

*The voice and pulse of the local workforce
development system.*

**Tuesday, October 27, 2020
9:00 – 12:30 am**

Zoom Call-In Information:

Join Zoom Meeting
<https://us02web.zoom.us/j/89281808852?pwd=Y2g1YVNzZ0xGeEowWkZ0aW5Mb2lqQT09>

Meeting ID: 892 8180 8852
Passcode: 8535
One tap mobile
+13126266799,,89281808852#,,,,,0#,,8535# US
(Chicago)
+19292056099,,89281808852#,,,,,0#,,8535# US
(New York)

Dial by your location
+1 312 626 6799 US (Chicago)
+1 929 205 6099 US (New York)
+1 301 715 8592 US (Germantown)
+1 346 248 7799 US (Houston)
+1 669 900 6833 US (San Jose)
+1 253 215 8782 US (Tacoma)
Meeting ID: 892 8180 8852
Passcode: 8535
Find your local number:
<https://us02web.zoom.us/j/kuqK1a7GG>

AGENDA

- | | |
|--|--|
| <p>I. Introductions (9:00 – 9:05)</p> <p>II. Approval of Agenda and Minutes (9:05-9:10)</p> <p>III. Updates on US DOL/Michigan DEI Training Collaboration</p> <p>IV. WIOA Reauthorization Paper (9:10 - 10:10)</p> <ul style="list-style-type: none"> • Vote to Accept Final Draft • Next steps to distribute paper/advocate <p>V. DOL Questions</p> <ul style="list-style-type: none"> a. US DOL is supporting Phase 2 of the Retaining Employment and Talent after Injury/Illness Network (RETAIN) projects. Will this lead possibly to reissuing Disability Employment Initiative (DEI) grants? b. Have there been conversations about utilizing the Trade Adjustment Assistance Community College and Career Training (TAACCCT) networks or former providers as part of COVID-19 recovery plans? c. How will the SAM will be applied to Performance Measures given the economic downturn due to COVID-19? Examples: What criteria are used with the SAM, are | <p>All</p> <p>K. Schneider</p> <p>B. Damerow</p> <p>B. Shoup</p> |
|--|--|

some barriers weighted more than others, when will DOL supply States with the figures, how will it impact already negotiated goals, etc.

- d. Could US DOL host a Workforce GPS on A/DW IEPs, covering what should be included, what US DOL monitors look for, what updates need to be included, and provide a sample template? US DOL did something similar for the youth ISS. Some of our states have received IEP findings about not developing them correctly and feel they need further direct guidance on what is expected.

VI. Next Meeting Date Discussion (12:00 – 12:10)

K. Schneider

Tentative Dates for 2021

- Tuesday, January 26th (Virtual)
- Tuesday, April 27th (Virtual)
- Mon/Tues, August 2-3rd (in person – Chicago)
- Mon/Tues, October 25-26 (in person – Chicago)

MEMBERSHIP

Iowa

- Chris Hannan
- Jennifer Erdmann

Illinois

- Julie Courtney
- Joanna Greene
- Blanche Shoup

Indiana

- Linda Woloshansky

Kansas

- David Brennan
- Keely Schneider

Michigan

- Chris Rishko
- Ben Damerow

Minnesota

- Barbara Chaffee
- Jeanna Fortney

Missouri

- June O'Dell
- Sally Payne

Nebraska

- Erin Porterfield
- Dylan Wren

Ohio

- Craig Sernik
- Jennifer Meek-Eells

Wisconsin

- Mari Kay-Nabozny
- Rhonda Suda



The voice and pulse of the local workforce development system.

Tuesday, September 1, 2020
9:00 – 12:30 am

Zoom Call-In Information:

Join Zoom Meeting
https://us02web.zoom.us/j/82754260385?pwd=dStLRmpxbDU3RHJhN3lxNWxBa2RpZz09

Meeting ID: 827 5426 0385
Passcode: 8535
One tap mobile
+13126266799,,82754260385#,,,,,0#,,8535# US (Chicago)
+19292056099,,82754260385#,,,,,0#,,8535# US (New York)

Dial by your location
+1 312 626 6799 US (Chicago)
+1 929 205 6099 US (New York)
+1 301 715 8592 US (Germantown)
+1 346 248 7799 US (Houston)
+1 669 900 6833 US (San Jose)
+1 253 215 8782 US (Tacoma)
Meeting ID: 827 5426 0385
Passcode: 8535
Find your local number:
https://us02web.zoom.us/j/82754260385?pwd=dStLRmpxbDU3RHJhN3lxNWxBa2RpZz09

AGENDA

I. Introductions (9:00 – 9:05)

All

Keely led an introduction of GLETA members. We have a few new or returning members to GLETA.

