

Governor's Council on Workforce Investment

Workforce System Development Committee

REVISED Meeting Notice

Monday

November 14, 2005

9:30 a.m. to 11:30 a.m.

**Milwaukee Job Center North
4030 North 29th Street
Milwaukee
(414) 374-1800**

MEETING IN GRAND CONFERENCE ROOM

REVISED AGENDA:

- 1. Approval of the Minutes of July 28 and September 16, 2005 (Attachments)**
- 2. Status Report of the *Ad Hoc* Committee: Thomas Burse**
- 3. Report of the Executive Committee: Christopher Ruud**
- 4. Status of Job Center Requirements Project: Gary Denis**
- 5. Status of Job Center Service Standards: Dianne Reynolds**
- 6. Status of Credentialing Program: Gary Denis**
- 7. Status of Regional Grants and Baldrige Express Grant: Sheryl Billups**

Attachment: Department of Workforce Development Summary on the Workforce Investment Act Reauthorization

Coffee and refreshments will be available for Committee members.

For further information, contact Committee staff: Linda Williamson, telephone (608) 261-6394, E-mail: 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, or call her at (608) 267-2191.

AGENDA ITEM # 1

Pending Approval COUNCIL ON WORKFORCE INVESTMENT

Workforce System Development Committee St. Norbert College, De Pere September 16, 2005

MEETING MINUTES

Members Present:

Co-Chair: Tina Koehn, VP of Administration, UMOS, Menomonee Falls; Thomas L. Burse, President, Buveck Consultants/Construction Managers, Milwaukee; Bill Clingan for Secretary, Wisconsin Department of Workforce Development; Christopher A. Ruud, Executive VP, Ruud Lighting, Racine; Donald L. Rouse, retired VP Corporate Operations, Kohl's Department Stores, Hartland; Andrew Schuster for Secretary, Wisconsin Department of Veterans Affairs; Georgann Stinson, VP of Operations, General Converters & Assemblers, Racine.

Members Absent: Fredi-Ellen Bove, Jessica Clark, Kathleen Drengrer, Matthew Frank, Joe Gilles, Donald W. Layden, Jr., Sally Peltz, David Vierthaler, Josh Zepnick.

Committee Staff Present: Pamela O'Brien, Linda Williamson.

Others Present at the Committee Meeting: Sue Gleason, CWI Liaison; Connie Colussy and Dianne Reynolds, Bureau of Workforce Programs, DWD; Francisco Sanchez and Teresa Barch, WOW WDB; Sally Cutler NCW WDB; Jim Golembeski, Bay Area WDB; Pat Schramm and Dale Hopkins, SCW WDB; Jerry Hanoski, WW WDA; Beth Norris, SE WDB; Doug Moquin, CWI.

Ms. Koehn called the meeting to order at 10:15 a.m.

Agenda Item # 3 Job Center Services Standards and Outcomes Workgroup and Comprehensive and Satellite Job Center Site Workgroup

Ms. Colussy distributed a two-page draft that identified what would constitute a "comprehensive" and "satellite" Job Center. She stated that DWD would commit resources based on these definitions, and that the workgroup's goal was to ensure consistency across the state. When asked how the Committee could discuss and make their recommendations on these, Ms. Colussy replied that individual Committee members could send email comments by close of business September 27, 2005 and noted the other hand-out she provided with the contact persons information. The process she described included the workgroup preparing another draft that will then go out to a larger audience for the formal public review and comment. Ms. Colussy invited Committee comments on content, process or any issues that have not been discussed. She also noted that these recommendations would be part of the Workforce Development Area's local plan second phase that would be completed by late winter.

