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Governor

Tim Sullivan
Chair



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Council on Workforce Investment

Friday, March 27, 2009

**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

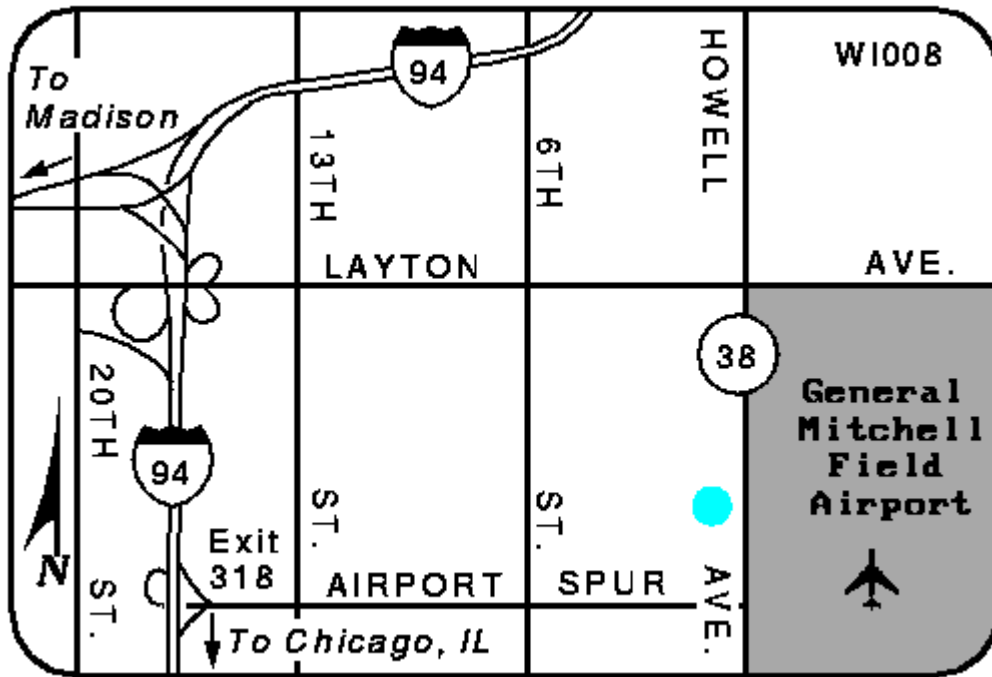
All full Council meeting materials are available on the CWI web-page at <http://www.wi-cwi.org>

Enclosed Meeting Packet Contents

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This is a public meeting; the meeting location is handicapped accessible. 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 27, 2009
10:00 a.m. to 12:00 p.m.**

**Clarion Hotel & Conference Center
5311 South Howell Avenue
Milwaukee, WI 53207**

FULL COUNCIL MEETING AGENDA

- I. Call to Order and Minutes of December 2, 2008, Meeting - **Action** (Attachment)
 - Council Chair, Tim Sullivan
- II. Recovery and Reinvestment Act
 - DWD Secretary, Roberta Gassman
- III. Executive Committee Report: CWI Recommendations and Governor's Workforce Initiatives
 - Council Chair, Tim Sullivan
 - A. Dislocated Worker Report (Attachment)
 - B. Medicaid Infrastructure Grant Subcommittee Report (Attachment)
 - C. RISE and Regional-Sector Program Development and Oversight.
- IV. Apprenticeship Update
 - Bureau of Apprenticeship Standards Director, Karen Morgan
- V. Executive Director's Report
 - Ron Danowski
- VI. Adjourn

COUNCIL ON WORKFORCE INVESTMENT

MEETING MINUTES

(Draft for CWI Approval)

December 2, 2008

Madison

Members Present: Tim Sullivan (Chair), Joel Rogers (Co-Chair), Ron Danowski (Executive Director), Coleen Bates, Robert Borremans, Thomas Brien, Elizabeth Burmaster, Sharon Canter, Dan Clancy, Spencer Coggis, Roberta Gassman, Jim Haney, Susan Hatch, James Hill, Tina Koehn, Greg Gasper (for Joe Leibham), Gayle Kugler, Richard Leinenkugel, Don Madelung, Phil Neuenfeldt, Kent Olson, Rick Raemisch, Lee Rasch, Mark Reihl, Donald Rouse, Christopher Ruud, Andrew Schuster (for John Scocos), Julia Taylor, Mark Thomas (for Karen Timberlake), Joan Wilk, Josh Zepnick.

