

SEMCA WORKFORCE DEVELOPMENT BOARD
Wednesday, May 18, 2022
SEMCA, 25363 Eureka Road, Taylor, MI 48180
MINUTES

Members Present

Charlie Mahoney-Chair
Chris LaJoy
Connie Carroll
Malin Wagner (By Phone)
Molly Luempert-Coy
Donna Moser
Naheed Huq
Jason Evers
David Lawrence
Jay Steffensky
Tupac Hunter
Andy Bianco (By Phone)
Gerald Hesson

Alternates Present

Kamal Alsawafy
Krista McKinney King

Members Absent

Chuck Browning/Jeff Morris
Beth VanSteenkiste/Shavonne Brown
Pat Chatman/Ledgra Johnson
Sean Sims
Lee Graham/Matt Everly
Bayyinah Robinson

Staff Present

Gregory Pitoniak
Tamara Lamper-Norrix
Deborah Taylor
Traci Sassak
Kate Brady-Medley
Bill Hellar
Colleen Mallory

Guests

Eugenia Thompson, Michigan Rehabilitation Services
Astacia Hahn, Henry Ford Health, Wyandotte Campus

Call to Order

Meeting was called to order at 2:07pm. Board recited the Pledge of Allegiance.

Roll Call

Board introduced themselves and an in-person quorum was present. Those members on the phone were advised they could not vote because they were not in-person according to the Opens Meeting Act. Mahoney asked about the presence of the new Alternates at the meeting. Norrix noted they are being nominated for approval and appointment by the SEMCA Board at their June meeting, so they will not have voting rights at this meeting.

Public Comment

No public comment was made.

Approval of Revised Agenda of May 18, 2022

MOVED by Carroll to approve the Revised Agenda of May 18, 2022, as presented, supported by Luempert-Coy. All voting aye, motion carried.

Approval of Minutes of March 16, 2022

MOVED by Evers to approve the Minutes of March 16, 2022, as presented, supported by Luempert-Coy. All voting aye, motion carried.

Approval of New WDB Board Member

Pitoniak noted that SEMCA has received nominations to replace vacated board positions. Christina Pizzo and her Alternate Astacia Hahn, both of Henry Ford Health-Wyandotte Campus to replace Beth VanSteenkiste and Shavonne Brown; and Director Laura Dickerson from UAW Region 1A for Charles Browning. Dickerson would like to keep the current Alternate, Jeff Morris. SEMCA has also received two nominations for Alternates, Marla Fons of Ford Motor Company in support of Andy Bianco, and Eugenia Thompson to replace Marie May from Michigan Rehabilitation Services in support of Bayyinah Robinson.

There are four board members whose terms will expire on June 30, 2022 that wish to remain on the board for another three-year term. SEMCA is requesting this Board to request reappointments by the SEGA Board at their upcoming June meeting of Andy Bianco, Ford Motor Company, Patricia Chatman and her Alternate Ledgra Johnson of Henry Ford College, Molly Luempert-Coy and her Alternate Jamal Robertson of DTE Energy and Bayyinah Robinson of Michigan Rehabilitation Services.

MOVED by Lawrence to approve the nominations and ask the SEGA Board to approve and appoint these individuals to the Workforce Development Board at their June meeting as well as reappointment for another three-year term of current members as follows:

- **Appointment of Christina Pizzo, Talent Selection Specialist and her Alternate Astacia Hahn, Human Resources Business Partner of Henry Ford Health-Wyandotte Campus for the remainder of Beth VanSteenkiste's term through June 30, 2023.**
- **Appointment of Laura Dickerson, Director of UAW Region 1A to replace Charles Browning for a new term through June 30, 2025, since his term was to expire as of June 30, 2022, and the reappointment of the current alternate Jeff Morris for the new term.**
- **Appointment of Marla Fons, Ford Motor Company as Alternate for Andrew Bianco for the new term through June 30, 2025.**
- **Appointment of Eugenia Thompson, Site Manager for Michigan Rehabilitation Services, Alternate supporting Bayyinah Robinson for the new term through June 30, 2025.**
- **Reappointments of Andrew Bianco of Ford Motor Company, Patricia Chatman and Alternate Ledgra Johnson of Henry Ford College, Molly Luempert-Coy and Alternate Jamal Robertson of DTE Energy and Bayyinah Robinson of Michigan Rehabilitation Services for a new three-year term of July 1 2022 through June 30, 2025.**

Motion supported by LaJoy. All voting aye, motion carried.