Ms. Colussy also distributed a two-page summary for the Service Standards and Outcomes Workgroup to date. She stated that these standards focus on the actual services that customers can expect to receive in a consistent manner throughout the state. The Bureau of Workforce Programs will be monitoring the implementation of this and providing a transition period. Committee members expressed concern about the lack of time given to make recommendations as a Committee on these important policy initiatives. Members of the audience shared their views of the drafts provided at the meeting on Requirements for Job Center Comprehensive and Satellite Site and Wisconsin's Job Center Service Standards and Outcomes 2005:

Mr. Sanchez stated that the requirements are too restrictive, yet, at the same time, not definable. He also questioned how the WDBs are actually going to determine the Job Center sites based on these proposed standards and why are other DWD programs such as Wagner-Peyser, DVR and UI not included?

Mr. Golembeski noted that this is still thinking inside the box and questioned how we can change our *modus operandi* with change up and down the infrastructure?

Ms. Cutler reinforced the system change concept and noted that there are existing parameters that can still restrain the system such as leases. She cautioned that the way these are designed is by "places" thinking rather than a "system" concept that would be more amenable for rural areas.

Additional concerns were about how these were going to be implemented and monitored because many of the statements could be broadly interpreted: When standards are set, then expectations have to be established including identifying the known limiting standards along with addressing the solutions.

Mr. Clingan stated that the financial issues are certainly a limiting factor but stated that even when the WDAs were flush with separate Job Center funds there were problems.

Mr. Rouse asked whether Comprehensive Centers now get more resources than Satellite Centers?

Ms. Colussy stated that the concepts for these proposals were in the WIA State Plan which was shared with CWI in April.

In general, the Committee thought it was important to identify the limiting factors in a document, and revise the standards to acknowledge them; that the framework provided with the draft thus far looked flexible enough for WDAs to tailor their needs; "Effectiveness" and other general statements in the drafts had to be defined; the development of metrics that fit into the workgroup's recommendations would be vital; the metrics have to be framed for a productive entity to meet all customers and stakeholders needs from a business planning perspective.

Concern was raised that the Committee had less than 2 weeks to comment. Ms. Colussy stated that the Committee can review these again when they go out for public review and comment.

Mr. Ruud suggested, and agreed to by the consensus of the members present, that the two drafts be emailed to Committee members who would send their comments to Committee staff. It would then be compiled in one document and sent back to the Committee for review. It was also agreed that both workgroup's updated materials be on the October 28, 2005 Committee meeting agenda for action.

Agenda Item # 4 WIA Reauthorization

Ms. Cutler presented a summary that was included in the Committee packet on the Wisconsin Association of Job Training Executives (WAJTE) position. Ms. Colussy identified the Department of Workforce Development's positions. **At the request of the Committee, Ms. Colussy agreed to provide a written statement on DWD's position related to Reauthorization.**

Agenda Item # 2 Ad Hoc Committee (Milwaukee)

Thomas Burse summarized the activities of the *Ad Hoc* Committee. The meeting packet included a summary of the two listening session comments. Mr. Burse distributed a one-page sheet on the five dominant themes that were the result of the stakeholder's solution-based comments. **By consensus, the Committee endorsed the *Ad Hoc* Committee's direction and agreed to meet on Monday, November 14, 2005 in Milwaukee to review the draft recommendations.** This would allow the full Committee time to refine the recommendations and have a report to the full Council for the December 9, 2005 meeting. Ms. Gleason asked about regional recommendations and members suggested that the focus right now was to be on Milwaukee's concerns with regional issues as a second part of their work after December.

Agenda Item # 5 Committee Action Steps and Priorities

Committee members who did not prioritize the action steps will be asked to do so, and then staff will weight the priorities for discussion at the next Committee meeting.

Agenda Item # 6 Executive Committee Report

Ms. Gleason highlighted the Governor's recently announced regional grant awards:

South Central and Southwest (\$120,500)

West Central (\$80,000)

Fox Valley and Bay Area (\$40,000)

Western (\$45,000)

North Central (\$25,000)

Northwest (\$25,000)

Ms. Gleason reiterated the process used for the review of these grants, and stated that another Executive Committee meeting may be called to grant an award (\$175,000) for the Milwaukee region.

Agenda Item # 7 Progress Reports on Grants

Due to time constraints, the status reports were postponed.

