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Governor

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Chair



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Council on Workforce Investment

EXECUTIVE COMMITTEE TELECONFERENCE

Friday, September 1, 2006
9:30 a.m. to 11:00 a.m.

To Attend In Person:
201 East Washington Ave., Room A 415
Madison, WI 53703

AGENDA

- I. Call to Order and Minutes of June 2, 2006 Meeting -- **Action**
- II. Workforce Strategies Committee Report
 - A. Recommendations for Advanced Manufacturing Project Funding -- **Action**
 - B. Recommendations on Unspent CWI Special Innovations Project Funds -- **Action**
- III. Workforce Systems Development Committee Report -- *Information/Discussion*
 - A. Status of Committee Work in Progress
- IV. GROW II Grants: Preliminary Staff Review -- *Information/Discussion*
- V. Workforce Information Grant Application for 2006 -- **Action**
- VI. Report from July NGA State Liaisons Meeting (Milwaukee) -- *Information/Discussion*
 - A. National Support for Regional Direction
 - B. NGA Report on WIA Waivers Approved by U.S. DOL
- VII. Highlights of Joyce Foundation Shifting Gears Grant Proposal and Potential State Impact -- *Information/Discussion*
- VIII. Adjourn

To Access This Teleconference

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Interested parties may attend the meeting in person at the State Labor Building (GEF 1), Room A 415. All visitors to the State Labor Building must use the main entrance at 201 East Washington Avenue and obtain a visitors pass at the reception desk. This entrance is handicap accessible.

Enclosed Meeting Materials

1. Agenda
2. Minutes of June 2, 2006 Executive Committee meeting
3. CWI Workforce Strategies Committee Recommendations for Advanced Manufacturing Project Funds
4. CWI Workforce Strategies Committee Recommendations for Use of Remaining Special Innovations Project Funds
5. WIA Waiver Summary Report

Meeting materials are posted on the CWI web site at <http://www.wi-cwi.org/>. For questions about the agenda, contact Sheryl Billups, Department of Workforce Development, Division of Workforce Solutions by phone at 608-266-9615 or by email at sheryl.billups@dwd.state.wi.us. If you have special needs such as an interpreter or written materials in an alternative format, contact Gloria Kirchoff at (608) 267-2191 or email gloria.kirchoff@dwd.state.wi.us. (Text phone users may call the Wisconsin Telecommunications Relay System at 711 to request assistance.)

COUNCIL ON WORKFORCE INVESTMENT

EXECUTIVE COMMITTEE TELECONFERENCE

June 2, 2006

(Draft Pending Approval)

Meeting Minutes

Members Present: Paul Linzmeyer (Chair), Roberta Gassman, Doug Moquin, Aaron Olver (for Mary Burke), Christopher Ruud, Tina Koehn

Members Absent: Joel Rogers, Lee Rasch, Dean Welch

CWI Staff Present: Sue Gleason, Sheryl Billups

Others Present: Gary Denis and Diane Reynolds (DWD/DWS), Mark Mundl (Southeast WDB), Amy Charles (Southwest WDB), Kris Pawlowski (West Central), Beth Sullivan (Western), Teresa Barch (WAJTE), Marty Gholston (Second Chance)

Key Issues

I. Call to Order/Minutes

Linzmeyer called the meeting to order at approximately 9:10 a.m. Gassman moved, and Moquin seconded, approval of the February 28, 2006 meeting meetings. The motion passed unanimously.

II. Special Innovations Projects

Staff (Billups) briefly reviewed the priorities established by the CWI for the grants and the review process used. This included an interagency review team (DWD, Commerce, WTCS, DPI) augmented by three non-state representatives (COWS, and CWI business representatives from the Workforce Strategies and Systems Committees). Staff also reviewed next steps, noting that the Committee's discussion on projects is intended to inform the Secretary as she makes final decisions, in consultation with the Chair. Billups reviewed the project ratings reflecting the consensus of the Ad Hoc Review Committee (high, medium, low priority projects), pointed out several options for approaching funding decisions, and noted that, rather than committing all funds, some funds could be reserved for later use on other/new projects.

Committee members discussed several projects from all priority groupings, including medium and low priority categories. There was general support for the first three "high priority" proposals. The Chair, supported by other Committee members, wanted to see a strong business presence in projects, including the "Virtual" job center proposed by the Southwest WDB. In response to questions, staff noted that the "Second Chance" program had recently received funding from the State Legislature and it was not clear whether the expansion proposed in the proposal would be supported with the new state money or with the requested CWI dollars. Members also expressed interest in the WRTP, the Bay Area Manufacturing Alliance, and the Bay Area Dislocated Worker proposals, noting respectively the link to unionized high wage jobs; the importance of employer involvement, and the value of career laddering.

