

SEMCA WORKFORCE DEVELOPMENT BOARD
Wednesday, November 18, 2020
SEMCA Michigan Works! WebEx Meeting
MINUTES

Members Present

Charlie Mahoney-Chair
Chris LaJoy
Connie Carroll
Malin Wagner
Bayyinah Robinson
Patrick Lambrix
Lee Graham
Pat Chatman
Naheed Huq
Sean Sims
Molly Luempert-Coy

Alternates Present

Jeff Morris

Members Absent

Andy Bianco
Tupac Hunter
Jason Evers
Gerald Hesson/Mike Smith
Frank Lopez
Khalil Rahal
Beth Maveal
Wanra Pearson

Staff Present

Gregory Pitoniak
Tamara Lamper-Norrix
Daniel Martinez
Deborah Taylor
Bill Hellar
Rana Al-Igoe
Kate Brady-Medley
Tim Johnston

Guests

Tirria Kendred - RESA
Abdul Haidous – SEGA Board Chair
Steven Reinhold – Equus Workforce Solutions

Call to Order

Chair Mahoney called the meeting to order at 2:07 p.m. The virtual meeting took place via WebEx due to Covid-19. Video and telephone options were used by board members. Instructions were provide on SEMCA’s website for public participation. She advised that everyone has the ability to unmute themselves to ask questions and to vote. Chat feature was also available for questions.

Roll Call

Roll call was taken and a quorum was not present. Guest Steven Reinhold of Equus Workforce Solutions introduced himself to the board.

Public Comment

Public comment was requested three times and no comments were made.

Meeting moved to Agenda Item 10 awaiting quorum.

Deborah Taylor provided a brief PowerPoint review of the 2020 Wayne County Manufacturing Day Final Report. Taylor expressed a sincere thank you to the partners and planning committee on this project who were integral in making this event a success. We received support from partners that sit on this board, DTE-Molly Luempert-Coy, Verizon-Tupac Hunter, Wayne RESA-Jason Evers, Henry Ford College-Pat Chatman, Wayne County-Kahlil Rahal, Board Vice-Chair Malin Wagner and Aztec Manufacturing-Frank Lopez.

She reviewed how the event has worked over the last six year and the benefits to connecting modern manufacturing careers with the talent pipeline. After it became clear that the pandemic would not allow for the traditional Manufacturing Day event, it was determined that a virtual event would be attempted. They questioned how school would look in the fall; if they would have time to promote a virtual event; if manufacturers would buy into the event and how many could be hosted virtually. They used Wayne RESA's StreamNet as the virtual platform and hired a consultant Amanda Holdsworth from Holdsworth Communications to facilitate the event. The normal one-day event became a five-day event with virtual tours of manufacturing businesses and colleges and Q & A sessions.

In a normal year, we would have a goal of around 3,000 participating students, but decided if we could reach 1,000 students, it would be a success. The final participation count was 2,991 students from 37 school districts. Our goal was 6 colleges and 5 participated and 6 manufacturing companies with 13 participating this year, down from a normal year but much better than expected. The budget for this platform was expected to cost \$50,000 and we raised \$56,000. Nationally, many of the programs were cancelled this year so we are very pleased with the outcomes for this first-time virtual platform.

Taylor also noted that most participants were from Wayne County, including the city of Detroit, as well as students from schools in Monroe County and Oakland County. Congresswoman Haley Stevens reached out to us and was featured, and two newer companies were presenters this year, Shinola and Detroit Bikes. For the first time, we were able to create an online library of resources that is available for a year post-event (<https://eduvision.tv/l?yeRyem>; www.2020ManufacturingDay.com). To date there have been 4,000 unique viewers to these websites. The report can also be found on our website www.semca.org/employers/manufacturing-day/. All partners are located in the report, which is on file.