The next meeting agenda on October 28, 2005 in Madison would include:

- 1) Job Center Services Standards and Outcomes Workgroup and Comprehensive and Satellite Job Center site Workgroup**
- (2) Metrics/Performance Measures Issues**
- (3) Finalize Priority Action Steps**
- (4) Report on the Joyce Foundation Grant Activity**

Ms. Cutler circulated the Partners in Innovation brochure hosted at the Stoney Creek Inn in Mosinee, Wisconsin on October 12, 2005.

The meeting was adjourned at 11:55 a.m.



Draft Pending Approval
COUNCIL ON WORKFORCE INVESTMENT

Workforce System Development Committee
Marathon County Job Center
July 28, 2005
MEETING MINUTES

Members Present:

Business Co-Chair: Joseph Gilles, CEO, Wausau Insurance, Wausau; *Non-Business Co-Chair:* Tina Koehn, VP of Administration, UMOS, Menomonee Falls; Thomas L. Burse, President, Buveck Consultants/Construction Managers, Milwaukee; Christopher A. Ruud, Executive Vice President, Ruud Lighting, Racine; Kathleen Drengler, Manager of Training and Development, Greenheck Fan Corporation, Wausau; Fredi-Ellen Bove for the Secretary, Wisconsin Department of Health and Family Services; Jessica Clark for the Secretary, Wisconsin Department of Corrections; Donald L. Rouse, retired Vice President Corporate Operations, Kohl's Department Stores, Hartland; Andrew Schuster for the Secretary, Wisconsin Department of Veterans Affairs; Georgann Stinson, VP of Operations, General Converters & Assemblers; Racine; State Representative Josh Zepnick; Sue Gleason, CWI Liaison, for Bill Clingan, Wisconsin Department of Workforce Development.

Members Absent: Donald W. Layden, Jr., Sally Peltz, David Vierthaler.

Committee Staff Present: Pamela O'Brien, Linda Williamson, Mary Pasholk.

Others Present at the Committee Meeting: Dianne Reynolds, Bureau of Workforce Programs, DWD; Teresa Barch, WOW WDA; Sally Cutler NCW WDA; Kim Palmeroy, DVR.

Prior to the meeting, Committee members were provided with a tour of the Marathon County Job Center by Sally Cutler, Executive Director of WDA #6 and staff Mary Palmer, Charlie Sparr, Gary Albrecht and Helene Goebel.

Agenda Item # 1 June 3rd Minutes

Ms. Bove moved, seconded by Ms. Koehn, to approve the June 3, 2005 minutes. The motion unanimously passed.

Agenda Item # 2 Status Report of *Ad Hoc* Committee

Ad Hoc Chair, Mr. Burse, thanked Ms. Koehn for hosting the Committee meetings at UMOS's Milwaukee headquarters, and summarized the activities to date of the *Ad Hoc* Committee: The Committee met on June 27th and agreed to hold 3 listening lunch sessions with a wide-range of workforce partners in August with a small group of invitees based on these categories (1) Workforce Programs and Partners, (2) Employers, Economic Development and Labor, (3) Funders, Foundations and Civic Entities. To assist in focusing the dialogue, the identified themes for the sessions, consistent with the full Committee's priorities, are: Leadership within the community and among the Workforce Development Board; Collaboration/coordination with workforce partners and external entities for effective service delivery; Alignment of common goals; Overcoming "silo-program" funding; Linkages to economic development initiatives and labor market projections; Joint local and regional planning. Mr. Burse also reported that the UWM grant agreement was approved by the Committee, and that a UWM representative will be attending every meeting. They are working collaboratively with DWD staff to gather stakeholder information. The Committee provided comments to UWM's draft survey questions that will be used for their stakeholder interviews. This will be the formal way the Committee will gather input from a variety of workforce partners.