Linzmeyer suggested that the top three proposals be considered further and that any uncommitted funds be reserved for later use.

III. Workforce Strategies Committee Report

In the absence of Committee co-chairs, staff provided an update on Strategy Committee activities.

A. Advanced Manufacturing Projects

Billups reminded members that the CWI has reserved \$100,000 for projects in advanced manufacturing, and the Strategies Committee has responsibility for proposing how the funds will be used. She referred members to the Workforce Strategies Committee rankings of project concepts, briefly reviewing the ideas behind the first three (Manufacturing Skills Standards, Current Unmet Needs, and Advanced Manufacturing Solutions). Gleason noted that with only \$100,000 available for this project area, little in the way of direct services could be expected; rather the Committee should be thinking in terms of "system" building. During discussion, Gassman recommended that the Department of Commerce and technical college system be involved in discussions of how these funds are used. With the input of only a few Committee members reflected in the priority ranking, the Committee agreed that the project ideas should be referred back to the Strategies Committee for further discussion and formal recommendation.

B. GROW II Principles

Gleason reviewed the principles that are intended to guide the next round of GROW grants, explaining that Strategy Committee suggestions from its last meeting had been incorporated. She further explained that an emerging issue is whether to include as part of the grant application a requirement that partners present the proposal in person. Committee members expressed support for this suggestion and suggested it be included in Special Innovation Projects in the future as well. Gleason also explained that Second Quarter reports on the GROW grant will be available prior to the June 16 meeting. Ruud emphasized that the key to success for these grants is to ensure accountability, a view that was supported by other Committee members.

Action: Gassman moved, and Moquin seconded the motion, to accept the principles as presented with the addition of ensuring business involvement and increased accountability.

IV. Workforce Systems Development Report

Christopher Ruud reported on the recent activities of the Systems Development Committee to advance its current priorities, noting the following outcomes of its May 3 meeting.

- The Committee's recommendation for improving the workforce development system, as approved by the CWI, as well as the Ad Hoc Recommendations concerning Milwaukee, has been sent to the Governor. The DWD Secretary will be giving a report on DWD response to the System recommendations at the June 16 CWI meeting.
- The Committee decided not to disband the Ad Hoc Work group until there has been successful movement on the recommendations, with an accountability loop. He noted that DWD plans to kick off a leadership team through the summer.
- The Committee is looking at another set of recommendations to address its next four work plan action steps. These deal with increasing participation in a comprehensive workforce system, stream-lined administrative roles, and benchmarks for continuous improvements.
- The Committee decided to put on hold its efforts to develop a "dashboard"/balanced scorecard until the metrics initiative is finalized.
- The Committee hopes to have another set of priorities in the fall, with business issues among areas of interest. This involves making it easier for employers to hire people with employment barriers and "cost of hire" issues. An area that may be looked at is the role of temporary staffing agencies.

V. Other Issues

Gleason reported that the State received \$714,000 in incentive funds from the U.S. DOL resulting from Wisconsin meeting performance standards for three programs in Program Year 2004: WIA, Carl Perkins, and Adult and Family Literacy. DWD and WTCS staff are working together to develop a proposal for use of the funds. The proposal will focus on advanced manufacturing and adult education, targeted to youth, dislocated workers, and incumbent workers.

Ruud reported that the co-chairs of the Workforce Strategies and Systems Committees have started to meet periodically to review what each Committee is doing. He indicated the meetings (via telephone) will probably occur quarterly to briefly "touch base" on potentially overlapping activities to ensure they are not duplicating work.

There being no further business, the meeting adjourned at approximately 10:30 a.m.

**Council on Workforce Investment
EXECUTIVE COMMITTEE**

September 1, 2006

**Recommendations for Use of CWI Advanced Manufacturing Project Funds
Approved by the Workforce Strategies Committee on August 3, 2006**

Background

The CWI has targeted \$100,000 in CWI WIA Program Year 2006 Statewide Activity funds to support workforce development efforts in advanced manufacturing. The Workforce Strategies Committee has been given the responsibility for recommending how to use these funds. It began discussing the issue at its April 28, 2006 meeting, following which a survey of members was conducted to identify which of several project concepts emerged as a top priority. The top priority that emerged from this survey was to support implementation of the Manufacturing Skill Standards Council manufacturing skill standards assessment, training and certification system in Wisconsin. To pursue this priority, the Department would like to ensure the limited amount of funds available are strategically targeted to build system capacity, recognize various other federal, state and local resources being directed to advanced manufacturing, and leverage/link to CWI funded efforts to these other resources to the extent possible.

