

**Department of Workforce Development
Division of Workforce Solutions
Bureau of Workforce Programs**

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**State of Wisconsin
Department of Workforce Development
Jim Doyle, Governor
Roberta Gassman, Secretary
Bill Clingan, Division Administrator**

Date: September 7, 2005

To: Dislocated Worker Subcommittee Members of the Governor's Council on Workforce Investment

From: Connie Colussy, Director
Bureau of Workforce Programs

Subject: Materials for September 15, 2005 Meeting

This package contains information for your review prior to the Dislocated Worker Subcommittee Meeting scheduled for September 15, 2005.

Included are:

- The meeting agenda and instructions for the conference call.
- Draft minutes from the last meeting held on May 23, 2005.
- Tips for reviewing the special reponse grant applications.
- Current Special Response Grant funding requests and our funding recommendations. There are requests from four Workforce Development Areas.
- Background on the issue of defining target groups and continued layoffs
-
- Southwest Wisconsin Technical College proposal for Advanced Transformer Dislocated Worker Study.

If you have any questions regarding the materials, please feel free to call Ron Danowski at (608) 266-7406.

Thank you.

DISLOCATED WORKER SUBCOMMITTEE MEETING

Thursday, September 15, 2005

10:30 a.m. – 12:00 p.m.

State Labor Building (GEF 1), Conference Room H305
201 E. Washington Avenue, Madison, WI

AGENDA

1. Call to Order and Approval of Minutes of May 23, 2005 Meeting – Chair **Action**
2. Special Response Funding – Ron Danowski
 - a. Funding availability
 - b. Funding requests - **Action**
 - Request A - Waukesha-Ozaukee-Washington Workforce Development Area
 - Request B - Fox Valley Workforce Development Area
 - Request C - Western Wisconsin Workforce Development Area
 - Request D - South Central Wisconsin Workforce Development Area
 - c. Definition of target groups – **Action**
3. Advance Transformer Proposal – Discussion
4. Adjourn Chair

To access this conference call:

By phone: Long distance callers can use the Wisline toll free number, 888-677-9189 and enter conference code 2629# -- be sure to enter the pound key (#) after the 4-digit number. Participants within the Madison local calling area must use the local number, (608) 316-0022 then enter conference code 2629# -- be sure to enter the pound key (#) after the number. If you have any problems getting connected, call the toll free Helpline at 800-442-4614.

In person: Interested parties can attend at the State Labor Building (GEF 1) in Conference Room H305. All visitors to the building at 201 E. Washington Avenue must use the doors on the left-hand side as you face the main entrance – these are the only doors open to the public. This entrance, the building and all meeting rooms are handicap accessible. Once inside, please stop and register for the CWI-Dislocated Worker Subcommittee meeting at the Customer Assistance Desk in the lobby.

For questions about the meeting, contact Ron Danowski at the Wisconsin Department of Workforce Development, Division of Workforce Solutions, (608) 266-7406, email Ron.Danowski@dwd.state.wi.us.

If you have special needs such as an interpreter or written materials in large print, please contact Gloria Kirchoff at (608) 267-2191, email Gloria.Kirchoff@dwd.state.wi.us. Text phone users should call the Wisconsin Telecommunications Relay System at 711 to request assistance.

COUNCIL ON WORKFORCE INVESTMENT

**Draft Pending Approval
Dislocated Worker Sub-Committee
May 23, 2005
Madison, Wisconsin**

MEETING MINUTES

Members Present: James Haney, Aaron Olver, Mark Reihl, Jayson Chung and Greg Gasper (for Senator Joe Leibham)

Members Absent: Phil Neuenfeldt and Micabil Diaz

CWI Staff Present: Ron Danowski and Annette Nekola

Others Present: Robert Borremans, Southwest WDB; Leslie Rohloff, WOW WDB; Kathy Palmer, Fox Valley WDB; Beth Sullivan and Bob Briggs, Workforce Connections; Dick Best, Workforce Resource; Dale Hopkins and Pat Schramm, South Central WDB; Cindy Kiesling, AFL-CIO/LETC; and Sally Cutler, North Central WDB and Connie Colussy, DWD-DWS Bureau of Workforce Programs

Key Issues/Discussion

- 1. Call to Order.** Chair Haney called the meeting to order at 3:05 p.m.
- 2. Approval of Minutes.** Motion was made to accept the minutes of the March 15, 2005 meeting as distributed. Motion Reihl, second Olver. Motion carried.
- 3. Special Response Funding Applications.** Ron Danowski

Applications under consideration for funding today were submitted using the new application process that the sub-committee approved at its March 15th meeting. Applicants were helpful to staff in pointing out areas where instructions were unclear. Staff will make some revisions to the instructions before the next funding cycle.