Mr. Burse listed the invitees for the listening sessions, one person per entity:
Workforce partners and providers: Private Industry Council of Milwaukee, Inc.; Milwaukee Job Service; YWCA; United Migrant Opportunity Services, Inc.; Maximus; Milwaukee Area Technical College; Vocational Rehabilitation; W-2/TANF; Department of Corrections; Urban League of Milwaukee.

Employers, Economic Development and Labor: PIC Workforce Development Board Chair; Wisconsin Regional Training Partnership; Manpower; Wisconsin AFL-CIO; Metropolitan Milwaukee Association of Commerce.

Funders, Foundations and Civic Entities: United Way; Helen Bader Foundation; Greater Milwaukee Foundation; Community Development Block Grant Office- City of Milwaukee; Annie E. Casey Foundation; Making Connections; Greater Milwaukee Committee; Mayor's Workforce Committee; Milwaukee County Executive Office.

The Committee discussed how to facilitate the *Ad Hoc* Committee's work. The expectation for the next full Committee meeting on September 16th in Green Bay is a report on the summary of the listening sessions with proposed next steps for Committee discussion as well as an update on UWM's progress. Mr. Rouse wanted to ensure the involvement and advice of the Private Industry Council of Milwaukee, Inc., and the *Ad Hoc* Chair agreed to contact Mr. Randall directly for his attendance at the August 8th session. Ms. Williamson stated that she also would be personally contacting all of the invitees to confirm attendance. It is anticipated that draft recommendations would be presented to the full Committee at the December meeting.

Agenda Item # 3 Updates on Previous Topics

Background material was provided on the staff State Interagency Team (SIT) and updates on the projects previously endorsed by the Committee (Workforce Development System Staff Credentialing and the Workforce Development Board Baldrige Express Self-Assessment). Ms. Gleason added information on the membership and activities of the SIT. There was discussion as to how best connect SIT activities with the Committee where appropriate. Committee members expressed concerns about the lack of progress to date, the projected roll-out timelines for full implementation and accountability of the two CWI/WIA funded projects.

The Committee consensus was to have a standing update memo in the meeting packet summarizing SIT activities and the progress on the staff credentialing and Baldrige Express projects.

Mr. Gilles reported that the joint effort with the Council Vice-Chair to develop an overall metrics was still in progress. He stated that the scorecard would be a high-level snapshot of trends tied to the economy for all eleven WDAs. The second product would be the Committee's work to develop a workforce system dashboard.

Agenda Item # 4 DWD Items

Ms. Reynolds reported on roll-out activities from the Workforce Investment Act State Plan including:
a. The creation of the Job Center Services Standards and Outcomes Workgroup that includes a variety of partners: DWD staff, Job Center staff, WDB representatives (Sally Cutler, Beth Norris), Job Service, DVR, W-2, Technical Colleges. The charge to the workgroup is to develop a document defining the services job seekers and employers can expect regardless of which Job Center they visit. The original Job Center Standards were adopted by the Governor's Council and issued in 1999. Work was started but never finalized in 2003 to update the standards. The workgroup's first meeting was held on July 8, 2005 with another meeting scheduled for August 2nd to start developing the document outlining the Job Center Services Standards. They will have a teleconference on August 26 and a half day meeting on September 12. Their work will be coordinated with the workgroup that Gary Denis is leading to define standards for Comprehensive and Satellite Job Centers. The workgroup expects to complete their work by October.

b. The creation of the Comprehensive and Satellite Job Center Site Workgroup was established to further clarify and operationalize the requirements that WDBs would use to classify job centers. The workgroup consists of representatives from the Division of Vocational Rehabilitation, the Job Service (both central office and local representatives), the Workforce Development Boards, Job Center Managers and state staff. The first meeting will be in early August. A product is anticipated to be completed by September 30th.

c. The development of training for Job Center staff on financial literacy skills that is part of a WIA service if appropriate for the customer will be in 3 tiers:

Level #1: Resource Room Training consisting of 6 hours instruction regarding self-assessment tools and appropriate referrals.

Level #2: Case Worker Training consisting of 12 hours instruction regarding money/debt/credit management, credit education and investor education.