Pitoniak thanked the partners, committee members and Taylor and Brady-Medley for their hard work. DESC upped their contribution because they were so impressed with the project. Brady-Medley thanked Pitoniak for his leadership in encouraging them to think big and looking at it as a learning experience. Taylor's team will use what they have learned for some events planned in the early spring.

Mahoney asked that the report be shared with NAWB, which Tim Johnston has agreed to do. They are looking for unique and creative ways workforce development partners are using to connect during this pandemic. It would be directed to Melanie Anderson, which is the same person connected with for the drive-thru job fairs information.

Quorum was now present.

Board recited the Pledge of Allegiance.

Approval of Agenda

Mahoney asked for approval of the agenda with the amendment of moving the Manufacturing Day presentation to the beginning awaiting quorum.

MOVED by Luempert-Coy to approve the Agenda of November 18, 2020 as amended, supported by Chatman. All voting aye, motion carried.

Approval of Minutes

MOVED by Carroll to approve the Minutes of September 16, 2020 as presented, supported by Luempert-Coy. All voting aye, motion carried.

Approval of One-Stop Operator Contractor

Pitoniak and Al-Igoue provided a brief background on the One-Stop Operator Contractor, which is a neutral third-party that can coordinate services amongst the different American Job Centers, its contractors and its partners like MRS. The Information Center (TIC) was the only bid received this round. The proposal was

reviewed to make sure it aligned with the RFP requirements. It does align and SEMCA is hereby requesting the Board to approve TIC as the One Stop Operator Contractor for the initial period of 12/01/2020 through 6/30/21 with the option to extend the contract annually for a period of up to three years.

MOTION BY Luempert-Coy to award the contract for One-Stop Operator Services to The Information Center (TIC) for an initial contract period of 12/01/20 through 6/30/21 with the option to extend the contract on 7/01/21 annually for a period of up to three years, supported by Carroll. All voting aye, motion carried.

Approval of Michigan Works Association Board of Directors Appointments

Michigan Works Association is restructuring its board to be more inclusive of all of the regions in the state. Each Workforce Development Board is asked to make two appointments, one to serve as its Representative and one to serve as the Chief Administrative Staff Person. Mahoney has been chairing the Michigan Works Association Board for several years and was part of the restructuring process. Pitoniak strongly recommends that Mahoney remain the SEMCA Board's Representative at least for this first year of the transition. The bylaws are pretty straight-forward as to the CEO, Manager or Executive Director of each of the 16 MWA's serving as the Chief Administrative Staff Person, which would be Pitoniak for SEMCA. This is a one-year appointment for the Board Representative and will be voted on each year. Haidous of the SEGA Board expressed agreement with the recommendation of Mahoney.

MOTION by Luempert-Coy to appoint, effective January 1, 2021, the following individuals to represent the SEMCA Workforce Development Board as board's representatives on the Michigan Works! Association Board of Directors: Charlotte Mahoney and Gregory Pitoniak, supported by Huq. All voting aye, motion carried.

Approval of 2021 WDB Meeting Schedule

Pitoniak made one correction to the WDB Meeting Schedule. Although we expect the legislation to approve an extension of the Open Meetings Act requirements through March 2021, it is currently written only through December 31, 2020. Therefore, in-person meetings will be scheduled for January and March until virtual meetings are officially extended.

MOTION by Luempert-Coy to approve the 2021 Workforce Development Board Meeting Schedule with the change to in-person meetings for January and March unless Open Meetings Act requirements are extended, supported by Chatman. All voting aye, motion carried.

CEAC Updates

Approval of 2020-2021 CEAC Metrics – First Quarter

The CEAC Board moved their November meeting to December and have not reviewed/recommended the First Quarter CEAC Metrics at this time. Pitoniak provided a brief update and noted some struggles due to Covid with apprenticeships and talent tours. Some of the items will not occur in the first quarter and will present in a later report. MiCareer Quest was cancelled for the 2020 fall season. Manufacturing Day will present in the second quarter report. Jobs for Michigan Graduates is doing very well. Pitoniak is asking for approval of the 2020-2021 First Quarter CEAC Metrics Report with the caveat that if there is a change at the December CEAC meeting, the document will come back before this board at their January meeting.