Eleven applications were received from 8 Workforce Development Areas (WDAs). Most applications are for continued services to target groups previously approved by the sub-committee.

The current funding picture was reviewed. The State's allocation for the entire dislocated worker program was reduced by \$3.6 million for the 2005 program year that begins July 1. For the program year July 1, 2005 – June 30, 2006, there is \$3.9 million available in the state Special Response fund that can be used for grants. Carry-over funds unspent from program year 2004 are estimated to be approximately \$1 million (the actual amount will be known in August 2005 when 2004 grants are closed). It is estimated that the state will also receive about \$2 million in federal National Emergency Grant (NEG) funds. These grants include Future Fields for farmers and other agricultural workers which is currently under review by DOL. Applications for Alliant Techsystems of Janesville and Petersen Health Care of Rhinelander will be sent to DOL by the end of May. Other possible NEG projects include Tower Automotive in Milwaukee; Tecumseh in New Holstein and Riverside Paper in Appleton.

If all staff recommendations are accepted by the sub-committee today, the estimated balance of Special Response funds for the remainder of the program year is \$1.6 million.

A number of factors were taken into account in developing the staff recommendation for each application. These included: actual program performance and expenditure rates for the local dislocated worker program and any existing Special Response grants; local formula allocations for PY 2005 (which resulted in the redistribution of funds across the state) and the potential for successful NEG applications.

Funding Request A - North Central Workforce Development Area

Request for a Special Response Grant

The North Central Workforce Development Board is requesting \$915,746 to provide services to 320 dislocated workers from Alumitech, Bemis, Cell One, Citizens, Copps, and 24 other companies.

Status of Dislocated Worker Funding

Currently, the North Central Workforce Development Board has a special response grant for \$337,967 to provide services to 100 dislocated workers from Badger Basket, Cell One, Citizens and other companies. Total expenditures are \$143,383 through March 31, 2005 and 50 participants are enrolled in the project.

North Central Workforce Development Board also has a special response grant for \$615,992 to provide services to 260 dislocated workers from Sunrise Medical, McCain Foods, Alumitech, Golden County Foods and other companies. Total expenditures are \$495,636 through March 31, 2005 and 285 participants are enrolled in the project.

In the local program, 578 individuals are registered for the program year. The Dislocated Worker allocation is \$776,153 with total expenditures of \$425,008 through March 31, 2005.

Recommendation

Fund up to \$400,000. Based on actual performance, applicant may apply for additional funding in September.

Discussion

Olver noted that this application had a very high cost per entered employment compared to the others. Cindy Kiesling of the AFL-CIO Labor Education and Training Center, the operator of this program, responded that a significant number of people served under this grant will be in 2 year training programs and will not have employment by the end of the grant. Costs for training are significant and the number entering employment is quite small, so the cost per entered employment is high.

Motion

Motion to approve the staff recommendation made by Reihl; second by Olver. Motion carried.

Funding Request B - Bay Area Workforce Development Area

Request for a Special Response Grant

The Bay Area Workforce Development Board is requesting \$540,828 to provide services to 615 dislocated workers from Mirro, Evenflo, American LaFrance, Palmer Johnson, Pride Manufacturing, Tecumseh and Emerson Motors.

Status of Dislocated Worker Funding

The Bay Area Workforce Development Board received a National Emergency Grant for \$882,130 to serve 655 workers from Mirro, Birds Eye, Evenflo, American LaFrance, Palmer Johnson, Emerson Motors, Tecumseh and four other companies. Total expenditures are \$657,840 through March 31, 2005 and there are 811 participants enrolled in the project. This grant ends June 30, 2005.

In the local program, 1,002 individuals are registered for the program year. The Dislocated Worker allocation is \$1,126,300 with total expenditures of \$469,718 through March 31, 2005.

Recommendations

Fund up to \$150,000. Based on actual performance, applicant may apply for additional funding in September.

Discussion

Staff noted that a request to add additional funds to the existing NEG and extend the time period of that grant is pending approval by DOL. If granted some funds may be returned to the committee for redistribution.

Haney noted that the cost per participant in Special Response grants is higher in all local areas compared to the cost per participant in the formula funded program. Danowski explained that this is because more intensive services, including training are provided to the target groups served by Special Response.

Motion

Motion to approve the staff recommendation made by Chung; second by Reihl. Motion carried.

Funding Request C - Western Wisconsin Workforce Development Area

Request for a Special Response Grant

Workforce Connections, Inc. is requesting \$215,797 to provide services to 101 dislocated workers from Northern Automotive, Rayovac, LaCrosse Footwear, Brenner Tank, Invensys, Trane, Fleming and Isola Laminates.