Members Absent: Daniel Andrist, Lyle Balistreri, Thomas Burse, William Chaudoir, Jewel Currie, Kathleen Drengher, Barbara Fleisner, John Heyer, Dean Welch.

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

Others Present: Sally Cutler, North Central Workforce Development Board; Beth Norris, Southeast Workforce Development Board; Mark Kessenich, Milwaukee Area Workforce Investment Board; Michelle St. Clair, Francisco Sanchez, Waukesha-Ozaukee-Washington Workforce Development Board; Jerry Hanoski, Western Wisconsin Workforce Development Board; Pat Schramm, Southcentral Workforce Development Board; Michael Mortell, Regional Workforce Alliance; Carolyn Peckham, Smooth Transition, LLC; Randy Sommerfeld, Vocational Rehabilitation WDA; Charlene Dwyer, Jerry Jacobson, Linda Preysz, Dianne Reynolds, Department of Workforce Development; Jayson Chung, Kathy Cullen, Willa Panzer, Wisconsin Technical College State Board.

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 16, 2008

Chair Tim Sullivan called the meeting to order at 10:00 a.m., and the September 16, 2008 minutes were unanimously approved. Secretary Gassman welcomed newly appointed members Secretary Leinenkugel and Mr. Don Madelung.

Item II. Opening Remarks

Chair Sullivan summarized the positive discussions that have taken place with CWI members, other workforce partners, and at the Executive Committee meetings, that have helped shape recommendations being forwarded to the Governor.

Item III. Executive Committee Report

- A. Dislocated Worker Subcommittee Report: Mr. Haney summarized the current dislocated worker activities from the report provided, and noted the large number of lay-offs and closure events. CWI members, particularly those who had been to Washington D.C. recently regarding the economic stimulus package, shared their knowledge, and expressed the need for urgent actions.
- B. Medicaid Infrastructure Subcommittee Report: State Representative Josh Zepnick summarized the status of activities from the report provided, highlighting that the Subcommittee was being reconstituted with a new charge.
- C. Chair Sullivan summarized the work of the National Governor's Association (NGA) Sector Strategies Initiatives, and stated that the teams anticipate having concrete proposals by June. The Secretary presented a power point that highlighted the "Wisconsin Workforce Development System Reforms: Recommendations to Governor Doyle." Mr. Sullivan stated that even without new general purpose revenue, the CWI can affect improved coordination of a workforce system that is more responsive to business needs to produce a pipeline of talent for economic health. The Chair noted that the CWI would be the governance body to ensure appropriate implementation of the recommendations and initiatives. He invited further input from CWI members that included the following:
- Funding and new initiatives need to be based on regions;
 - The need for accountability as to where the funds are going, how they will be used to meet common outcomes, and metrics that measure improvements;
 - The State needs to let the local delivery system be able to target funds where needed regionally, while at the same time, identify concrete examples and specific goals for activities;
 - Emulate pockets of excellence that already exist in the State instead of creating more "new" or pilot projects, and establish best practices by region;
 - Use the Oklahoma Annual Report as a model;
 - Need more flexibility within programs to enable creativity and reach goals;
 - Utilize entities such as the Educational Approval Board instead of duplicating processes;
 - Require "match" of local resources, including collaborative partnerships, for any earmarked funds;
 - WDBs may be the base portal of the funds but include other entities that have been models of success in training and employment placement, and have key community players at the table;
 - CWI members also need to be engaged at the table regionally; and,
 - In difficult economic times, there is a tendency to narrowly emphasize getting ready for "a job" versus getting ready for a career.

Item IV. Reports

- A. Secretary Gassman reported that CWI members Mr. Ruud, Ms. Koehn and Mr. Welch agreed to serve on NGA teams. She also indicated that a survey was going to be conducted in January on sector partnerships and strategies in order to develop common benchmark measures to monitor funding and activities.
- B. WIA planning process timeline was discussed in V.
- C. Presentations were made updating the CWI on the two Workforce Innovations in Regional Economic Development grants funded by the U.S. Department of Labor. Mr. Michael

Mortell, Regional Workforce Alliance, and Ms. Patricia Schramm, South Central-Southwest Wisconsin Economic Development, Education and Workforce Partners, also distributed material detailing the grant efforts to-date.

Item V. Executive Director's Report

Mr. Ron Danowski highlighted the timelines for the State's Workforce Investment Act planning activities and updated the Council on the federally-approved State waiver requests. He noted that dates for the four 2009 CWI meetings were being finalized with an effort to avoid the Legislative calendar conflicts, and members would be notified.

The meeting adjourned at Noon.



Agenda Item III.

