

**SEMCA WORKFORCE DEVELOPMENT BOARD**  
**Wednesday, September 15, 2021**  
**SEMCA, 25363 Eureka Road, Taylor, MI 48180**  
**MINUTES**

**Members Present**

Charlie Mahoney-Chair  
Chris LaJoy – By Phone  
Connie Carroll  
Malin Wagner  
Sean Sims  
Gerald Hesson  
Naheed Huq  
Molly Luempert-Coy – By Phone  
Andy Bianco  
Jason Evers  
Pat Chatman – By Phone

**Alternates Present**

Kamal Alsawafy  
Collin Keehn  
Jamal Robertson

**Members Absent**

Lee Graham/Don O’Connell  
Beth VanSteenkiste/Shavonne Brown  
Frank Lopez  
Wanra Pearson  
Tupac Hunter  
Patrick Lambrix  
Chuck Browning/Jeff Morris  
Bayinnah Robinson/Marie May

**Staff Present**

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

**Guests**

Tirria Kendred-Wayne RESA  
Krista McKinney-King, Wayne RESA  
Nioka Clark, Thomas P. Miller Associates  
Patrick Gillam, Thomas P. Miller Associates

**Call to Order**

Meeting was called to order at 2:09 pm.

**Board recited the Pledge of Allegiance.**

**Roll Call**

Norrix took roll call, and a quorum was present. Hesson introduced his new alternate, Collin Keehn, who is replacing Mike Smith. Keehn provided his background as the AFL-CIO Community Services Liaison for Monroe and Lenawee Counties and noted his affiliation with SEMCA on the Building Skills Summer Trades Camp, and its success. Molly Luempert-Coy introduced her new alternate, Jamal Robertson for DTE Energy. Charlie welcomed them and new alternate Kamal Alsawafy of Wayne County Economic Development to the meeting.

**Public Comment**

Public comment was requested, and no comments were made.

**Approval of Agenda of September 15, 2021**

**MOVED by Hesson to approve the Agenda of September 15, 2021, as presented, supported by Wagner. All voting aye, motion carried.**

**Approval of Minutes of July 21, 2021**

**MOVED by Luempert-Coy to approve the Minutes of July 21, 2021, as presented, supported by Carroll. All voting aye, motion carried.**

**Approval of CEAC Metrics – Quarter 4**

Pitoniak discussed SEMCA's achievement despite the pandemic as shown in Quarter 4's CEAC Metrics Report. Most metrics achieved or exceeded the goals. Mahoney discussed the connection between the WDB and CEAC and thanked all those that make this partnership work well throughout Wayne and Monroe counties. Report is on file.

**MOTION by Wagner to approve the Quarter 4 CEAC Metrics Report as presented, supported by Evers. All voting aye, motion carried.**

**Approval of CEAC Metrics for PY 21-22**

Pitoniak discussed the proposed CEAC Metrics for Program Year July 2021 through June 2022 and asked for any comments or questions. Naheed Huq noted that MiCareer Quest was removed from the new program year's metrics. Pitoniak advised that the MiCareer Quest is cancelled for 2021 but that it is expected to return in the fall of 2022. Bianco inquired if there is a way to break out the types of apprentices in this report. He suggested that we consider sharing this information with various industries to generate more participation. Al-Igoe noted that we could put that information in the narrative of the report on the second page. SEMCA does promote apprenticeships, and we increased the number this year due to new USDOL grants for registered apprenticeships, registered apprentices, and the Going Pro Talent Fund opportunities. Pitoniak also noted that we have an Apprenticeship Success Coordinator and Business Service Representatives that also promote apprenticeships. Al-Igoe noted upcoming events planned for National Apprenticeship Week in November. SEMCA also educates its job seekers on the benefits of registered apprenticeship programs as a pathway to employment.

Taylor discussed the UAW-Ford Program that was suspended a couple of years ago due to a \$40 million renovation of the Lincoln Park facility, which is now complete. A discussion took place about restarting the camp and working in the areas of robotics, tool-and-die and welding, all high skill, high demand, high growth areas. We are looking for a 2022 relaunch. WIN is also looking into non-traditional apprenticeships. Southeast Michigan Healthcare Alliance has apprenticeships for Medical Assistants. Pitoniak encouraged all board members to send businesses interested in apprenticeships our way. Wagner also noted that all CTE programs must now have work-based learning programs. AAI had over 600 apprenticeships. Hesson reminded everyone to not forget the building trades apprenticeship programs. They are experiencing a lot of retirements. The report is on file.