Level #3 Workforce Development Managers Training consisting of three hours of instruction regarding data and research, collaboration with current programs/projects and funding resources.

All training will be digitally filmed and turned into a DVD training tool.

d. Finally, Ms. Reynolds reported that the W-2 competitive grants will be due July 29th to DWD.

In response to Committee member's requests to review and comment on the Workgroup's draft products, Ms. Reynolds stated that the workgroups would make recommendations to the Department and then provide time for some type of public review and comment. Committee members expressed the need to be involved in the process as well as to be a part of shaping recommendations as it relates to their Objectives and Strategies. In addition, the outcomes of these workgroups will also influence the Committee's work on how best to invest State dollars and target federal dollars including incentive funds as part of this flexibility. They also emphasized the need to have statewide uniformity as well as flexibility, and the importance of funding as a strategic step. There was a strong concern to have statewide standards for accountability while at the same time allowing for anomalies pertinent to a particular area. The Committee asked whether the workgroups would address co-location issues of the required seventeen WIA partners. In addition, the Committee agreed that an assessment of the impact of the Workgroup's recommendations and a GAP analysis (and "desired" gap by WDA to make certain the intended result is what is desired) would be essential before implementation. In addition, they believe it is vital to correlate the draft recommendations of both workgroups and reconcile any variances. Finally, as part of that road map, the Committee wanted to emphasize the need for the workgroups to get feedback from all of the stakeholders to ensure that proposed variations accommodate individual partner's and area's needs.

It was agreed that the Committee's discussion would be communicated from the Co-Chairs to Ms. Colussy, Director, Bureau of Workforce Program, who established these workgroups. After further discussion, Representative Zepnick, seconded by Mr. Ruud, moved that the Comprehensive and Satellite Job Center Site Workgroup and the Job Center Services Standards and Outcomes Workgroup report to the Committee on their findings, and provide time for the Committee to review and make recommendations, prior to the final endorsement and implementation by the Department of Workforce Development. The motion unanimously passed.

Ms. Gleason, CWI Liaison, reported on several items:

a. They are anticipating 7 applications for the Growing Region Grants that will have a very rigorous review process. The Executive Committee will be addressing decisions with the new 2005 program year funding.

b. The Governor announced that September is Workforce Employment month with events around the State. SIT will be discussing the calendar along with the State Department Secretaries and Executive assistants, and that will be sent to all CWI members.

c. A \$250,000 grant from the Joyce Foundation is providing activities by the Center on Wisconsin Strategy (COWS) to connect workforce development efforts with employers. The Committee was interested in hearing more about this project at a future meeting.

d. The CWI Chair, Co-Chair and CWI Liaison, met the DWD Secretary, the Presidents of the UW and Technical College Systems, a member of the UW Board of Regents, Lee Raasch, President, Western Technical College and Chair of the Technical College Presidents Association (and CWI member) and two of the Governor's staff to discuss public systems alignment and regional economic drivers. It is anticipated that a similar group to include Commerce and DPI would meet in about 6 weeks.

e. Lastly, Ms. Gleason reported on the status of regional metrics that staff from DWD Office of Economic Advisors and COWS have been working on related to economic indicators. The Committee discussed the vision for this, and discerned that there would be a separate scorecard/dashboard for workforce system issues by WDA. Another study that COWS is working on regarding the cost of low wage jobs to the system and the workforce system standards could potentially fit into the benchmarks that are being developed. The ultimate outcome is for the workforce development region to improve the economy of the region while at the same time serving individual customers (employers and prospective employees) with the various program's funding. It was emphasized that there needs to be flexibility in the benchmarks to account for the fact that the workforce system design will at times need to be redirected based upon changing indicators.

