May 13, 2020

WebEx Meeting
2:00PM-3:00PM
Joining By Phone: 1-414-655-0003
Meeting Number Access Code: 922 630 210

Employment/Training Working Group WebEx Meeting

2:00 p.m. Working Group Meeting
3:00 p.m. Working Group Meeting Adjourns

All full Council, Working Group meeting materials will be available on the CWI webpage at http://www.wi-cwi.org

Enclosed Meeting Packet Contents

Page 1 May 13, 2020 – Employment/Training Working Group Meeting Schedule and Packet Contents
Page 3 May 13, 2020 – Employment/Training Working Group Meeting Agenda
Page 4 February 18, 2020 – DRAFT Employment/Training Working Group Meeting Minutes

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AGENDA

I. Welcome, Opening Remarks
   a. Sheila Briggs

II. Strategic Priorities Discussion, Looking Forward
   a. Discussion of COVID19 Impact on Recommendations

III. Special Topic Presentations, Discussion
    a. Career Pathways

IV. Deliverables Discussion
    a. Next Steps
    b. Report Out for CWI Exec Committee Meeting May 19, 2020

V. Other Business
   a. Approval of the 02.18.2020 Meeting Minutes – ACTION REQUIRED
   b. Next Meeting – TBD
   c. Leadership – Chair or Vice Chair/Co-Chair
   d. Public Comment
   e. Closing Remarks

VI. Adjournment

Meeting materials will be posted on the CWI web site at http://www.wi-cwi.org/.

For questions about the agenda, contact Tierney Gill, Department of Workforce Development, Division of Employment and Training by phone at (414) 874-1680 or by email at TierneyB.Gill@dwd.wisconsin.gov. Department of Workforce Development, Division of Employment and Training is an equal opportunity employer and service provider. If you have a disability and need assistance with this information, please call us through Wisconsin Relay Service (7-1-1). To request information in an alternate format, including language assistance or translation of the information, please contact us at (888)-258-9966.
I. Welcome, Opening Remarks
   a. Working Group Chair Dawn Pratt started the meeting with a review of items from the last working group meeting.
      i. Main Focal Points
         1. Revisiting Priority I C1, Priority III A3 and B2
            a. Bridging Apprenticeship programs
            b. Marketing and communication of Apprenticeship programs
            c. Marketing and communication of other career pathways

II. Special Topic Presentations, Discussion
   a. Lead by BAS Director Josh Johnson and Youth Apprenticeship (YA) Section Chief Cathy Crary
      i. Breaking the Mold
         1. Pathways of Apprenticeship
         2. Future of apprenticeships
            a. Pathways for informing underrepresented populations about Apprenticeship programs
         3. Gave an graphic breakdown of the active contracts over the past 20 years and numbers from last year (2019)
            a. Participating employers
            b. Active Sponsors
            c. Industry breakdown of over 14,000 apprentices
         4. Innovation
            a. New Branding
b. Flexibility in sponsor structures and program delivery
5. Currently serving eight employment sectors
   a. Biotechnology and Financial Services are new.
   b. BAS is continuing to look into adding new sectors
   c. Arborist program has been introduced along with IT and organic vegetable farming
6. Building pipelines through:
   a. Youth Apprenticeship
   b. Certified Pre-Apprenticeship
   c. Department of Corrections (DOC)
7. Youth Apprenticeship Overview
   a. Statewide school-to-work initiative since 1991
8. YA Program Implementation
   a. Regional coordinators lead local activity in each area
      i. Areas will work together in regional partnerships
9. Program Design
   a. Dual enrollment explained and clearly defined by Cathy and Josh based on questions from the Working Group
10. Career Clusters
    a. Over 55 unique pathways
11. YA program enrollment from 2015 – present
12. Discussion on apprenticeship in Germany from Josh and Secretary Frostman’s travels
    a. Differences in layoffs
       i. Adults are laid off in the US
       ii. Youth stay on until completion of enrolled program in Germany
       iii. German apprenticeship programs are more designed for youth with ties to public education system
13. Discussion and definition of ‘Dead end pathways’
    a. Defined as non-sustainable
    b. Potential solution to avoiding:
       i. Working with DPI’s academic and career planning resources
       ii. Defining beneficial career pathways for youth and adults
    c. Apprenticeships don’t lead to dead end pathways when successfully implemented
    d. DWD LMI staff are working with DPI on work-based learning guide
    e. Xello is more accepted by students than Career Cruising had been for determining career pathways
14. 2019-2020 participation
15. Moving forward
   a. Increasing participation
      i. Statewide
      ii. Minorities
      iii. Females
   b. Ann brought up mentoring programs for kids and DPI’s training a trainer program
   c. Dual-enrollment opportunities with additional funding
   d. Ruthie - In some areas YA needs more of a presence
      i. Potential solutions
         1. Coordinators working with area industries
2. More advertising and outreach to schools
3. Outreach to parents would be helpful
4. Local economic development group promotion of YA and RA programs
5. Sheila: DPI promotion
e. Question from Ann on Bridge to RA
   i. Rebranding currently taking place
   ii. YA and RA are trying to match up clusters
      1. Only a few specific ones can be connected to each other
   iii. Work is being done to find ways to create pathways that will connect YA to RA
   iv. Role of duel enrollment would be a significant factor
16. Certified Pre-Apprenticeship
17. Department of Corrections (DOC)
a. Ann – question about ex-offenders being released back to the location of where crime is committed
   i. Discussion over having legislature work clear this up
b. Bruce mentioned that more job centers in the prisons will be opening up
   i. Apprenticeship staff will be present at current and future prison job centers
18. Questions
   a. Barb – closing of coal plant and displacing folks laid off. Getting them connect with opportunities’
      i. Bruce mentioned Rapid Response and On-the-Job Training (OJT)s as solutions
         1. Dan brought up that Rapid Response had been very helpful with a company in Plymouth
b. Additional plans for the future
   i. Getting more apprenticeships that can lead to degrees and sustainable apprenticeships with no debt
c. Dawn said that the group could actively help with promoting Apprenticeship in the state.
   i. Strong intentions of being a part of solutions and success of apprenticeship
d. Sara – Pre-Apprenticeship is short term and beneficial to the potential employers and businesses involved. Especially in Milwaukee Area. Wanted to know Crons’ status of registered apprenticeship sponsorship.
   i. Josh confirmed that they are. Haribo’s future participation. They’ll go through the same process as will others
e. Dawn – importance of having certification from group including length and attendance.
   i. Josh says it’s on the employer sometimes.

III. Other Business
   a. Next Meeting
      i. Presentation on what’s being built and resources being provided to students
         1. Sheila will lead with Dan covering pathways
a. Everyone will share their experiences with career pathways and outreach
   ii. Meeting between now and May 19th meeting in TBD status
   iii. Identifying good actions for following
   iv. Bruce brought up having discussion on councils and committees in next meeting

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