**MOTION by Hesson to approve the CEAC Metrics for PY 21-22, supported by Carroll. All voting aye, motion carried.**

### **PY 2021-2022 CTE Program Recommendation**

Tirria Kendred from Wayne RESA reported on the new programs for Region 29, Out-Wayne County. There are four new programs in need of the board's approval, Avionics Maintenance Technology, Applied Horticulture and Horticulture Operations, Machine Tooling, and Automotive Technician. All these programs do align with the Comprehensive Local Needs Assessment. Evers also noted that the Automotive Technician program in Ecorse is new, and their recent grand opening had great support from the school board, city council, their state representative, and Congresswoman Rashida Tlaib. He noted they have a strong business partnership with LaFontaine Automotive Group. GM is providing vehicles, Snap-on-Tools and a tire manufacturer have also contributed to the program. They have a beautiful shop and an excellent instructor. Business and community partnerships coming together like this is really going help programs succeed.

Pitoniak reported Region 30, Monroe County has one new program for approval in Mechatronics. The CEAC has reviewed and is recommending approval of the programs listed above.

**MOTION by Wagner to approve the 2021-2022 New CTE Programs as presented for Regions 29 and 30, supported by Luempert-Coy. All voting aye, motion carried.**

Wagner reported for Region 29, that all CTE programs currently have segments, and seven of the programs this year will be transitioning to competencies with a credential at the end of program. One of those programs is Construction. There is a lot of movement between business industry and education right now and after years of work towards this goal, we need to keep it going. Eventually all the programs will transition to competency-based programs. Kendred provided more detail of the changes to the guidelines. Carroll asked if there is a job placement piece in the plan. Kendred noted that the programs are designed to place those that complete the competency into a job. Wagner noted that the Health Alliance program he works with has 100% job placement. Hesson noted Construction Trades also has job placement through the union. Kendred discussed the post-secondary education as an option for some programs. Mahoney thanked everyone for their continued work on bringing industry and education together. Our region has never stopped the effort and SEMCA is ahead of the game because of its dedication to this goal. Pitoniak noted these programs also align with the SEMCA WIOA Regional Plan.

### **Approval of SEGA Appointed Alternates for WDB**

Collin Keehn of the AFL-CIO Community Service Liaison for Monroe & Lenawee Counties as Alternate for Jerry Hesson and Jamal Robertson of DTE Energy as Alternate for Molly Luempert-Coy were approved by the SEGA Board at their September 10, 2021 meeting subject to the concurrence of this Board.

**MOTION by Carroll to concur with SEGA's Approval to the Workforce Development Board of Collin Keehn, AFL-CIO as Alternate for Member Gerald Hesson and Jamal Robertson, DTE Energy, as Alternate for Member Molly Luempert-Coy, supported by Luempert-Coy. All voting aye, motion carried.**

Hesson must leave the meeting and Keehn will take his place for the last approval item.

### **Approval of New Three-Year Strategic Plan**

The final draft of the new Three-Year Strategic Plan was presented to the board for final review and approval. Nioka Clark and Patrick Gillam of Thomas P. Miller Associates joined virtually for this presentation. Nioka walked through the report to give an overview of how and why it was structured and then focused on each of the four priorities and their strategic goals, metrics, and action steps. She encouraged Board feedback and suggestions. Any misspellings please pass on to Pitoniak and he will provide those changes to the consultants for finalization. Huq suggested the word “resilient” be added to the Vision Statement, which was agreed upon by the Board. Clark moved to the goals of Partnerships, Service Quality, Funding Diversification and Branding. No suggestions were made for the Partnership Goal. For the Service Quality Goal, the word “consistent” will be moved prior to “high-quality” and the word “products” will be removed. Question was asked if Secret Shopping is effective. Changing the word secret to mystery would be better. Chatman suggested that Secret Shopper is a tool and not a metric and will be removed. Consultant moved to Funding Diversification. Remove the word “resources” from the goal. Change second bullet in Metrics to “Diversified funding sources over 3 years from the 2021 baseline.” Consultant moved to last Goal Branding. Remove “among all customers and partners” from the Goal. It was clarified that the increase of 15% is over the full three years. Johnston is confident that we can meet the Goal and the survey will help move this forward. Pitoniak thanked everyone for all the added time and effort they put into developing this Plan.

**MOTION by Chatman to approve the New Three-Year Strategic Plan, as amended with changes, supported by Bianco. All voting aye, motion carried.**

### **Federal/State Updates**

The American Job Centers are operating at 100% capacity as of last week. It has not been a challenge unfortunately. We have seen modest increases even with the termination of the federal pandemic unemployment funds. One change that may help is the Work Registration legislation that all UIA customers must register with a Michigan Works Agency. UIA has not provided an implementation date at this time. We targeted September 4, but it did not happen.