Status of Dislocated Worker Funding

Currently, Workforce Connections, Inc. has a special response grant for \$732,040 to serve 580 dislocated workers from Northern Automotive, Rayovac, LaCrosse Footwear, Brenner Tank, Invensys, Trane and 3 other companies. Total Expenditures are \$468,473 through March 31, 2005 and 436 participants are enrolled in the project.

Workforce Connections, Inc. received a National Emergency grant for \$162,385 to serve 255 dislocated workers from First Federal, Eaton and Company Store. Total expenditures are \$65,922 through March 31, 2005 and 134 participants are enrolled in the project.

In the local program, 306 individuals are registered for the program year. The Dislocated Worker allocation is \$533,364 with total expenditures of \$285,877 through March 31, 2005.

Recommendation:

Fund up to \$75,000. Based on actual performance, applicant may apply for additional funding in September.

Motion

Motion to approve the staff recommendation made by Reihl; second by Olver. Motion carried.

Funding Request D - West Central Wisconsin Workforce Development Area

Request for a Special Response Grant

Workforce Resource, Inc. is requesting \$712,860 to provide services to 289 dislocated workers from American Tool, Donaldson, Fleetguard/Nelson Muffler and 29 other companies.

Status of Dislocated Worker Funding

Currently, Workforce Resource, Inc. has a special response grant for \$236,964 to provide services to 350 dislocated workers from American Tool, Donaldson, Fleetguard/Nelson Muffler and 29 other companies. Total expenditures are \$121,310 through March 31, 2005 and 44 participants are enrolled in the project.

Workforce Resource, Inc. received a National Emergency Grant for \$369,902 to serve 115 workers from Celestica, Rockwell Automation and American Girl. Total expenditures are \$101,881 through March 31, 2005 and there are 118 participants enrolled in the project.

In the local program, 887 individuals are registered for the program year. The Dislocated Worker allocation is \$977,648 with total expenditures of \$547,383 through March 31, 2005.

Recommendation

Fund up to \$250,000. Based on actual performance, applicant may apply for additional funding in September.

Discussion

Haney asked for clarification on the role of Workforce Resource and Workforce Connections in relation to the Workforce Development Boards (WDBs) in West Central and Western Wisconsin. Danowski and Dick Best of Workforce Resource explained that the WDBs contract with those organizations to administer and provide program services under the Workforce Investment Act. It was further clarified that there is no connection between Workforce Resource and Workforce Connections. Beth Sullivan noted that Workforce Connections does not provide any youth program services. Those services are contracted through other agencies.

Motion

Motion to approve the staff recommendation made by Chung; second by Olver. Motion carried.

Funding Request E - Fox Valley Workforce Development Area

Request for a Special Response Grant

The Fox Valley Workforce Development Board is requesting \$402,948 to provide services to 176 dislocated workers from Norwood Promotional Products, SJP Corporation and Leach Company.

Status of Dislocated Worker Funding

Currently, Fox Valley Workforce Development Board has a special response grant for \$61,669 to provide services to 57 dislocated workers from Glatfelter, Admanco, Thrivent Financial and Foremost Farms. Total expenditures are \$46,174 through March 31, 2005 and 102 participants are enrolled in the project.

A \$25,000 start up grant was authorized to initiate services to dislocated workers from Norwood Promotional Products, SJP Corporation and Leach Company. Total expenditures are \$17,656 through March 31, 2005 and 24 participants are enrolled in the project.

In the local program, 609 individuals are registered for the program year. The Dislocated Worker allocation is \$1,133,481 with total expenditures of \$797,245 through March 31, 2005.

Recommendation

Fund up to \$175,000. Based on actual performance, applicant may apply for additional funding in September.

Discussion

Danowski noted that NEG resources may be possible for layoffs at Riverside Papers and Tecumseh in the Fox Valley.

Motion

Motion to approve the staff recommendation made by Olver; second by Chung. Motion carried.

Funding Request F - Waukesha-Ozaukee-Washington Workforce Development Area

Request for a Special Response Grant

The Waukesha-Ozaukee-Washington Workforce Development Board is requesting \$1,395,509 to provide services to 1,228 dislocated workers from Beatrice Cheese, Family Health Systems, Velvac, Pinah's, Sax Arts & Crafts and 68 other companies.

Status of Dislocated Worker Funding

Currently, Waukesha-Ozaukee-Washington Workforce Development Board has a special response grant for \$1,469,280 to provided services to 740 dislocated workers from Beatrice Cheese, Family Health Systems, Velvac, Pinah's, Sax Arts & Crafts and 60 other companies. Total expenditures are \$718,331 through March 31, 2005 and 607 participants are enrolled in the project.