Agenda Item # 5 Local and State Performance Measures

Ms. Cutler, Director NCWWDB, walked through the metrics her Workforce Development Board uses to keep track of needed improvements and successes. Ms. Reynolds circulated the Workforce Investment Act performance measures for dislocated workers, adults, and youth as well as customer satisfaction for job seeker and employer customers. She also discussed the new "common measures" that were originally intended to be applicable across federal agency programs. She stressed that the performance measures are not to be used for day to day management of programs, but rather an historic look at the performance by WDBs, and is a required reporting element to the Department of Labor. Ms. Drenkler asked how incentive awards and performance levels are integrated with employers? Other Committee members also wanted to know how these activities augment activities of private business, and whether DWD does any measuring of WDB activities on a regular basis given that the performance measure reporting is a rear view mirror approach. The Committee discussed further the need to have a standard monitoring tool that integrates economic factors as well as a predictive focus on workforce issues such as sustained employment and career ladder successes. There was additional discussion about the need to statistically monitor the "system" at a forward high-level glance. The Committee requested a quick glance summary of the performance measures of the other major workforce programs for their next meeting.

Agenda Item # 6 Action Steps Related to the Committee's Objectives and Strategies

The Committee reviewed the Action Steps under D, E, F of the Objectives and Strategies from the draft report to the Governor. **Representative Zepnick, seconded by Mr. Rouse, moved to approve the action steps with the caveat that there would be additions and edits over time. The motion was unanimously adopted. By consensus, the Committee agreed to add to the list and put the action steps in priority order at their next meeting.**

Additional items that were put on the table included: (a) Adding an action step to address "how to effectively fuse funds into the system" and "explore foundation and business entities;" and; (b) How to better address the Committee's connection with WAJTE. The WAJTE Position Paper on WIA Reauthorization was circulated by Mr. Rouse. Ms. Gleason noted that this would be brought up for discussion either at the CWI meeting or the Committee meeting in September along with DWD information.

The next meeting agenda will include:

Minutes of 28 July - Action Item

Report on Summary of *Ad Hoc* Listening Sessions and Discussion of Next Steps

Review and Comment on Drafts from the Job Center Services Standards and Outcomes Workgroup and the Comprehensive and Satellite Job Center Site Workgroup - Action Item

Additional Committee Action Steps and Prioritize - Action Item
Executive Committee Report
Update on Economic Metrics and Workforce Dashboard
Possibly discussion of Background Material and WAJTE WIA Reauthorization Position Paper

Background material will include:

Progress Report Summaries on WDB System Staff Credentialing Grant, Baldrige Express Grant and SIT activities
High level Inventory of Program Performance Measures
Summary of Impact on State Budget for DWD and Major Programs
WAJTE WIA Reauthorization Position Paper
Information on the \$250,000 grant COWS/Joyce Foundation

Mr. Burse moved, seconded by Representative Zepnick moved to adjourn at 1:57 p.m. which was passed unanimously.

AGENDA ITEM # 7
CWI Workforce System Development Committee
CWI PROJECT UPDATES
November 2005

The following provides a brief update on the four projects approved for funding using CWI 2004 WIA Set-aside funds. Three of the projects are being packaged under one "umbrella" grant titled the "WIA Title I Statewide Activities Administered by the Governor's Council on Workforce Investment". The Workforce Development System Staff Credentialing Project serves as the basic project under the "umbrella" grant, which was issued to all WDBs on October 18, 2005. GROW projects and WDB Baldrige Express Self-Assessment will be incorporated as modifications to the basic "umbrella" grant.

1. Milwaukee Workforce Investment Landscape Assessment (\$60,000).
 - The grant for this project was issued in mid-August, 2005; expenditures total \$14,825 (24.7% of total) as of October 25, 2005.
 - U.W. Milwaukee completed a draft survey document for Milwaukee's employment and training providers, which is currently under review by DWD/DWS.
 - U.W. Milwaukee has begun contacting operators to alert them to the upcoming web-based survey that will be available following DWD/DWS review.