II. Approval of Agenda and Minutes (9:05-9:10)

K. Schneider

Keely asked to add a COVID-19 Update on workforce center openings to the agenda after the WIOA Reauthorization Paper topic. Joint Motion to approve the revised Agenda and the Minutes from the June 30, 2020 meeting: Motion: Barb Chaffee. Second: Erin Porterfield. Unanimous approval.

III. WIOA Reauthorization Paper (9:10 - 10:10)

B. Shoup

a. Quick review of revised elements (in red on attachment)

Blanche shared that she is hearing that discussions on WIOA reauthorization may start in December 2020. This will be our last formal discussion of the paper. After this meeting, our recommendations will be finalized and sent to locals for advocacy/education.

IFAs: Discussed general issues with IFAs and related leasing agreements.

OSO: MN attempted to get a waiver from OSO procurement. MN's waiver request was denied by US DOL. OSO is an unfunded mandate, bidding nightmare, and the position within the system is clunky. OSO is a square peg in a round hole.

Business Services: Discussed removing restrictions and enhancing local control of IWT percentages. Encourage leaders to understand locals need to the flexibility to quickly adjust based on the community.

Appropriations: Locals are not currently funded at the levels authorized under WIOA. Professional development for board members is a must. Discussed percentages (one way or the other.) Leaning toward encouraging local flexibility.

Youth: Discussed eliminating the stigma of working with disadvantaged youth. Encouraging braided funding (TANF) to achieve the results Congress wants.

b. Addition of any waiver concepts (waiver list attachment)

Incumbent Worker: IL asked for a waiver on the 6th month employment requirement for IWT. Waiver was granted, but they must track the results. We discussed which waivers recently granted by US DOL should be added to our paper as permanent solutions. We also discussed waivers that were unique and/or do not work for all areas.

c. Next steps to finalize and distribute paper

Blanche will update and send out the final version. Discussed TAA Final Rules related to non-State merit staff and how that could positively impact TAA, WP, and TANF service delivery.

IV. COVID-19 Opening and Discussion – Status report on workforce center openings:

- a. KS (Kansas City area):** Open since June. Light traffic and higher electronic traffic. Low-connectivity areas have a higher AJC walk-in rate. Some COVID scares with staff. Offices are shutdown when confirmed exposures are identified. Masks and temperature checks are required for everyone – staff and clients.
- b. IN:** Open since June. Appointment only. Activity is limited. Virtual workshops are available. Masks are required for everyone. Key leadership are rotating week in and week out in a protective manner.
- c. NE:** Never shut down. Lines are out the door. NE DOL has increased the number of required weekly re-employment activities from 2 to 5 for UBI clients.
- d. MN:** Record numbers of UBI. All state staff pulled to assist in handling UI claims. AJCs shut down in March and have not re-opened. Executive Team are still remote working.
- e. OH:** Metro areas are in a mixed bag. Some metros are open some are closed. Hard to find talent for job openings. Unemployment is coming down and is around 5% in some areas.

V. Diversity, Equity, & Inclusion (10:10 – 11:00)

B. Damerow

- a. Best practices around DEI – what are LWDBs doing for staff training?**

How are we working on Diversity, Equity, & Inclusion, in particular are LWDBs training staff?

MI: Kellogg Foundation paid for DEI training about one year ago. Tremendous investment with excellent feedback. Ben looking into whether this training could be funded by E&T under Technical Assistance? Waiting for guidance from US DOL on that question. This might be a way to offer

training across the entire US DOL Region 5. Ben will keep us posted on conversations with US DOL on this opportunity. But if not, what have LWDBs done or what are they planning (if anything) around DEI training?

- a. IA – About 3 years ago, Chris’ local board began doing DEI trainings with the community college (some for SHRM credit). This was a community-wide effort.
- b. MN – Barb shared that the state has made an intentional effort to recruit diverse candidates for their positions and there has been a noticeable difference in the number of minorities hired. A recent statewide meeting in MN was all about DEI. In general, there has been a great deal of training and investment in this area throughout the state.
- c. NE – Erin shared that a group of board members and community members are looking at the impact of COVID-19 on diverse groups (perhaps to do a report similar to the Philadelphia report she posted in the chat room). They have not yet done DEI training for staff or partners.