Waukesha-Ozaukee-Washington Workforce Development Board also has a special response grant for \$275,000 to serve 130 dislocated workers from Ehlert Tool Company, St. Francis Bank, M&I Bank, and five other companies. Total expenditures are \$55,349 through March 31, 2005 and 29 participants are enrolled in this grant.

In the local program, 335 individuals are registered for the program year. The Dislocated Worker allocation is \$509,601 with total expenditures of \$420,243 through March 31, 2005.

Recommendation:

Fund up to \$650,000. Based on actual performance, applicant may apply for additional funding in September.

Motion

Motion to approve the staff recommendation made by Reihl; second by Chung. Motion carried.

Funding Request G - South Central Wisconsin Workforce Development Area

Request for a Special Response Grant

The Workforce Development Board of South Central Wisconsin is requesting \$1,054,383 to provide services to 509 dislocated workers from Admanco, Applied Molded Products, APV Crepaco, Arimon and 42 other companies.

Status of Dislocated Worker Funding

Currently, Workforce Development Board of South Central Wisconsin has a special response grant for \$526,299 to provide services to 394 dislocated workers from Alkar, Ametlco, Applied

Molding, APV and other companies. Total expenditures are \$421,951 through March 31, 2005 and 342 participants are enrolled in the project.

Another special response grant was authorized for \$309,125 to provide services to 180 dislocated workers from Schweiger Industries, Morning Star, Interpane Glass, Zander Creamery, Concentra, Lands End and 9 other companies. Total expenditures are \$65,836 through March 31, 2005 and 183 participants are enrolled in the project.

Workforce Development Board of South Central Wisconsin received a National Emergency Grant for \$4,126,936 to serve 700 workers from CUNA, Eldon Office Products, EnChem, Humana and eight other companies. Total expenditures are \$2,070,605 through March 31, 2005 and 706 participants are enrolled in the project.

Workforce Development Board of South Central Wisconsin received another National Emergency Grant. This grant is for \$398,989 to serve 160 workers from Interpane Glass, Morningstar and Schweiger. Total expenditures are \$96,142 through March 31, 2005 and 98 participants are enrolled in the grant.

In the local program, 940 individuals are registered for the program year. The Dislocated Worker allocation is \$765,611 with total expenditures of \$562,166 through March 31, 2005.

Recommendation:

Fund up to \$300,000. Based on actual performance, applicant may apply for additional funding in September.

Discussion

The Lands' End workers in the South Central WDA are layoffs from the Cross Plains call center. Layoffs from the Dodgeville headquarters are included in the Southwest Wisconsin WDB's request.

Pat Schramm reported that 50-65 layoffs will be occurring at Danly in Beaver Dam. They are interested in adding this group to their most recently awarded NEG.

Motion

Motion to approve the staff recommendation made by Olver; second by Chung. Motion carried.

Funding Request H, I, and J - Southwest Wisconsin Workforce Development Area

Request for Special Response Grants

The Southwest Wisconsin Workforce Development Board is requesting \$448,453 to serve 96 farmers and agriculture related workers who are current participants in a National Emergency Grant that ends June 30, 2005.

The Southwest Wisconsin Workforce Development Board is also requesting \$208,441 to serve 110 dislocated workers from Alliant Tech Systems.

The third request from Southwest Wisconsin Workforce Development Board is for \$98,218 to serve 45 dislocated workers from Lands End.

Status of Dislocated Worker Funding

Southwest Wisconsin Workforce Development Board received a National Emergency Grant for \$1,183,807 to provide services to 413 farmers or agriculture related workers. Total expenditures are \$898,251 through March 31, 2005 and 330 participants have been served in this grant.

A National Emergency Grant application to the Department of Labor for \$1,288,614 is pending. This grant would provide services to farm families and other agricultural workers statewide.

In the local program, 325 individuals are registered for the program year. The Dislocated Worker allocation is \$538,736 with total expenditures of \$386,871 through March 31, 2005.

Recommendation:

Fund up to \$200,000 for farmers and agriculture related workers. Application has been submitted for a National Emergency Grant for farmers and agriculture related workers. Based on actual performance, applicant may apply for additional funding in September.

Fund up to \$65,000 for Alliant Tech Systems grant. Will apply for National Emergency Grant for Alliant Tech Systems. Based on actual performance, applicant may apply for additional funding in September.

Fund up to \$55,159 for Lands End grant. Based on actual performance, applicant may apply for additional funding in September.

Discussion

The Southwest Wisconsin area has no current Special Response Grants, so none of the companies for which they are requesting funds at this time have been approved by the sub-committee. DWD has approved start up grants of \$25,000 each for ATK and Lands' End.

