funding entities, in consideration of the themes the CWI committee has focused on.

As of September 23, 2005 CWD has completed and included input from the following interviews.

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

**The Milwaukee County Workforce Development System is viewed as complicated and confusing for the individuals, employers, and the general community.** Those interviewed were in agreement that a seamless system which works for both individuals and employers is possible. Employers and job seekers should know what to expect when they walk into any job center or W-2 agency. The Milwaukee community should be able to understand what it is the system is designed to do and feel that organizations funded to provide services are held accountable.

Some of the current barriers to such a seamless system include:

- Confusion over what the system is designed to do. Is the system designed to place people into jobs? Move people out of poverty? Create an educated workforce?
- The high concentration of CBO's involved in workforce development creates competition and duplication.
- The lack of a collaborative design and focus to the system. There is a need to start thinking in terms of networks.

Suggestions for improving the Milwaukee system:

- Define the expectations for success. Base expectations on data and research.
- Acknowledge competition
- Approach jobs, training, and support systems as a continuum. All need to be addressed to move people out of poverty and provide employers with good employees.
- Create a common intake or screening process in the system.

**Leadership and Accountability are viewed as lacking.** There was a strong sense that no one was leading the effort. The demise of OIC and other agencies has damaged the system's credibility and led to call for greater accountability. Those interviewed think overhead has had a hand in creating inefficiencies, but are optimistic that these inefficiencies can be overcome with the right planning, insight, and input.

Specific recommendations to CWI:

- Educate themselves on the accountability standards and organizations providing services.
- Demand follow through and accountability to the Milwaukee Community.
- Any direct recommendations on bringing stakeholders together to improve leadership and accountability should be backed with real financial resources.
- Leverage funding opportunities to back this effort.

**Employers need to be engaged.** Employer input is essential accurately projecting future trends, as well as for insights into the needs of the workers they hire from the system.

Specific recommendation to CWI:

- Provide a similar process to the stakeholder interviews to gain the insights of employers and learn ways to effectively engage them.
- Engage MMAC and the PIC Board to garner employer participation and support for improvement efforts.

**Serious education is needed on the part of job seekers.** There was a strong consensus that job training and education must be looked at as a continuum. Sustainability, retention, and advancement are key areas of focus. Providing support, mentoring, continued education not only is a benefit to the individual, but also to the community and the employers. Under the current system training and education are both hard to get.

Specific Recommendations to CWI:

- Make a recommendation that job seekers can go to school and still garner supportive benefits such as child care subsidies, food stamps and stipends.
- Recommend more training options for both individuals and employers seeking to train and provide mentoring to incumbent workers.