MOTION by Chatman to approve the First Quarter CEAC Report for July 1, 2020 through September 30, 2020 as presented, with the caveat that the CEAC has no further recommendations from their meeting on December 9, 2020, supported by Lambrix. All voting aye, motion carried.

Chatman asked if a roll-call vote is necessary in these virtual meetings. Pitoniak noted that if someone opposes the motion that is when a roll-call vote is required. It was suggested that instead of asking for all-in-favor votes, that we just ask if anyone is opposed for the vote count. Mahoney noted that she will reverse the order and ask if anyone is opposed first or ask that we use the word "nay" for an opposing vote in the future.

CEPD 61(b) Strategic Plan Form

Evers was unable to join the meeting and Wagner was having difficulty with his sound for this meeting so Tirria Kendred of Wayne RESA reported on the CEPD 61(b) Strategic Plan Form. The 61(b) state funding is for CTE programs associated with Early Middle College or dual enrollment. The Strategic Plan was completed and submitted to the state earlier this year, but it was recently required that each CEPD sign off on their top five pathways. The SEMCA pathways previously submitted in their Strategic Plan and signed off on include Health Sciences, Manufacturing, Architecture and Construction, Business Management Administration, Information Technology and STEM (Science, Technology, Engineering and Mathematics). She further noted that in receiving 61(b) funding, any pathway area is eligible for those funds. However, if we have districts that want to expand or receive special grant funds for new areas or are planning the implementation of new programs, they would have to be in the five pathways listed and signed-off on in our Strategic Plan. No questions were asked upon request.

Strategic Planning

Receive and File 2020 Strategic Plan – Quarter 3

Hellar reviewed the Third Quarter Strategic Plan Report. Trending downward is the collaboration projects with Economic Development. Within target reach is the complete rescan of potential partners. The remaining report goals have all been met. No questions were asked and the report is on file.

2021 Strategic Plan-RFP Process for Consultant

Brady-Medley reported that the current strategic plan is a five-year plan in its final year. SEMCA's goal is to begin looking for a consultant to help guide the process in creating a new plan. Our goal is to complete and release an RFP in January 2021, and to complete the strategic plan process by the end of 2021 in time for implementation in January of 2022. Pitoniak noted that board input sessions will be planned and we just want to give the board a heads-up that it is coming. No questions were asked.

Federal/State Updates

Pitoniak provided a brief update on what is happening at both the state and federal levels. All incumbent federal congressional legislators and state legislators in the SEMCA region won their elections. There were a few seats where the incumbent was not running for re-election so there will be some new faces that we will need to meet with to educate them on SEMCA and the services we provide.

We continue to have a concern on whether the state UIA will agree to reinstate the work registration requirement at Michigan Works after Covid. It is critical for us in connecting to the workforce and connecting workforce to employers and has been a topic of ongoing dialog. There was discussion pre-covid of eliminating the requirement with Michigan Works by the UIA director, however, he has recently resigned. The new interim director is Lisa Estlund Olsen.

SEMCA has received \$291,000 to implement an Expungement Navigator Program. This program is designed to help qualified customers remove low level felonies and misdemeanors from their records that may be holding them back from obtaining employment. DESC has been working with their customers for years in this effort, and SEMCA is consulting with them for best practices. They also emphasized the importance of stakeholder groups in setting this program up. Partners like the court systems can provide the customer base.

Going Pro Talent Fund is alive and well. An email and flyer were sent yesterday so if you know a business that needs our help, please have them contact us. The deadline for applications is November 30. It is going slower than anticipated, but Margie LeNoir and the Business Services Representatives are working with employers to help them complete the applications on time.