Approval of Resolution in Opposition to USDOL Proposed Rule to Require State Employment Services Staff

Pitoniak provided the history of the Michigan Works! One Stop System and its success, and the threat of the USDOL Rule requiring state merit staff to run Employment Services at each center. Documents were provided from the Michigan Works Association showing the adversity this will have on our system, a system that has been recognized nationally by the USDOL as a best practice and a true one-stop service center. This system provides immediate connectivity to all services for customers and

businesses. Michigan's model hums with collaboration and cooperation at all levels. This rule would replace 220 full-time frontline staff in Michigan with 99 state employees. Pitoniak noted that SEMCA's Wagner Peyser funding would be cut by over \$2 million.

The rationale for this proposed rule is the need for more state merit staff to be available to support unemployment agencies during periods of high number of unemployment claims. Over 400 Michigan Works staff assisted UIA during the Covid crisis and Michigan was the only state that did not request USDOL technical assistance. We were asked to be part of a conversation on this very subject recently with both the regional and national USDOL. With the reduction of full-time MWA staff members and the requirement to share the 99 state employees with UIA, some of our American Job Centers will either close or need to reduce services at the centers. This thought process conflicts with reality. With the exception of the pandemic, when unemployment claims increase, there is typically an increased demand for employment services. During the Great Recession we had people standing outside the door waiting for these services. SEMCA is requesting all members to take advantage of the comment period for this Rule that ends on June 21, 2022. Share the information with your friends, families, and businesses. The Monroe County Board of Commissioners and Wayne County Commission, as well as DCC, the CWW and the SEGA Board are providing Resolutions as well.

As for our brand, this will be confusing and most likely result in the centers receiving frequent complaints about service quality, which we will have no control over. This will also affect our businesses we serve with matching employees with the skillsets needed for their open positions and providing virtual and in-person job fairs for employers.

Therefore, SEMCA is asking its Workforce Development Board to sign the Resolution Opposing the USDOL Rule, requesting Governor Whitmore to stand behind the system that works for Michigan to either defeat the new rule or provide waivers for those states with the one-stop system.

MOVED by Carroll to approve the draft Resolution in Opposition of the USDOL Proposed Rule to Require State Employment Services Staff for Wagner Peyser as presented and give authority to Pitoniak to move forward with communicating our position on behalf of the WDB, supported by Lawrence. All voting aye, motion carried.

Approval of WIOA and BSR Contractors for PY's 2023-2025

Pitoniak provided background on the Contractor RFP for services, which takes place every three years on a one-year contract basis for up to three-years. The WIOA, BSR and ES services contracts are up for renewal. Of course, ES contracts will be impacted if the change is made to require state staffing of ES. There are six American Job Centers and one AJC in Grosse Pointe providing ES services. Brady-Medley reported on the timeline and review of the RFP's. The recommendations were received in the board packet. Although other bidders were received, SEMCA is recommending the current contractors with one change recommended to the BSR Contract for ACCESS. SEMCA is recommending that EDSI receive the contract for the Dearborn AJC only for BSR Services due to performance. Mahoney and Pitoniak noted there is no dollar amount attached to these contracts at this time. The new program year begins July 1, 2022, but we have not yet received our allocation from the state for these services. The state is still waiting for unemployment data. This is not uncommon. Pitoniak noted that SEMCA is proud of their service provider network and their expertise, but we are willing to make changes if needed as noted today.

MOVED by Hesson to approve the Service Providers as recommended for a one-year contract with option to renew for a total of three years, based on satisfactory performance, for the following services: WIOA One Call Services, Youth Services, Adult & Dislocated Worker and Job Seeker Services, as well as Employment Services and Business Services, supported by Carroll. All voting aye, motion carried.