Workforce Strategies Committee Recommendation

The CWI Advanced Manufacturing Project funds will be used to support implementation of the MSSC manufacturing skill standards system by directing these funds to workforce investment system capacity building, including workforce development staff and employer education, in partnership with similar efforts occurring within the state. Recommended project activities include the following.

1. Develop/implement up to 11 MSSC-certified assessment centers located in, or firmly connected to, comprehensive Job Centers in each of the state's seven GROW regions.
2. Develop and deliver from four to seven MSSC system orientation sessions to Job Center, technical college, economic development, youth apprenticeship/tech prep coordinators, WDB staff and other interested parties.
3. Develop and implement a statewide public information effort directed to employers to educate them on the MSSC system and its value/benefits, as well as to provide information on various other state resources available to assist them in meeting their workforce skill and workplace improvement needs.

Council on Workforce Investment
EXECUTIVE COMMITTEE

September 1, 2006

**Recommendation for Use of Remaining CWI “Special Innovation” Grant Funding
Approved by the Workforce Strategies Committee on August 3, 2006**

Background

As was announced at the June 16 CWI meeting, three “Special Innovation” grants have been awarded, leaving approximately \$100,000 in unallocated grant funds. In the judgment of the review team, none of the “runner up” projects stood out as meriting these remaining funds. Instead, the Department would like to apply these funds strategically in a way that reinforces other major projects and initiatives.

Workforce Strategies Committee Recommendation

Incorporate the remaining Special Innovations Project funds into the GROW grants.

Additional Information

DWD/DWS staff recommended that that the remaining funds should be applied to a set of small "GROW Supplement" grants of up to \$25,000 that, in addition to being integrated with existing GROW projects, innovate in either of two areas:

- Regional metrics: proposals to adapt and apply state- or regionally-developed economic and workforce data to specific elements of an established regional strategy.
- Career pathways: proposals to initiate or take specific implementation steps in career pathway projects.

The Committee was interested in additional ideas for targeting use of these funds and requested staff to develop a survey that includes a range of potential project focus areas. The survey should incorporate project activities that are considered "best practices" of GROW regions as well as the two ideas suggested by DWD/DWS staff. This process is currently underway.

Workforce Investment Act (WIA) Waiver Summary Report
WIA Inception -- June 27, 2006

This report summarizes WIA waiver and work-flex activity. To date, 51 states, including Puerto Rico, the Virgin Islands, and the District of Columbia, have submitted requests.

Waiver Requests	
Received¹	439
Approved	331
Not Approved	64
Not Needed/Withdrawn	44

Approved Waivers

States have sought and were granted the following waivers:

- Waiver of the time limit on the period of initial eligibility for training providers, to address data collection barriers (35 states): AL, AR, AZ, CA, CT, DC, FL, HI, ID, IN, IA, KY, MA, ME, MI, MN, MS, MT, NC, ND, NE, NJ, NM, OH, OK, OR, RI, SC, TN, VT, TX, UT, VT, WI, WV.
- Waiver of the funds transfer limit between Adult and Dislocated Worker Programs, to allow local areas to respond to the particular needs of their customers and labor markets (32 states): AK, AL, AZ, CO, DC, FL, GU, IA, IN, KS, KY, LA, MD, MN, MO, MS, NC, NE, NM, NV, PA, PR, TX, VA, WY (100%); MA, OH, SC, WV (50%); AR, NY (40%); NJ (30%).
- Waiver of the prohibition on ITAs for youth, to allow flexibility in using youth funds to provide training services to youth, while retaining adult funds to be used on adult training services (23 states): AK, AR, CA, FL, GA, IL, IN, KY, LA, MA, MD, MN, MS, NJ, NY, OH, OK, PA, PR, RI, TN, TX, VA.
- Waiver of the language that limits the authority to provide statewide activities to the state. This waiver permits local areas to request the use of a portion of local area formula allocation funds to provide incumbent worker training, and other statewide employment and training activities (19 states). AL, AR, CO, FL, IL, KS, KY, LA, MD, MI, MN, MO, MS, NJ, NY, OH, PA, TX, VA.