Future Fields is an industry-wide project serving agricultural workers and individuals displaced from farming. This population is much different than most served by the dislocated worker program. The Future Fields program has been in operation since 1983 and has historically had good outcomes. The current NEG ends 6/30/2005. Application has been made to DOL to continue this program for another 2 years. Special Response funds would allow participants in the current NEG to complete their programs.

Alliant Techsystems (ATK) is a defense contractor who is consolidating its operations on the east coast and closing its Janesville operation.

Haney noted that the focus of the next Wisconsin Academy of Sciences, Arts and Letters study is agriculture.

Motion

Motion to approve the staff recommendation made by Chung; second by Olver. Motion carried.

4. Schedule of Dislocated Worker Sub-committee Meetings for Program Year 2005.

The schedule of meeting dates for the program year starting July 1, 2005 was approved as follows:

September 15, 2005

November 16, 2005

March 15, 2006

May 24, 2006

It was agreed there would be no set time for the meetings. Staff will contact members prior to these dates to determine the preferred time of day to meet.

5. Adjourn. The meeting adjourned at 3:55 p.m.

Tips for Analyzing a Special Response Funding Application

We changed the Special Response format to make it more data driven. From the feedback we've gotten, we have accomplished that goal. In talking with some of the committee members, you expressed the desire to have some tips and guidance in how to review all that data we are now getting. Here are some tips to help guide you through the data provided in the applications.

The Program Identification Summary is intended to give you a quick overview of what the applicant is proposing. It is the jumping off point for reviewing an application. Most of the parts, like Program Operator, companies affected, types of business or industry affected and amount of funding requested are fairly straight forward. Most of the information on this page is backed up by details cited further in the application.

The section on Program Outcomes is an area that is important to review

Assessing program outcome information

When you look at outcomes, there are a number of comparisons that can be made.

For example, the State negotiates performance outcomes with the U.S. Department of Labor. The chart below shows you the negotiated levels for the two year period starting July 1, 2005 and June 30, 2007.

Measure	PY 2005	PY 2006
Entered employment rate	86%	87%
Employment retention rate	91%	92%
Earnings change*	- \$1,200	- \$1, 200
Employment and Credential rat	68%	69%

* NOTE: You will note is that the earnings change measure above is not expressed in the same terms (It's in dollars as opposed to percentage.) as we ask applicants to provide. This is a change that we are in the process of implementing. The reason for making the change is that USDOL has issued new requirements in measuring program outcomes.

You can compare the outcomes proposed in the application to the negotiated levels above. You can also compare the proposed level of performance to performance data that is provided on the Program Performance Summary form which is submitted with each application. There are often legitimate reasons why a given measure for a Special Response application may vary from the negotiated level or from performance levels in other programs operated by the WDA. In general, if the proposed measure is lower than the level negotiated with DOL, or lower than other programs operated by the WDA, it is appropriate to ask why.

Cost per participant and cost per entered employment data are also provided. These figures can vary widely between Workforce Development Area and even between applications from within the same area. As with other outcome measures, there are many legitimate reasons for the variations. Many factors can affect the cost per measures. Those most often cited as causes of higher cost per measures include program mix (For example a high percentage of people needing training.); target group mix (For example a large number of non-English speaking people.); high support services costs (Large number of people needing child care or transportation services.). Because the system input variables are based on people and their individual characteristics, costs per measures are not true efficiency measures. When there are wide variances in cost per measures among programs, it is appropriate to ask for an explanation.

Assessing target group information

While each dislocation event is unique, history and experience have given us some rules of thumb to go by when we assess the need for services from a given target group. Target group profiles are given for each new affected target group. In general the number of people who attend orientations is 67% - 80%. It will be high if done on site and on the clock. Conversely, it will be substantially lower if orientations are off site and not on company time.

The number of people who fill out surveys is usually less than the number who attend the orientations, but usually not more than 25-33% less. It is very rare that we see more people planned to be served than answer the survey. If you see a proposal where more people are served than affected by a layoff, or that have been surveyed, it is appropriate to ask why.

It varies from group to group, but the rule of thumb used by USDOL is if the number served exceeds 50% of the number affected, ask why. Experience tells us it averages out at about 50% over time.

The individual target group profile should also contain any information from survey results that helps justify higher costs for training or support services expenditures. Common causes cited for higher cost include, a very large proportion of participants will enroll in training; high cost of transportation for people to attend training; a substantial need for child care costs; or a significant number of non-English speaking participants.

Assessing the proposed budget

There are several things reviewers can look for in the budgets. Is the administrative cost 10% or less? 10% is the maximum allowable for these projects.