Approval of SEMCA Strategic Plan Reporting Tool

Pitoniak referred to Hellar to review the Reporting Tool as we begin our new three-year Strategic Plan cycle. The last strategic plan reported quantitative percentages and number goals. This Plan is more strategic, and we will be providing the Board with the progress we have made in four goal areas, Partnerships, Service Quality, Funding Diversification and Branding. Hellar reviewed the reporting form that shows the Executive Summary, Metrics and Project Action Steps Status and advised that the reporting follows the calendar year. The current status will show a traffic light reporting system. Our goal is to always be green, but if yellow, issues that can inhibit progress, or if red, issues that are halting progress, are reported in the Project Issue Summary then we may need Board guidance.

MOVED by Hunter to approve the Strategic Plan Reporting Tool as presented, supported by Lawrence. All voting aye, motion carried.

Receive and File SEMCA Strategic Plan First Quarter Report

Hellar continued by reporting on the first quarter, which began January 1, 2022 and ended March 31, 2022. The first quarter does show the current status for all four goals in the green (Funding Diversification should have all been colored green and will be fixed). Bianco noted that the report shows the Brand Perception Study was not accomplished, but Hellar noted the error because it is not being launched until May 2022 and will not be reported until the second quarter. At that point if it has not been accomplished, then it would be yellow. A question was asked if we normally follow the calendar year for strategic planning. SEMCA has followed a calendar year format for many years, and we just continued with it for the new three-year cycle.

MOVED by Molly Luempert-Coy to receive and file the SEMCA Strategic Plan First Quarter Report with the change to add green to the buttons under Funding Diversification, supported by LaJoy. All voting aye, motion carried.

Receive and File CEAC Metrics – Quarter 3 Report

Wagner noted that they are working on the details for the 2022 Manufacturing Day. Monroe County is planning to go 100% in person and Wayne County is in discussion on whether the event will be fully implemented in person or a hybrid of both. New apprentices are still low from our goal, but there were 21 new apprentices in the current quarter. Taylor noted that JMG Enrollments will show that the goal was met in the current quarter and there have been some Talent Tours since April 1. Pitoniak noted that this report is mandated by the state and runs on a program year basis of July 1 through June 30.

MOTION by Evers to Receive and File the CEAC Metrics Quarter 3 Report as presented, supported by Carroll. All voting aye, motion carried.

Federal/State Updates

Pitoniak asked that the Federal/State Updates be changed to CEO Report for future agendas. He welcomed our newest board member Donna Moser as well as our future alternates after approval by the SEGA Board. He also thanked those that submitted a proposal for WIOA, ES and/or BSR Services and appreciates their interest in wanting to do business with SEMCA.

SEMCA's Annual Single Audit is complete and there were no audit findings or recommendations. The 403(b) Audit is still in progress but seems to be trending towards the same outcomes as the annual audit. Pitoniak thanked CFO Sassak and her team.

The American Job Centers are fully opened but also accepting appointments. Numbers are slightly up, and they are receiving more training requests, which our goal is to always help customers pursue a career path. Those looking for work have options with so many for hire signs that there is not a great need for our assistance in finding a job. SEMCA and its contractors are not immune to the job vacancy problem. SEMCA has 12 open positions with good pay and benefits and encouraged the board to let your friends and family know to check out our website. Most of these positions are due to new funding with SEMCA. Our providers are also having some turnover and again finding candidates to fill those positions can be a challenge. We have not yet experienced the ghosting phenomenon of candidates accepting a job and then not showing up on their first day.

SEMCA has not received its WIOA funding allocation from the State, but we have learned that Michigan received a 10% cut in most of their formula funding.

The Ballmer funding of \$1.5 million is proceeding slowly because we have been unable to fill the positions to run the program. The Community Project Funding of \$850,000 with the help from Congresswoman Rashida Tlaib is progressing slowly due more to administrative process of the USDOL but we are scheduling an implementation planning meeting with Wayne Westland Schools.

The Detroit Regional Partnership (DRP) was one of 60 finalists and turned in a grant proposal worth \$93 million, which recently took a twist. Finalists were asked to reduce their proposals to \$40-\$50 million. The pillar SEMCA is involved in developing went from \$28.5 million to \$20.6 million. SEMCA will still administer the program in the 11-county region should DRP be chosen. The official name for this funding is GEM (Global Epicenter of Mobility) which is targeting increasing the talent pools for the mobility industry and providing training that best meets their talent needs.