VI. General Questions (11:00 – 12:00)

K. Schneider

- a. Integration of TANF with WIOA programs – esp. training dollars
Keely wanted to seek the advice and best practice ideas from the group on integration with TANF, as TANF is exempted as a WIOA partner in Kansas and the LWDBs are looking at ways to collaborate notwithstanding and on examples they could share with state staff so that perhaps changes could be made at the state level.
 - MO: TANF rep on the LWDB. Dual enroll into WIOA Adult. Each LWDB in MO receives TANF Skill Up funds and manages that money. The Skill Up staff is located at the workforce centers. This provides excellent cross-training opportunities and encourages dual enrollment in TANF/WIOA, which is important if a participant loses TANF benefits then WIOA funds can ensure continuity of services/supports.
 - MN: In 10 out of 11 counties in Barb’s area WIOA is married with TANF and participants are co-enrolled. They also have SNAP and other wrap-around services in the centers – so it works well.
 - MI: TANF is locally controlled and all funds flow through the LWDBs. LWDB hires the staff and implements all food service programs. This integration not only helps fund infrastructure and services across the board, but also prevents the frequent “handing off” of clients to other programs/staff.
- b. Illinois results from TAA waiver re: state merit staff
 - Follow through on this waiver from the state?
 - Discussions or updates in Illinois about this since TEN 02-20 was released on August 21?
 1. Before TEN 02-20, local areas in IL had a waiver that allowed the LWDB staff to do TAA work – but it was being funded through Rapid Response funds because the state believed they could not use TAA funds for non-State merit staff. The TEN 02-20 clarified that indeed TAA funds could be used to pay the LWDB for this work. IL will be giving TAA funds in the coming year beginning October 1.

- c. How are GLETA member's state workforce agencies defining COVID or disaster DW eligibility?
1. Most GLETA areas have no new definitions for DW in light of COVID layoffs.

VII. Next Meeting Date Discussion (12:00 – 12:10)

K. Schneider

Should we meet one more time before the holiday season? The group agreed that the next meeting will take place on Tuesday, October 27th from 9am to 12:30pm and will be virtual. Keely will send out a meeting notice and zoom instructions in the coming weeks. This will be the last meeting of 2020. Keely will also send out tentative dates for the 2021 meetings.

MEMBERSHIP in Attendance

Iowa

- ✓ Chris Hannan
- ✓ Jen Erdmann

Illinois

- ✓ Julie Courtney
- ☐ Joanna Greene
- ✓ Blanche Shoup

Indiana

- ✓ Linda Woloshansky

Kansas

- ☐ David Brennan
- ✓ Keely Schneider

Michigan

- ✓ Chris Rishko
- ✓ Ben Damerow

Minnesota

- ✓ Barbara Chaffee
- ☐ Jeanna Fortney

Missouri

- ✓ June O'Dell
- ☐ Sally Payne

Nebraska

- ✓ Erin Porterfield
- ✓ Dylan Wren

Ohio

- ☐ Craig Sernik
- ✓ Jennifer Meek-Eells

Wisconsin

- ✓ Mari Kay-Nabozny
- ✓ Rhonda Suda

WIOA Reauthorization Recommendations

One Stop System

Recommendations:

1. Require a mandatory legislative percentage contribution from each partner be paid from each agency's (*set aside fund?*). Federal funds should flow through LWIBs to coordinate the IFA and MOU career services.
2. Remove the requirement to bid this function. Allow LWIBs and Chief Elected Officials to appoint the One-Stop Operator. Allow LWIBs, if appropriate, to serve as the One Stop Operator. If the One Stop Operator is procured, allow performing one-stop operators to be reappointed after the initial procurement based on their performance.

IFA Background:

- WIOA requires that all partners contribute to the cost of the one-stop system infrastructure and operating costs. In fact, many required partners have very little funding to contribute to the workforce system. They are often small agencies and CBOs that receive small training grants/funds. We are required to partner with them via MOUs and required to make them contribute to the One Stop Centers.
- Some partners are not co-located making it difficult to assign a cost. Local Workforce Innovation Boards (LWIBs) need to reconcile one-stop infrastructure costs and recalculate partner's shares. This process is costly and often partners do not have the funds in their budgets to make up differences.
- LWIBs have no power to "force" required partners to come to the table to negotiate IFAs but are held accountable if the IFA is not in place.
- It is reasonable to expect MOUs with required partners to coordinate referrals and services and to ensure that staff is cross-trained, etc. But the IFA process is an entire failure in the view of many.
- Even partners with sufficient funding are unwilling to contribute their fair share, and often use the excuse the Center isn't meeting their needs. However, these same partners do not make any attempts to offer services either at or through the Center, rendering their argument baseless.
- Remove the requirement to bid this function. Allow LWIBs and Chief Elected Officials to appoint the One-Stop Operator. Allow LWIBs, if appropriate, to serve as the One Stop Operator. If the One Stop Operator is procured, allow performing one stop operators to be reappointed after the initial procurement based on their performance.