Michigan Department of Education has received a federal grant in the amount of \$18 million to help connect employers with educational systems both secondary and post-secondary. The state will be issuing an RFP for Michigan Works Agencies to bid on. It will probably require the development of a consortia with key partners and hopefully we can get one or more grants for the SEMCA region.

Mahoney asked as for the businesses that applied for last year's Going Pro Talent Fund, have we checked with them and are they still able to apply this year. Pitoniak noted that SEMCA did reach out to everyone that applied last year and they are still eligible to apply this cycle, but it is not as easy as resubmitting last year's application. They are required to submit a new application.

Graham inquired further information on the MDE grant. The program is called MiLEAP but it is still in the development stages, so we are waiting for the RFP for more information. It is a concept of an employer consortia working with school districts and post-secondary institutions to train and retrain in high demand industries and with a target in industries affected by Covid.

For Federal fiscal year beginning October 1, there is a continuing resolution that is due to expire December 11 and we do believe it will be extended again. The budget proposals by the President, Congress and Senate for the new fiscal year basically call for flat funding for workforce in all three budgets. There is concern if that will be enough in the economic recovery, and we are hoping for another stimulus package to supplement our regular funding.

COVID 19 – Impact Statistic and UIA Project Update

With the newest executive order asking us to work more remotely for the next three weeks, SEMCA continues to be an essential service and its staff and contractors continue to work remotely using virtual and telephone options to engage our customers. If a face-to-face meeting is required then they will meet customers at the AJC. The remote model will be in place with the SEMCA Network until at least January 3, 2021. This model is not as effective, and we are anxious to have this pandemic behind us and provide a place where our customers can drop in and receive the services they need. Hellar provided a review of the stats for each of our services and the report is on file. TAA and Individual Trainings stats were up. PATH reopened in July but FAE&T (food stamps) became volunteer and shows in the stats. Case notes and Business Services have a lot of activity. Our contractors are still checking in with customers and employers are still hiring.

Hellar provided a review of the UIA stats, which are finally becoming manageable. We are at a place now where calls to the center are being returned the same day. The report is on file. No questions were asked.

Council on Accreditation (COA) Update

SEMCA and some of the board members were part of the virtual site visit for the COA in October, and Brady-Medley thanked those that participated with us. The two seasoned reviewers provided positive feedback after the visit. The process is now complete and we await the results of our hard work. We will provide the board with the final designation once we receive it.

Program Updates

Program Statistical Summary

Heller noted that the statistical summary was provided in the packet. He asked if there were any questions or areas the board would like him to cover. No questions were asked. The report is on file.

WIOA, ES, TAA, OJT, IWT, Talent Fund, Apprenticeship/Work-based Learning, Adult Ed Updates

Al-Igoe referred the board to her report in the board packet. She discussed the additional funding received for the Disaster Recovery National Dislocated Worker Grant that will allow SEMCA to serve more individuals and provide a special activity of a disaster recovery employment. This will place workers in a short-term placement like an internship or paid work experience for individuals serving with our local health departments and

hospitals and addressing issues affected by Covid. She also noted that the monthly virtual job fairs are going pretty well. Several employers have participated in this format and we have had approximately 500 individuals participate for the last three months. The next scheduled job fairs will take place in January, February and March. There will not be a December job fair unless there is an employer in need so we can focus on GPTF. Since October 1, there are 105 employers in the GPTF pipeline and of those 60 have requested applications, with 36 applications having been started and a couple completed. Statewide there have been 498 applications requested. To date, only 8 have been submitted to the state for evaluation and scoring. We continue to help with recruitment for FCA (Chrysler) and they have participated in all of the virtual job fairs. The state has reported that the Futures for Frontliners program has received 85,000 applications to date. The application deadline is December 31, 2020. SEMCA's TAA program is still working with US Steel. The Catalyst Program has been extended to 2021.