Breaking news that is not public yet but will be announced at the Mackinac Policy Conference is for the creation of four new workforce development programs to be funded with Wayne County ARPA funds in the amount of \$40-\$50 million over three years. Wayne County has asked SEMCA to be the program administrator. Pitoniak thanked Board members Khalil Rahal, Kamal Alsawafy and Commissioner Al Haidous for their support in advocating for SEMCA to be their program partner. The aforementioned new funding items all fit with our Funding Diversification strategic goal.

Lastly, Pitoniak apologized for not having a virtual option for our meetings, but SEMCA is regulated under the Open Meetings Act to have an in-person quorum. There is still discussion with legislators to look at non taxing authorities being exempt and allowed virtual meetings. Pitoniak noted it will probably not take place until the lame duck session after the November elections. Pitoniak thanked everyone who joined the meeting today especially because it was a full agenda.

Program Updates

Program Statistical Summary

Heller noted that the statistical summary of the last 12 months is provided for each board meeting.

Board discussed the open jobs and lack of employees to not only fill them but lack of employees with the skill sets to fill them. There is concern that the education system is graduating students that do not have the skills that match the employment availability, and education says industry is not as forthcoming of their needs for their credentials. Then workforce receives training funds for in-demand careers with specific training needs. They discussed the mass exodus in retirements due to Covid. Bianco noted that he is currently working on these issues in Kentucky and Tennessee because they have a much more integrated community college system. He noted that part of the issue is technology and the processes business are now using accelerates rapidly, but we still use old models to develop learning. Wagner discussed the issues at the CTE level finding instructors, not being able to fund programs with low number of students, and collaboration with business coming in and providing their needs. This is a huge problem and there are a lot of factors. Pitoniak thanked the board for this robust discussion.

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

Taylor referred the board to her report. She noted that they are working on an aggressive outreach campaign and have raised the starting pay for Paid Work Experience youth as well as providing an incentive bonus for those that finish the program to try and encourage more students into the program. There has been a slight increase in numbers. JMG has met its goal of 430 youth despite staff changes and will receive a \$25,000 incentive bonus. Manufacturing Day will be a hybrid event focusing more on in-person participation. Monroe will have their own event this year and target middle school age students. Wayne Counties will focus on high school students. One issue is there are not enough school bus drivers available for transportation to school let alone an in-person Manufacturing Day event. In one school district, the Superintendent has obtained his CDL. Wayne County College Access Network had their College Career Day. It was held in the afternoon instead of evening. They continue to promote college but also include credentials in skilled trades. Taylor also encouraged the board members to go to our website for open job positions in the Youth space.

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

Mallory referred the board to her report. She highlighted customer training and the increase in the transportation industry. There has been a significant uptick in the apprenticeships and is working with the Business Services Representatives to identify more opportunities with the City of Dearborn, Dearborn Public Schools, and Great Lakes Water Authority. They are also looking to identify non-traditional apprenticeships, including in hospitality. Some 2022 Going Pro Talent Fund trainings have been completed for this fiscal year. The April Job Fair was a success with 41 employers participating and over 200 job seekers attending and SEMCA was recognized by the state for its success. The May one was in progress during the meeting, and we have one scheduled for June 29, 2022.

PATH, FAE&T, BRN and RAIN Updates

Martinez was attending a conference and the board was referred to his report. Brady-Medley discussed the work Dan has been doing with the state to increase funding for the barriers to employment for PATH customers. Recently the car allowance was increased. She also noted the work

that is being done in the RAIN program with refugees and highlighted the current events. She also noted that outreach for employers willing to hire this population and what type of supports they can provide. In June they are planning a significant job fair for the refugees and immigrants. SEMCA is beginning to see an increase of interest in the Business Resource Network, but again we cannot take on new businesses until we are able to hire for the two open positions for this program. She also referred to the board the data report for the Clean Slate program, which is going very well.

WIN Updates

Pitoniak gave a brief description of WIN for the new members. They too have open positions available and he encouraged the board to pass this information on to family and friends.

New/Old Business

Next WDB meeting is July 20, 2022 at 2pm.

Adjourn

MOTION by Hesson to adjourn the meeting, supported by Lawrence. All voting aye, motion carried. Meeting adjourned at 3:53 p.m.

Respectfully submitted,

Adopted at 7/20/2022 Meeting

**Tamara Lamper-Norrix
Executive Assistant**