Thursday, March 5, 2009

Contacts: Carla Vigue, Office of the Governor, 608-261-2162

Dick Jones, Department of Workforce Development, 608-267-4780

Governor Doyle Announces \$5.89 Million in Strategic Workforce Initiatives

Regional Approach Targets High-Growth Sectors, Prioritizes Needs of Workers, Employers

MILWAUKEE – Governor Doyle announced today \$5.89 million in strategic workforce training initiatives to prepare Wisconsin workers and businesses to succeed in the future economy. The programs reflect a major change in the way the state and its partners will train workers for jobs of the future and meet the needs of employers in growing, emerging sectors.

“Now more than ever, we must invest in training that gives workers the right skills and meets the needs of employers, especially those in advanced manufacturing, biotechnology, health care and other sectors poised for growth,” Governor Doyle said. “The Wisconsin Sector Strategies Initiative is a new way of doing business. It is regional in focus. It is industry-driven. It engages all the key players in understanding common industry needs and aligning resources to meet them. It is what we need to build a 21st Century workforce and connect skilled workers to quality jobs.”

The Wisconsin Sector Strategies Initiative will be funded with nearly \$3 million in federal funds over the next two years. In the months ahead, \$490,000 in grants will be awarded as a first step in bringing together leaders of industry, labor, education, economic development and workforce development in the state’s seven Grow Wisconsin regions. These leaders will form partnerships to identify the workforce needs of high-growth sectors and develop strategies to meet those needs. As a next step, industry specific partnerships can seek grants that will leverage additional resources and fund the training of workers for jobs in demand. For regions that are ready, grant money for training will be available immediately.

Governor Doyle announced the initiatives at a meeting of the Milwaukee 7 Regional Economic Advisory Council. In highlighting the sector strategies initiative, the Governor thanked Tim Sullivan, President and CEO of Bucyrus International and Chair of the Council on Workforce Investment, and Department of Workforce Development Secretary Roberta Gassman for their work in developing the new approach.

The sector strategies training will complement a range of additional workforce investments that are supported by the Governor’s Council on Workforce Investment. All are being funded with federal discretionary resources that Wisconsin receives as part of its federal Workforce Investment Act allocation.

- MORE -

In addition to the Sectors Strategies Initiative, Governor Doyle announced funding to move forward efforts to ensure Wisconsin workers are prepared to succeed in tomorrow's economy. These initiatives, which were proposed in the Governor's *Grow Wisconsin – The Next Steps* plan include:

- **\$1.5 million for Opportunity Grants.** The grants will help low-wage workers with no education or training beyond high school. The grants will let them improve their skills at technical colleges with short-term training that is not covered by financial aid. With the grants, low-wage workers can take steps to earn certificates or degrees and pursue career pathways to better jobs in advanced manufacturing, health care, biotechnology and other high-demand sectors.
- **\$300,000 for Skills Jump Start Grants.** The grants will help individuals who lack a high school diploma. They can complete their basic education, and at the same time, receive job training at technical colleges for employment in high-demand sectors, such as manufacturing and health care.
- **\$700,000 for Emerging Industries Skills Partnership.** The Governor announced a second round of grants to meet the workforce needs in advanced manufacturing, biotechnology and renewable energy.
- **\$85,000 for Manufacturing Skill Standards Certification.** The funding will support assessment efforts and encourage enrollment. The Governor has set a goal of having 40 percent of our production workers earn MSSC credentials by 2016.

Finally, Governor Doyle awarded funding for two additional workforce investment programs:

- **\$175,000 for Skills Assessment and Work Readiness Certification.** This funding will support pilot projects to develop a standard method to assess the skills of job seekers and certify them as job ready.
- **\$140,000 for Career 101 Pilots.** The funding will help school district establish pilots that more effectively inform students of career opportunities in high demand occupations and help them chart a course to achieve their career goals.

At the event, Governor Doyle also awarded a \$500,000 Regional Marketing Matching Grant to the Milwaukee 7 group to support its regional branding and promotional efforts. Beginning in 2010, M7 will be eligible for up to \$100,000 in Commerce funding each year over the next five years to boost its efforts to attract new businesses, create high-paying jobs, and increase economic activity in the M7 region.

Agenda Item III. A.

**Dislocated Worker Sub-Committee Report
Report for March 27, 2009 CWI Meeting**

Dislocation Activity

Numerous large layoffs continue statewide. The majority of dislocations are in manufacturing operations, including auto-related suppliers. Many employers are reporting that layoffs are temporary but cannot specify recall dates. Through February DWD has received notice of 5,121 layoffs; this compares to 3,214 for the same period in 2008.