WIOA Youth, Young Professionals, Foster Care, JMG, WCCAN, Manufacturing Day, MiCareer Quest Updates

Taylor referred the board to her report in the board packet. The Foster Care Summer Youth Program has been extended to December 31. We currently have 17 youth enrolled and efforts to enroll more youth continues with referrals from DHHS. Geospatial Technology Talent Consortium has been extended through December and efforts have begun to develop interest from several companies that may need interns for the summer of 2021. Jobs for Michigan Graduates in-school programs are going well, and we are on target to meet our enrollment goal of 430. One of our schools came to SEMCA with concerns of funding issues due to the pandemic. With the help of Youth Solutions, we were able to obtain an AT&T grant so they could continue to operate at full capacity. She discussed the Coffee with a Purpose sessions, JMG has been participating in virtual events similar to talent tours and Taylor thanked DTE and Consumers Energy for all of their support in these events. Summer Young Professionals Program was extended through December and Taylor discussed the struggles with the program due to the pandemic. The first cohort had 11 students enrolled in the program. They were very excited about the Empowerment Friday virtual sessions and Taylor noted some of the topics discussed in the sessions. It was a place to discuss their fears, challenges and accomplishments with their peers. This was a first-time work experience for some of them. The second co-hort is underway and since it is no longer a summer program it is called SEMCA Young Professionals for this session. WCCAN continues to evolve and Taylor discussed their goal to help reach the Governor's goal of 60% by 2030 enrolled in college. Two subcommittees are focusing on fundraising to address the lack of resources to reach this goal and another to accelerate the attainment of stackable credentials and dual enrollments. Youth Build has received a new 3-year grant for construction trades in Hamtramck and Highland Park.

PATH, FAE&T, BRN and RAIN Updates

Martinez referred the board to his report in the board packet. The transition with our new contractor SERCO is going well in Highland Park. The December 31 COVID extension order will have some effect on our working PATH customers especially in the area of childcare with school closures. Our coaches are working with them to find solutions to try and keep those customers engaged in their work program or training, but these changes can have a real impact on the ability of our PATH customers' continued participation. Funding has been received and distributed to contractors. We received a funding bump and will continue funding training activities and are looking to our contractors for some innovative ideas to RFP in the New Year. The Mobile App is almost ready to launch. This will allow customers to communicate with coaches, download information, sign documents, and is very helpful to a customer that has transportation or childcare barriers or their work hours do not allow them to meeting with their coach personally. There are only two Michigan Works Agencies using this technology. Martinez had contractors do a self-report of the number of customers engaging with us. About 35% of the customers that received notice to attend orientation are attending. Of that 35%, 61% are engaged in an activity. Contractors have reported that they are starting to see an uptick of customers engaging with their coaches. FAE&T funding has been received and is lower probably due to the program going from mandatory participation to volunteer. SEMCA has been asked by the State to participate in the FAE&T Plus program with DESC and West Michigan Works! He provided an explanation on how this program will work, and SEMCA is honored that the state has chosen us for this program. RAIN continues to do great work with our

refugee customers. BRN Connections has been met with challenges in this pandemic. The program has been extended to September 30, 2021. It was on an uptick prior to Covid and the team continues to work hard meeting with businesses and chambers to build the program.

WIN Updates

Pitoniak noted that WIN continues to have a strong role with member partners in organizing joint applications for federal funds and other regional opportunities. Recently, WIN applied for an H1-b \$10 million grant for the region with several of its partners and a State of Michigan Economic Rural Healthcare \$2.5 million grant.

New/Old Business

Mahoney wished the board and staff a happy and safe holiday season.

Adjourn

MOTION by Graham to adjourn the meeting, supported by Carroll. All voting aye, motion carried. Meeting adjourned at 3:53 p.m. Next scheduled meeting is Wednesday, January 20, 2021.

Respectfully submitted,

Adopted March 17, 2021

**Tamara Lamper-Norrix
Executive Assistant**