OSO Background:

- One Stop Operator procurement do not work in rural America. The lack of bids, the cost of procurement and the time commitment to meet these requirements is not cost effective. For some areas the reduction in funding does not provide sufficient funds to support a separate one stop operator.

Business Services

Recommendations:

1. Funding should specifically be built into formulas to support the business services part of the workforce system.
2. Remove the restrictions and allow LWIBs to determine their own policies on who to serve and how much to spend, including the use of youth funds.
3. Allow waivers to any restrictions so we can help businesses train their current workers and remain competitive.

Business Services Background:

- One major shift from WIA to WIOA was the elevation of the importance of workforce boards in serving employers – making employers clients of the workforce system on par with job seekers. As the unemployment rate has dropped significantly over the past 5-10 years, there has been a significant shift in the work required of workforce staff. What was job search/job seeker intensive has now become business services intensive. More businesses are asking for assistance in attraction, retention and work-based learning models, while the number of job seekers visiting the centers has continued to decline. Yet, funding formulas generally are created based on data that drives the number of potential job seekers that a state/local area might serve and do not take into account the number of employers/businesses that would need to be served in the state/local area. So, in addition to WIOA not being funded at the level at which funding is authorized, there is also the challenge of a reduction in funding because the formulas are largely based on job seeker data.
- We applaud the importance now placed on services to employers, however, with the regular reduction in funding levels year over year, it has been increasingly difficult to maintain business services staff members, much less to increase the capacity of workforce centers to serve employers. Serving employers effectively is a relationship building exercise; it is intensive, on the ground, local work and requires professionals who understand business needs. Simply because the number of job seekers has declined over the past many years does NOT mean that our work has declined – rather it has simply shifted to our other client.
- We find that during this time of low unemployment, employers are seeking more Incumbent Worker Training to train their current workforce, including new employees who may have been recently hired. However, legislative restrictions that

limit how much we can spend on IWT, and who we can train (only those who have been employed at least 6 months) make it more challenging to meet the needs of these employers.

Appropriations

Recommendations:

1. In good times and in economically stressed times workforce development services are critical and are accessed by job seekers and employers. Maintain consistent funding of the WIOA system.
2. Allow the flexibility to transfer among all three formula funds. (*should there be a limit the youth transfer?*)

Appropriations Background:

- Uneven funding results in uneven services
- More responsibility has been given to LWIBs over other workforce programs. Getting volunteer boards to do the level and amount of work being asked by Congress has been difficult without partner participation.

Youth

Recommendations:

1. Allow local WIB's the flexibility to determine the percentage of youth funds allocated to work-based learning.
2. Allow local areas to serve a certain percentage of non-eligible youth as determined by LWIB policy.
3. Allow work readiness training to count in the WBL percentage.
4. Allow the LWIBs to determine the appropriate percentage based on need and other sources of funding.

Youth Background:

- The economy has changed since the passage of WIOA. There are currently many job opportunities available in the private sector so meeting the 20% youth WBL expenditure rate is difficult in many local workforce areas.
- Employers are constantly telling us that most youth applicants they see need work-readiness training before participating in a WBL activity.
- The 75-25 split out of school expenditure requirement continues to be a challenge in many LWIAs.



Great Lakes Employment
& Training Association

President – Keely Schneider
Vice President – Erin Porterfield
Secretary – Chris Hannan
Treasurer – Barb Chaffee
Past Presidents – Blanche Shoup

Illinois:

Julie Courtney

Director
McHenry County Workforce Network
500 Russel Court
Woodstock, IL 60098
jacourtney@co.mchenry.il.us
Office: (815) 334-2779

Joanna Greene

Board Liaison
Chicago Cook Workforce Partnership
69 W. Washington, Suite 2860
Chicago, IL 60602
jgreene@workforceboard.org
Office: (312) 603-0221