¹ This number includes all waiver and work-flex requests that have been received and responded to by DOL. Pending requests are not included.

- Waiver of the requirement for a 50 percent employer match for customized training, to permit a sliding scale match to increase employer connections with the one-stop system (11 states): AL, AR, LA, MN, MS, NJ, OK, PA, RI, SC, TX.
- Waiver of the provisions for reallocation of local area funds, to provide the state additional flexibility (9 states): AL, FL, KS, LA, MI, MO, MS, TX, VA.
- Waiver of the requirement for competitive procurement of service providers for certain youth elements, to address barriers related to the lack of training providers and to ensure continuity of youth services (10 states): AR, CO, LA, MA, MS, ND, NE, NY, OH, VT.
- Waiver of the language limiting the authority to provide the activities at WIA section 134(a)(1)(B) to statewide reserve funds. This waiver permits the state to use a portion of the rapid response funds to conduct incumbent worker training (9 states): FL, MI, NY, OR, PA, PR, SC, TN, TX.
- Waiver to apply 20 CRF 661.300(f) to support streamlining of governance structure. This waiver permits the governor to designate the state board to carry out the roles and responsibilities of the local board (4 states): AK, ID, IN, MT.
- Waiver of the State WIB membership requirements, to support state efforts to streamline boards and increase their effectiveness (2 states): AL, RI.
- Waiver to permit implementation of common measures in place of WIA state and local measures, and labor exchange measures (2 states): MS, PA.
- Waiver of WIA section 101(31)(B) to increase the employer reimbursement for on-the-job training to 75 percent for small businesses: SC
- Waiver of the provision contained in WIA Section 181(e), which prohibits the use of WIA Title I funds for economic development activities, to further clarify allowable activities: CO, VA
- Waiver to permit exclusion from local performance calculations individuals who receive entrepreneurial training with WIA formula funds: FL
- Waiver to permit one-stop career center staff to perform intake and eligibility determination for additional programs: FL
- Waiver of the local elements and requirements for the Youth Program at WIA 129(c)(4)(A), to allow any in-school youth who is transferred to an alternative school and is already enrolled in an alternative school at the time of WIA enrollment, to count toward the 30 percent out-of-school youth expenditure requirement, under certain conditions: NE

2005 Hurricane Waivers

DOL approved a number of waivers related to the response to the 2005 hurricanes:

- Waiver of the language that limits the authority to provide the activities identified in WIA Section 134 to the state to permit local areas to request the use of up to 100 percent of local funds to conduct statewide activities (5 states): AL, AR, LA, MS, TX.
- Waiver of WIA section 101(31)(B) to increase the employer reimbursement for on-the-job training for a period of six months (3 states): AL, LA, MS.
- Waiver to permit the state to exclude individuals affected by Hurricane Katrina from the calculation of state and local performance measures identified at WIA sections 136(b) and (c). This waiver applies to those participants who have been displaced from their local area or state as a result of the hurricane or who are unable to participate as planned in WIA activities due to damage to a facility or entity such as a training provider or on-the-job training employer (5 states): AL, AR, GA, LA, MS.
- Waiver of the prohibition on the use of funds for public service employment at WIA section 195(10) for a period of six months (2 states): AL, LA.
- Waiver of the limitation on the use of funds for capitalization of businesses at WIA section 181(e) to permit WIA funds to be used to capitalize a small business up to \$5,000 in concert with entrepreneurial or micro enterprise training (4 states): AL, LA, MS, TX.
- Waiver of the requirement that local programs provide each of the ten youth program elements at WIA section 129(c)(2) as options available to youth participants (6 states): AL, AR, GA, LA, MS, TX.
- Waiver of the administrative cost limitation set forth at WIA section 128(b)(4)(A) and 20 CRF 667.210(a)(2) to permit the Governor to extend flexibility to those local areas that demonstrate a need, using criteria developed by the state, for a period of 6 months (3 states): AL, LA, MS.
- Waiver of 20 CRF 664.450(b) under WIA section 129(c)(2)(I) that requires all youth participants to receive some form of follow-up services for a minimum duration of 12 months (4 states): AR, GA, MS, TX
- Waiver of reallocation provisions at 128(c)(2) and 133 (c)(2), and 20 CFR 667.160, to permit implementation of a more flexible reallocation policy (4 states): AL, LA, MS, TX).

Work-Flex Designation

- Five (5) work-flex plans have been approved: AL, LA, MI, MS, OK