What percentage of funding proposed will be spent on training? This would include items such as tuition payments, instructional materials, on-the-job training. These costs are generally paid to training providers directly on behalf of the participant.

There are a number of support services available to assist participants attending training and conducting job search activities. These include mileage to attend training or to conduct job search activities; out of area job search assistance; relocation assistance; child care assistance; housing; or emergency assistance. Each local board is required to have policies on eligibility for and cost limits on these activities. As a result, these costs can vary substantially by WDA.

The big picture question for each application is, given the makeup of the target group(s), the proposed services for the group, do the costs appear reasonable?

Another thing to keep in mind, if you have a question, you can call the staff from DWD and we'll help you get the answers.

Special Response Funding Requests September 15, 2005

WDA	Companies	Authorized 7/1-12/31/05	Requested 7/1-12/31/05	Recommended 7/1-12/31/05	Total
A-W-O-W	New - Zero Zone Continuing - Beatrice Cheese, Family Health Systems, Velvac, etc.	\$650,000	\$-	\$-	\$650,000
B-Fox Valley	New - Riverside, Advanced Data-Comm, Air Wisconsin, Emjay, Rippin' Good (Bremner), Westra Construction Continuing - Norwood Promotional Products, SJP Corp, Leach	\$200,000	\$134,717	\$134,717	\$334,717
C-Western	New - Trane Continuing - Northern Automotive, Rayovac, LaCrosse Footwear, etc.	\$75,000	\$43,483	\$43,483	\$118,483
D-South Central	New - Johnson Controls Continuing - Admanco, Applied Molded Products, APV Crepaco, etc.	\$300,000	\$227,733	\$227,733	\$527,733
	TOTAL	\$1,225,000	\$405,933	\$405,933	\$1,630,933

**Summary of Proposed Projects
September 15, 2005**

Application	A	B	C	D
WDA	WOW	Fox Valley	Western	South Central
Funds Requested	0	\$134,717	\$43,483	\$227,733
Number Affected or Continuing	38	167	114	20
Enrolled	1113	167	215	345
Entered Employment	678	116	129	45
Entered Employment Rate (86%)	95%	86%	92.1%	86%
Earnings Replacement Rate (90%) Change (-\$1200)	90%	91%	90%	(\$1,200)
Employment Retention Rate (91%)	91%	91%	91%	91%
Credential Attainment Rate (68%)	65%	65%	65%	68%
Cost/Participant	\$584	\$2,004	\$551	\$1,529
Cost/Entered Employment	\$959	\$2,721	\$918	\$11,727

Changes to the Recommendation Format for Special Response Applications

The last round of Special Response applications was the first round that we used the new application format. A number of committee members commented that they like the more data driven approach, but that they were unsure about what all of data means. To help committee members better analyze the data provided in the new application format, we have revised the one page format used to provide staff analysis and recommendations on each application. Following is a rundown of the changes.

The old format was divided into three sections. All information was presented in a brief narrative format. Section one provided a summary of the request. In section one, we described what target groups the application covered and the amount of funding being requested. Section two of the summary provided information on the status of dislocated worker funding in the WDA. The information presented consisted of local, state and National Emergency Grant (NEG) enrollments and expenditures. Section three was the staff recommendation.

The new format will also have three sections. The data will be essentially the same, but it will be presented differently. Much like the full application, we moved away from a narrative format to a data table.

Section one of the new summary format will indicate if the project is new or a modification to an existing grant. If a Special Response Grant is currently in place, we will provide information on that grant and identify what changes are proposed.

Section two of the new format will be an analysis of the WDA's participant and financial performance in their local program and, if appropriate, any Special Response and/or NEG grants. The analysis will include a review of enrollments, the number in training, local and state funded program outcomes, expenditures and any other relevant issues related to performance.

Section three of the new format will be the same as the current format. It will include staff recommendations on the funding level and any conditions recommended by DWD staff.

We hope that these changes make your work reviewing proposal a bit easier. As always, we are interested in your feedback on whether these changes have accomplished our goal.

Funding Request A
Waukesha-Ozaukee-Washington Workforce Development Area

Special Response Grant Request – continuing application

Current grant - \$650,000

Target groups – Beatrice Cheese, Family Health Systems, Velvac, Pinah's, Sax Arts & Crafts, West Bend Co., ProVantage, and 70 other companies

Number planned – 1075

Changes proposed – no additional funds requested

New target group – Zero Zone

Proposed number served – 1113 (adding 38)

Performance Analysis

Local Dislocated Worker Program (Program Year 2004 ended 6/30/2005)

- Enrollments – 257 (94.4% of plan)
- Outcomes – 82 individuals exited the program (50.9% of planned number); of those 71 or 86.5% were employed
- Expenditures – 73% of total allocation (\$138,196 balance to carry forward)

Special Response (grants ending 6/30/2005)

- Enrollments – 644 (86% of planned total 748)
- Number in Training – 335 (52% of total enrolled)
- Outcomes – 86% of individuals exiting the program had found employment
- Expenditures – 52.6% of plan (\$827,382 remaining)

Recommendation:

Approve request to add Zero Zone as an additional target group with no additional funds. Total grant of \$650,000 will be used to provide services to 1,113 dislocated workers.