Blanche Shoup

Past President
President/CEO
Workforce Office of Western IL
(Western IL Works)
49 N. Prairie St., Suite B
Galesburg, IL 61401
lwa14@grics.net
Office: (309) 344-1575
Cell: (309) 368-0411

Indiana:

Linda Woloshansky

President/CEO
Center of Workforce Innovations
2804 Boilermaker Court, Suite E
Valparaiso, IN 46383
lwolo@cwicorp.com
Office: (219) 462-2940 ext. 23

Iowa:

Jen Erdmann

Operations Manager,
IowaWORKS IHCC North
Campus
15260 Truman St
Ottumwa, IA 52501
jennifer.erdmann@iwd.iowa.gov
Office: (641) 684-5401 x 40042

Chris Hannan

Secretary
Operations Director
IowaWORKS Cedar Valley
3420 University Avenue
Waterloo, IA 50701-2048
Chris.Hannan@iwd.iowa.gov
Office: (319) 291-2546, x41281

Kansas:

David Brennan

Executive Director
Heartland Works, Inc.
5020 SW 28th St., Suite 100
Topeka, KS 66614
dbrennan@heartlandworks.org
Cell: (785) 608-2632
Office: (785) 234-0500

Keely J. Schneider

President
Executive Director
Workforce Partnership
8535 Bluejacket
Lenexa, KS 66214
keelys@workforcepartnership.com
Office: (913) 577-5959
Cell: (816) 217-3203

Tom Wilhauk

Executive Assistant

tomw@workforcepartnership.com

Office: (913) 577-5946

Michigan:

Ben Damerow

Director
Michigan Works! Southwest
Upjohn Institute
300 S. Westnedge Ave.
Kalamazoo, MI 49007
damerow@upjohn.org
Office: (269) 349-1533

Chris Rishko

Director
Michigan Works! Great Lakes
1409 Washington St.
Midland, MI 48640
chris@michiganworks.com
Office: (989) 754-1144

Minnesota:

Barbara Chaffee

Treasurer
CEO/WSA 5 Director
Central Minnesota Jobs & Training
Services, Inc.
P.O. Box 720
Monticello, MN 55362

Victoria Hosch

Executive Assistant

vhosch@cmits.org

Office: (763) 271-3754

Cell: (612) 750-3559

Jeanna Fortney

Director
Minnesota Workforce Council Assoc.
125 Charles Ave.
St. Paul, MN 55103
jfortney@mncounties.org
Office: (651) 789-4323

Missouri:

June O'Dell

President/COO
Workforce Development Board
of Southeast Missouri
760 S Kingshighway, Suite C Cape
Girardeau, MO 63703
june@job4you.org
Office: 573-334-0990, Ext. 100
Cell: 573-579-0919

Sally Payne

Interim Director
City of Springfield
Dept. of Workforce Development
2900 E. Sunshine St.
Springfield, MO 65804
spayne@springfieldmo.gov
Office: (417) 841-3320

Hailey Jones-Sides

Executive Assistant
haley.sides@springfieldmo.gov
Office: (417) 841-3394

Nebraska:**Erin Porterfield Vice**

President Executive
Director
Heartland Workforce Solutions 5752
Ames Ave.
Omaha, NE 68104
eporterfield@hws-ne.org
Office: (402) 218-1163
Cell: (402) 332-8948

Dylan Wren

Program
Administrator
Greater Lincoln Workforce
Development Board
555 S. 10th St. Ste. 301
Lincoln, NE 68508 Dylan
DWren@lincoln.ne.gov
Office: (402) 441-7117
Cell: (402) 432-2077

Ohio:**Craig Sernik**

Vice-President
Northeast Ohio Consortium Council
of Governments
385 Center Street, Suite 100
Chardon, OH 44024
craigsernik@neohio.twcbc.com
Office: (440) 285-5842

Jennifer Meek-Eells

Executive Director
Area 7 Workforce Investment Bd.
100 S. Limestone St., Suite 418
Springfield, OH 45505
jmeekeellsowa@gmail.com
Office: (330) 491-2627

Wisconsin:**Mari Kay-Nabozny**

Interim Executive Director
WI Workforce Development Assoc.
3513 Anderson St., Suite 104
Madison, WI 53704
mari@nwwib.com
Office: (715) 682-9141, ext. 101

Rhonda Suda

Chief Executive Officer
Southwest Wisconsin Workforce
Development Board, Inc.
1900 Center Ave.
Janesville, WI 53546
r.suda@swwdb.org
Office: (608) 314-3300, Ext. 305
Cell: (608) 295-9908