Last week SEMCA was chosen as one of four MWA’s selected to be interviewed by the USDOL Federal Project Officer for Michigan about our response to the pandemic and our future plans. It was a very productive and fruitful conversation, and he seemed impressed with our expertise we demonstrated and our agility throughout the pandemic.

WIOA funding increased about \$1.5 Million. PATH is not targeted for any cuts. We are waiting on the state budget approval. SEMCA applied for the Careers Dislocated Workers Grant, which will provide more flexibility with WIOA funds. Applied for two grants through Wayne County Economic Development for the Clean Slate and Business Resource Network programs. This is in context with the county’s ARPA funds in the amount of over \$2 Million. Pending training grant with the MEDC with partners Lift Institute and Wayne County in the amount of \$700,000. Congresswoman Rashida Tlaib has earmarked funding in connection with Wayne Westland School District for \$900,000 for a pilot program regarding employment work experience for youth. Four proposals were sent to the Ballmer Group in the amount of \$1.5 Million for youth programs. Increases are expected for Going Pro Talent Fund and MiReconnect programs. Governor’s proposal for state’s ARPA funds include \$722 Million for increased workforce development funding. If the federal budget is not approved by September 30, we expect a continuing resolution for WIOA funding to be adopted, which would maintain our current funding. Pitoniak discussed the Federal Jobs Act funding. The House passed \$80 Billion. We have

signed letters of advocacy with National Association of Workforce Boards, National Skills Coalition, and the US Workforce Agencies Council. The Michigan Works Association has been very active with that advocacy also.

### **Program Updates**

#### **Program Statistical Summary**

Heller noted that the statistical summary of the last 12 months was provided in the packet and no questions were asked. The report is on file.

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

Pitoniak noted that it will be the last meeting for Al-Igoe as she will be leaving for Oakland County Michigan Works. She referred the board to her report in the board packet. She highlighted the Going Pro Talent Fund Employer Training Fund. The application period opens on Monday. Pitoniak urged everyone to spread the word to large and small businesses. Our goal is to submit over 100 applications. No questions were asked of Al-Igoe.

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

Taylor referred the board to her report in the board packet. She highlighted the BUILDing Skills Bootcamp. She also discussed the bigger and better Building Trades Camp in Monroe County and thank Collin Keehn for his help with this program. Manufacturing Day is 18 days away. We currently have 5,000 students registered representing Monroe and Wayne counties. They have exceeded their goal of 3,000 students. We are spending a lot of time on Paid Work Experiences focusing on wage rates and incentives for our youth. We have a shortage of youth so if you know anyone, send them our way.

#### **PATH, FAE&T, BRN and RAIN Updates**

Martinez referred the board to his report in the board packet. He highlighted the RAIN program. Our three-county region is expected to receive approximately 300 Afghanistan refugees. They will not be eligible for TANF funds (PATH) for food stamps. They have been issued a Humanitarian Parole Visa. Dearborn office has two staff that speak the language and will assist them with resources.

#### **WIN Updates**

Pitoniak discussed the \$10 Million One Workforce Industry Infinity Training Grant as well as the Healthcare Alliance and MAGMA grants. We may not accept the grant award for MiLEAP due to the increased expectations and the delay in implementing the program.

### **New/Old Business**

CEAC Parent Representative Dan Martinez no longer has children in the K-12 system and will be replaced with Kate Brady-Medley.

**MOTION by Wagner to approve Kate Brady Medley as Parent Representative on the Career & Educational Advisory Council in place of Daniel Martinez, supported by Evers. All voting aye, motion carried.**

WDB Recertification – SEMCA has received a letter from LEO officially recertifying the Workforce Development Board for Program Years 2021 and 2022.

Michigan Works Association Updates – The Michigan Works Association Annual Virtual Conference concluded earlier this afternoon. Pitoniak noted that there were over 700 participants for the conference. It was well attended with very good content.

Mahoney announced that she was not re-elected as Association Board Chair. She will remain on the Board representing SEMCA.

**Adjourn**

**MOTION by Carroll to adjourn the meeting, supported by Wagner. All voting aye, motion carried. Meeting adjourned at 4:58 p.m. Next meeting is scheduled for Wednesday, November 17, 2021.**

Respectfully submitted,

**Adopted November 17, 2021**

Tamara Lamper-Norrix  
Executive Assistant