Funding Request B
Fox Valley Workforce Development Area

Special Response Grant Request – continuing application

Current grant - \$200,000

Target groups – Norwood Promotional Products, SJP Corporation, Leach Company

Number planned – 167

Changes proposed – add \$134,717

New target groups – Riverside Paper, Advanced Data-Comm, Air Wisconsin, Emjay Corporation, Rippin' Good (Bremner, Inc.), Westra Construction

Proposed number served – 167

Performance Analysis

Local Dislocated Worker Program (Program Year 2004 ended 6/30/2005)

- Enrollments – 805 individuals vs. 700 planned (15% over plan)
- Outcomes – 320 exited the program (107% of number planned); 99.7% of those exiting were employed
- Expenditures – 99% of plan (carrying forward \$16,217)

Special Response (grants ending 6/30/2005)

- Enrollments – 122 (149% of plan)
- Number in Training – 53 (43% of enrollments)
- Outcomes - 20% of enrollments have exited the program, of these 96% were employed
- Expenditures – 100% of funds awarded

Recommendation

Fund the request for an additional \$134,717 to bring total amount available to \$334,717 to serve 167 dislocated workers.

Funding Request C
Western Workforce Development Area

Special Response Grant Request – continuing application

Current grant - \$75,000

Target groups – Northern Automotive, Rayovac, LaCrosse Footwear, Brenner Tank, Invensys (Best Power), Trane, Fleming, Isola Laminates

Number served – 101

Changes proposed - add \$43,483

New target groups – none; Trane was approved in a prior grant, additional funds are requested to provide services to new layoffs at Trane.

Proposed number served – 215 (adding 114)

Performance Analysis

Local Dislocated Worker Program (Program Year 2004 ended 6/30/2005)

- Enrollments – 353 (96.4% of planned)
- Outcomes – 148 individuals exited the program (42% of enrollments); 89.9% were employed at exit
- Expenditures – 82% (\$119,721 carried forward to Program Year 2005)

Special Response (grants ending 6/30/2005)

- Enrollments – 425 of 580 planned (73% of plan); 79 persons who completed training but continue in job search were carried forward into PY05 project
- Number in Training – 100 (23.5% of total enrolled)
- Outcomes – 202 individuals found employment (47.5% of enrollments and 93% of program exits)
- Expenditures – 78% of plan (leaving \$160,627 available)

National Emergency Grant (grant ending 12/31/2006)

- Enrollments – 164 (64.3% of plan)
- Number in Training – 36 (21.9% of total enrolled)
- Outcomes – 9 individuals have exited the program; 100% exited to employment
- Expenditures – 24% of total available (100% of plan through 6/30/2005)

Recommendation:

Fund at level requested adding \$43,483 to bring total amount available to \$118,483 to serve 215 people.

Funding Request D
South Central Workforce Development Area

Special Response Grant Request – continuing application

Current grant - \$300,000

Target groups – Admanco, Applied Molded Products, APV Crepaco, Arimon, Big Joe Manufacturing, and 45 other companies

Number planned – 325

Changes proposed - add \$227,733

New target group – Johnson Controls

Proposed number served – 345 (adding 20)

Performance Analysis

Local Dislocated Worker Program (Program Year 2004 ended 6/30/2005)

- Enrollments – 1617 (178% of plan of 906)
- Outcomes – 671 individuals have exited the program, of those, 78.7% were employed
- Expenditures – 93.2% (\$60,007 available)

Special Response (grants ending 6/30/2005)

- Enrollments – 649 (129% of planned)
- Number in Training – 292 (45% of total enrolled)
- Outcomes – 246 program exits; 199 (80.9%) were employed at exit
- Expenditures – 92.2% (\$60,369 remaining)

National Emergency Grants (grants ending 6/30/2006)

- Enrollments – 805 (93.6% of planned total 860)
- Number in Training – 316 (39.2% of total)
- Outcomes – 462 have exited from the projects; of those, 73.8% were employed at exit
- Expenditures – 78.6% of plan (\$1,679,034 available)

Recommendation

Award the additional \$227,733 requested bringing the total grant to \$527,733 to serve 345 dislocated workers.