2. Workforce Development System Staff Credentialing (\$22,000)
 - All funds have been made available to all WDBs through the "umbrella" grant; no expenditures have been reported to date (10/27).
 - DWD/DWS (Bureau of Workforce Programs) is promoting the credentialing system in the various roundtables and other training it conducts and is identifying key credentialing competencies for each section of its roundtables/training sessions. This process was incorporated into the DWD/DWS-sponsored Dislocated Worker Roundtable held in September and is being incorporated into its Job Center/WIA Roundtable planned for November.

3. Workforce Development Board Baldrige Express Leadership Self-Assessment (\$27,500)
 - WDBs which intend to implement this project will receive funds through a project modification to the "umbrella" grant upon WDB notification of intent to participate. As of November 1, six WDBs have indicated they intend to participate; two WDBs are considering participation.
 - A seven-person workgroup composed of WDB directors, local staff, state staff and the WFA Executive Director has met several times since August to revise the Baldrige Express survey to ensure relevancy to WDBs, establish the project roll-out time table, plan a statewide "webinar" orientation to assist WDBs in local survey implementation, and develop other key implementation information. DWD/DWS issued initial guidance to WDBs in October based on recommendations from this workgroup.
 - Under the timetable established by the workgroup, survey implementation is planned for January through March 2006 and WDB feedback reports are expected to be completed by April 2006. A final aggregate report to the CWI is expected to be available in June 2006.

4. Grow Regional Opportunities in Wisconsin Region-by-Region (GROW) Projects (\$390,500)
 - DWD/DWS is in the process of modifying the "umbrella" grant to the WDBs administering the three projects approved "outright" for GROW funding.
 - DWD/DWS is working with the three recipients of "starter" project funds to revise their projects around the \$25,000 amount; modifications to these WDBs' "umbrella" grants will be issued as revisions are finalized.
 - DWD/DWS is moving forward on the Milwaukee/Southeast GROW project on the basis discussed in the September 30 Executive Committee conference call.

- All grant modifications for the GROW projects include specific language about progress reports to the CWI, and DWD/DWS will be providing recipients of GROW project funds with additional details on reporting in four milestone areas: partnership development, strategic planning, capacity building and program activities, and outcome measures.

**Committee Requested Follow-up Information from Connie Colussy, Director
Bureau of Workforce Programs, DWD**

CWI Workforce System Development Committee Meeting on Sept. 16, 2005
DWD response (Colussy-verbal) to WAJTE's position paper on WIA Reauthorization

- In general a state level perspective to managing a federal program will be somewhat different from a local recipient's perspective. Relating to WIA and its reauthorization, we agree with many of positions taken in WAJTE's position paper of May 2005. Since we agree with most of what they propose I'll just touch on our few areas of disagreement.
- As far as state authority compared to local authority, the state will always want to maintain authority over programs because we see ourselves as more than a "pass-through vessel" for federal funds. We provide state leadership for workforce development and our leadership reflects the direction that the Governor wants to take in the state and is closely tied to his vision for economic development. The state agencies work to implement the Governor's vision for the state, *Grow Wisconsin*.
- There is also an issue of consistency. Wisconsin has a public workforce *system*. There is no system without some consistency of service and standards across the state; state level leadership must ensure the strength and integrity of a workforce *system*.
- In order to fulfill our state level role we need some money (administrative) and the Governor needs some money to fulfill his vision (discretionary dollars). If all the WIA money went directly to WDBs there would be no money for state level involvement.
- We disagree with WAJTE's position of consolidating WIA Adult, Dislocated Worker and Wagner-Peyser funds as do 21 out of 28 states recently polled by the National Association of State Workforce Agencies. Our experience with block granting is that over time individual programs lose identity and constituents, thereby making them easier targets for funding reductions. Additionally, Wisconsin law requires legislative approval to spend all funds that are block-granted. This would limit DWD/Governor's flexibility in administering these funds in a timely way. We think required consolidation of funding would be bad for Wisconsin in the long run.
- Regarding Community Based Job Training Grants, we think that WDBs should be allowed to compete for grants along with technical colleges but we do not agree that the money should solely be awarded to WDBs. Currently WDBs are not allowed to compete.