Summary of Dislocation Notices Received – Annual Totals 2007 and 2008 and 2009 Year-to-Date (2/28/2009).

Month	# of Workers Affected			# of Events		
	2007	2008	2009	2007	2008	2009
January	1,081	1,454	3,390	16	13	45
February	478	1,760	1,731	5	11	30
Total	1,559	3,214	5,121	21	24	75

Major Upcoming Events (large layoffs or closings beginning 3/1/2009 and after)

J L French Automotive Castings, Sheboygan – 337
Marinette Marine, Marinette - 200
Alcoa Wheel (closing), Beloit – 293
Cummins Emissions Solutions, Wautoma – 178
Phillips Plastics, Medford – 146
Pentair Filtration, Sheboygan – 350
Harley Davidson, Milwaukee and Franklin – 640
Sub-Zero, Madison – 350
Central States Mortgage, Wauwatosa – 220
Cequent Trailer Products, Mosinee – 140
Bourns Automotive Division, Janesville - 148
Hufcor, Janesville – 100

Special Response Grant Awards

The Dislocated Worker Sub-committee met on March 12 and recommended \$1,849,434 million in additional grant funding for a total of \$6,014,103 for the program year. Total grant awards and new target groups added on March 12 include:

- Southeast WDA \$243,137
New Target Groups: Hexion, Greatwide, ZF Electronics, Plymouth Tube, J.W. Peters, Automated Building Components
- Milwaukee County WDA \$160,000
New Target Groups: Viasystems, E.R. Wagner Manufacturing Company and Midwest Airlines

- Waukesha-Ozaukee-Washington WDA \$1,223,805
New Target Groups: Husco International, Broan-Nutone, Steel Craft, EST Company Serigraph, Gehl, Cooper Power Systems and Quad Graphics
- Fox Valley WDA \$985,815
New Target Groups: Cummins (Wautoma), Circuit City, Appleton Paper, Miller Electric, Presto Products, Steve and Barry's, Tumbleweed Restaurant and Wilson Hurd.
- Bay Area WDA \$944,145
New Target Group: Marinette Marine
- North Central WDA \$997,366
New Target Groups: Wausau Homes, New Page (Wisconsin Rapids), Greenheck, Basic American Foods and Donaldson Company
- Northwest WDA \$25,000
Continuing Target Group: General Mills Operations
- West Central WDA \$645,277
New Target Groups: Andersen Windows, CEVA Logistics, NBI, Sanmina, Lorman Education Services, SGI Silicon Graphics, Minnesota Rubber and Plastics and Cummins Filtration
- Western WDA \$144,979
New Target Groups: Miniature Precision Components, Inc., LaCrosse Footwear, Cardinal IG, NCR Consumables, Trane Company and PACAL
- Southwest WDA \$536,272
New Target Group: Rockwell Industries

American Recovery and Reinvestment Act (Stimulus) - Dislocated Worker program provisions:

- Wisconsin to receive \$16 M in additional Workforce Investment Act funds to expand retraining and job placement assistance to dislocated workers.
- Reauthorized Trade Adjustment Assistance program for workers affected by foreign trade. Expands eligibility to the service sector and increases program benefits which will allow more participants to complete retraining programs.

The Dislocated Worker Subcommittee will meet again in mid-June to review grants for the new Program Year 2009 that begins July 1.

Agenda Item III. B.

Medicaid Infrastructure Grant Subcommittee Report

Wisconsin was among 11 states to be awarded a Comprehensive Medicaid Infrastructure Grant (MIG) "Pathways to Independence" funded from the Center for Medicare and Medicaid Services and administered by the Wisconsin Department of Health Services (DHS), Division of Long-Term Care, Office of Independence and Employment. The purpose of MIG is to improve systems and resources in order to maximize integrated and competitive employment for persons with disabilities while protecting and enhancing workers' healthcare and other benefits including job-supports. In 2005, a statewide strategic plan was developed as a framework for strengthening employment outcomes for those people with disabilities by supporting sustainable infrastructures. To date, there are 42 initiatives intended to address the strategic priorities.

In May 2007, under the MIG umbrella, a Managed Care and Employment Task Force was formed with 28 members including DET's Bureau of Workforce Training (BWT) Director Gary Denis. The Task Force was "charged with recommending a comprehensive strategy to expand work options for adults who rely on the community-based, long-term care system." The Task Force Final Report involves an extensive range of related training and employment recommendations along with collaboration proposals. The DHS and DWD Secretaries have recently exchanged letters agreeing to work in tandem on implementing the Task Force recommendations, and expanding the member expertise of the CWI-MIG Subcommittee with a revised charge. It is anticipated that multi-pronged implementation activities will have a massive impact on service delivery to persons with disabilities, and of the \$9.7M of MIG funding for calendar year 2009, approximately one-half will be earmarked for these efforts.