Services to target groups with extended layoff schedules

Background: Many companies experience layoff in clusters over an extended period of time. Often, these groups are approved by the committee in one year and we continue to see clusters of workers over a several year span. Some examples include, Mason Shoes, Trane Company, Tower Company and Briggs and Stratton. Some of the clusters may be small, 25 or less, with a frequency of six to eight times per year. In other cases the cluster may be larger 25-100, two or three times per year.

Our practice over the years has been to bring larger layoffs requiring additional funding before the committee. For the smaller groups from the same companies we have simply told the Workforce Development Boards to serve the workers in current grants.

The issue with this approach is, the small repeated clusters can add up to large numbers of workers from a given group being included. They can result in tying up significant resources a little bit a time without coming back to the committee.

Issue: The issue we would like to have addressed is when should an applicant for special response funds come back to the Committee for approval of services to workers in companies that experience layoffs over an extended period of time?

Options: There are several ways to approach the issue.

Option 1: Develop a numerical threshold that if exceeded over a specified period of time (for example three months) will require an applicant to develop a full funding application for Committee review. For example, if continuing layoffs exceed 100 people, approval for additional funding for the target group must come before the Committee.

Option 2: Develop dollar based threshold that if exceeded over a specified period of time (say six months) will require an applicant to develop a full funding application for Committee review. For example, if continuing services to participants are anticipated to exceed \$25,000, approval for funding must come before the Committee.

Option 3: Once a target group is approved for funding, allow the grantee to enroll additional participants from the target group as needed and report actual numbers served back to the committee after they are known.

Recommendation: The staff recommends option 2. This option, while not as simple as option 1, allows for the allocation of funding based on the needs of a specific group. It also consistent with the current policy of issuing start-up grants while complying with procurement requirements.

Advance Transformer Displaced Worker Study
Proposed by
Southwest Wisconsin Technical College

Introduction: In November 1995, Advance Transformer gave notice to the State of Wisconsin of the pending plant closure at Platteville, WI. On February 9, 1996, the Advance Transformer plant closure was disclosed to the public via the local newspapers. Over the course of the next several months, 625 Platteville Advance Transformer employees were laid off.

Purpose of Study: It has been approximately nine years since the beginning of the layoffs. Southwest Wisconsin Technical College (Southwest Tech) would like to partner with Job Service and the Department of Workforce Development to conduct a study in which the impact of training on the employees involved in this plant closure would be determined. Although the parameters of the study will be determined by a committee that will be formed with personnel from the above agencies, it is the intent of Southwest Tech that the committee focuses on tracking approximately 625 laid-off workers to determine

- Impact of short-term specialized training
- Impact of technical education
- Impact of four-year education
- Evaluation of assistance provided by support agencies
- Benefits of partnerships between service agencies
- Return on investment of services provided
- Impact on pre-layoff quality of life vs. current day quality of life
- Migration patterns
- Overall community impact (i.e.: Economic Development efforts that created new jobs as a result of laid off/newly trained workers)

Relevance of Conducting the Study: This is an opportune time to look at conducting this study since laid-off employees have had sufficient time to complete educational training and have rejoined the workforce. Another benefit of conducting the survey at this time is that many of the employees of the service agencies who supported affected Advance Transformer employees are still employed with the service agencies and willing to work on this project.

Proposed Committee:

Bruce Palzkill, Job Service
Kari Oates, Job Service (formerly a SW WI Private Industry Council employee)
Bev Loy, SW Workforce Development Board
Lois Knoble, Retired Job Service
Bill Zwolanek, Job Service (formerly a SW WI Private Industry Council employee)
Sheila Marten, Southwest Wisconsin Technical College Job Center
Ellen Leuck, Southwest Wisconsin Technical College
Tom Sheehan, Southwest Wisconsin Technical College
Karen Campbell, Southwest Wisconsin Technical College
Representative from Wisconsin Department of Workforce Development
Two Former Employees of Advance Transformer

Timeline: August 1, 2005, through June 30, 2006

Tentative Budget (not to exceed \$10,000):

Southwest Wisconsin Technical College will provide the services of the Director of Institutional Advancement to coordinate and administer this project as match to the Department of Workforce Development funds. If additional costs are required to complete this study, the cost will be covered by Southwest Tech.

The following funds, which are estimated costs, to be incurred by Southwest Tech are being requested from the Department of Workforce Development to conduct this study.

Postage	750
Copy Costs	1,200
Meeting Costs	1,000
Supplies	1,000
Final Report Printing/Distribution	2,000
Research/Technical Personnel	<u>4,000</u>
TOTAL	\$9,950