Role of CWI and Status of Action Recommendations on Charge and Composition

At the September 10, 2004 CWI meeting, a MIG-Subcommittee was established, reporting to the Executive Committee, as the public advisory body for MIG. CWI member State Representative Josh Zepnick chairs the subcommittee. It is staffed by DHS with a CWI staff person in a liaison role. This employment and training project dovetails the Workforce Investment Act regarding "universal access" to meet the training and employment needs of persons with disabilities.

At the CWI's September 10, 2008 meeting, the MIG Subcommittee Report recommended an expanded composition and a revised charge. Implementation has proceeded per the details below.

Charge

Council on Workforce Investment Medicaid Infrastructure Grant Subcommittee

Background

Wisconsin has achieved a number of advances in promoting community integration of people with disabilities particularly in domicile choices, and the resource options people need for independence. However, many adults with disabilities do not have a full range of opportunities for employment in work settings that are typical of other adults in their communities: Jobs leading to self sufficiency, or, family-sustaining wages that reflect individual choices and career ambitions. A high quality, continuously improving and comprehensive workforce system in Wisconsin must meet the needs of people with disabilities who choose to work.

At the same time, Wisconsin recognizes that economic health, growth and global competitiveness are dependent on a highly skilled workforce, capable of attracting and sustaining quality industries. Economic growth is dependent on education and training that matches the skill-sets needed to expand existing businesses as well as a pipeline of talent for emerging industries. To those goals, initiatives such as Regional Industry Skills Education, Career Pathways and Medicaid Infrastructure Grant activities merging into the current infrastructures will help create a more sophisticated collaborative workforce system.

People with disabilities, provided with effective supports, must be an integral part of the 21st Century workforce with full access to the broadest range of employment opportunities. This is an essential part of Governor Doyle's "Invest in People" strategy: To maximize people's potential through quality education and training that will, in turn, ensure Wisconsin has a highly skilled workforce that supports job growth and business development.

Purpose

The Council on Workforce Investment Medicaid Infrastructure Grant Subcommittee (CWI-MIG) will advise the Department of Health Services (DHS) on the implementation of the State's Medicaid Infrastructure Grant (MIG). The committee will also monitor the implementation of the recommendations of the Managed Care and Employment Task Force (MCETF).

The mission of MIG is to enhance Wisconsin's employment and training delivery system that:

- maximizes employment for people with disabilities;
- increases the state's labor force through the inclusion of people with disabilities; and
- protects and enhances workers' healthcare, other benefits and needed supports.

The Managed Care and Employment Task Force was charged with identifying an effective infrastructure in the context of Wisconsin's developing managed long term care system that promotes and supports a wide range of employment options, and an individualized approach to supporting each person's identified employment outcome. The Task Force presented to the Wisconsin Department of Health Services a final report containing 84 recommendations that are intended to ensure best practices for supporting and facilitating a broad range of quality employment choices and outcomes for participants in the long term care system. The recommendations are divided into two groups:

- recommendations related to improving the managed long-term care system's infrastructure and broader community collaborations, and
- recommendations related to improving the experiences and outcomes of individual consumers

Membership

The CWI-MIG Subcommittee will include a broad range of stakeholders who will advise on and monitor the implementation of these important initiatives. In addition to CWI members, the reconstituted Subcommittee will include representatives from the following:

- The Council on Long Term Care Reform
- The Board on Developmental Disabilities
- Governor's Committee for People with Disabilities or the Wisconsin Council on Physical Disabilities.
- Disability Rights Wisconsin

- Managed Care and Employment Task Force
- State Executive Departments
- People with disabilities
- Employment service providers
- Managed care organizations
- Business sector

Activities

The CWI-MIG Subcommittee will:

1. Provide advice, guidance and recommendations for action to the Departments in carrying out the general activities of MIG and the specific activities that address the 84 MCETF recommendations.
2. Monitor and review the implementation of the 84 MCETF recommendations.
3. Be provided with work plans for all MIG projects and advance copies of MIG submissions to the grant funder, the Centers for Medicare and Medicaid Services.
4. Be provided with reference and project materials and presentations.
5. Meet quarterly.
6. Be supported by staff from the Department of Workforce Development's Division of Employment and Training/ Bureau of Workforce Training and DHS's Division of Long Term Care/ Office of Independence and Employment.