

# Private Industry Council A Workforce Development Board Board of Directors Meeting

December 6, 2005  
Private Industry Council  
Youth Services Bldg  
2342 N. 27<sup>th</sup> St.  
Milwaukee, WI  
11:30 AM

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**Board Members Present:** Richard Abelson, Lyle Balistreri, Maria Monreal Cameron, B.G. Robert Cocroft, Dr. Darnell Cole, Fred Delmenhorst, Robert Dennik, Enid Glenn, William Jenkins, Sheila Knox, Shirley Lanier, Vince Martin, Lupe Martinez, Mary Moore, Gerard Randall, Tim Russell, Paul Soczynski, Linda Sowell, Tim Sullivan, Julia Taylor, Richard Tennesen, Mark Thomas, Leonila Vega

**Board Members Excused:** William Andrekopoulos, Daniel Davis, George Franco, John Hiller, Willie Johnson Jr., Donald Layden, John Miller, Tom Richtman, Jeannetta Robinson, Carol Sample, Tim Sheehy, Charles Vang

**Guests Present:** Theresa Loerke (DWD), Jay Luedtke (BDO Seidman LLP), D. McNeil (Pro Se), Jennifer Riggerbach (Pro Se), Milwaukee County Executive Scott Walker, Marcus Corporation Representative, Phyllis Wofford (Pro Se)

**Staff Present:** Alba Baltodano, Chytania Brown, Angela Colbert, Delores Graves, Mark Kessenich, Patti Porth, Amy Pringle, Danna Rhinehart, Lesley Salas, Paul Wechter, Sue Wile, Lamont Williams

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## MINUTES (Pending Board Approval)

The meeting was called to order by Acting Chair Lyle Balistreri at 11:36 a.m.

### I. Approval of the September 13, 2005 Meeting Minutes

Motion to approve  
Second

Robert Dennik  
William Jenkins

*Passed unanimously*

**AGENDA WAS SET ASIDE PENDING ARRIVAL OF GUEST SPEAKER AND QUORUM FOR ELECTION OF OFFICERS.** Meeting was turned over to Gerard Randall.

### II. President's Report

Gerard Randall extended a welcome to newly appointed Board Members: Tim Sullivan (CEO Bucyrus International), Tim Russell (Regent Realty) and Tom Richtman (US Bank). Thanks were given to the new Board members in advance for the work they will do as PIC Directors.

Mr. Randall expressed thanks to past Board Directors for service: Fred Gordon, Mike Soika, and Ricardo Diaz. These members have served this community via their service on the PIC Board of Directors.

Mr. Randall stated that 2005 had been a great year for the PIC as was reflected in the committee reports. For the 7<sup>th</sup> straight year, PIC has received a clean audit and, thanks to the financial house, is in great shape and thanks to the Board Personnel and Finance committee for its diligent overseeing of PIC financial operations. Also, thanks to the PIC staff for its daily fiscal management.

### **Guest Speaker - Milwaukee County Executive Scott Walker**

CEO Gerard Randall introduced County Executive Scott Walker by explaining the unique partnership between Milwaukee County and the PIC Workforce Development Board that expands throughout Milwaukee County via the public and private business represented by the board membership. Two points of interest were noted:

- The County Executive as the Chief Election Official for this region has the authority to appoint the Board members and gives the PIC the responsibility of leading the effort to build the workforce for Milwaukee [County] and;
- The PIC efforts interface with activities of other WDBs members work in collaborations on projects to insure positive benefits and outcomes for the entire SE Wisconsin Region.

County Executive Scott Walker began his comments expressing appreciation for the PIC staff working partnerships with county departments, particularly with activities targeting youth in the summer youth employment programs with the parks and zoo. He noted that these employment opportunities provide youth with long-term job skill training opportunities that will provide career opportunities for youth in the future.

County Executive Walker expressed his thanks and appreciation to PIC CEO, Board members and staff for a viable and successful partnership. A special “thank you” was expressed for the “executive loan” of Dave Wilson, PIC Executive VP, to Milwaukee County as Interim Director at the County. Dave demonstrated his incredible talent and professionalism while serving with “grace under fire” in this position. His leadership was extremely valuable to Milwaukee County.

One intriguing project in particular was Dave’s key role in coordinating a “gathering” of Economic Development Interests from around Milwaukee County. Attending were a number of representatives from the city of Milwaukee, municipalities, economic development leaders, chambers and a variety of interested individuals. A common interest that desires for all of us to work together is apparent. Individuals are not interested in everyone working together who have different entities with focus in all different directions, but instead have a joint focus with a regional push for workforce and economic development in and around our region. This “united focus” fits in well with the missions of the greater Milwaukee, PIC and of our WDB neighbors. We must address a number of issues that affect economic development and workforce in our region that include health care, taxes, and education. In this day and age, we are competing for qualified workforce. However, we should not be competing with our neighboring county cities like Waukesha, Racine or Walworth, Ozaukee, Washington neighbors but, rather with other cities in our region like the Memphis, Charlotte, Houston, Atlanta and the twin cities.

From a business and employer perspective, there are a variety of issues that impact the cost of doing business in our communities. In addition to having business operations here in our communities, these companies often have entities in other locations across the country. When these businesses look at expansion, they research ways to bridge gaps of doing business here or at other locations across the country. Employers and businesses have given first-hand information

relative to the challenges they face in making business expansion decisions. This has a significant impact on our workforce development needs. Our workforce, work ethics, and partnerships must provide real benefits to these employers. County Executive Walker expressed his appreciation for efforts to obtain funding sources that provide worker training, education and other job skill development and job creation to insure we have a qualified workforce to meet the employer demands as we work together to grow Milwaukee county.

In order to make economic growth happen, our vision must always be an evolving one.

**At 11:53 a.m., Acting Chair Lyle Balistreri noted that a quorum was present and moved to the election of officers.** With nominations now open, Richard Abelson moved to nominate a slate of officers:

- CEO & President            Gerard Randall
- Board Chair                 John Hiller
- Vice Chair                   Shirley Lanier
- Secretary/Treasurer       Lyle Balistreri

Mr. Balistreri called for any other officer or slate of officer nominations three times and after receiving no other nominations the call for officer nominations was closed.

**Richard Abelson moved to accept the unanimous ballot.  
Maria Cameron seconded the motion.**

There was no discussion. *The motion passed unanimously.*

Congratulations were extended to all newly elected officers. Robert Dennik asked to acknowledge George Franco's service as past Board Chair and thank him for his service. He also mentioned that Mr. Franco was recently selected as Board Chair for the Hispanic Chamber of Commerce. This appointment is a great honor for Mr. Franco and a great recognition for Milwaukee. Mr. Franco will remain as a PIC Board member.

Gerard Randall joined Mr. Dennik in giving recognition and expressed thanks and appreciation to Mr. Franco for his work and service to our organization. In addition to thanking all PIC Directors recently completing their appointment terms, he also expressed his appreciation to all current board members for their commitment of time, level of attendance, thoughtful and support provided to the PIC and its staff.

#### **IV. Committee Reports**

##### **1. Personnel and Finance Committee (Minutes pages 10-12)**

###### **A. By-Laws Review**

Committee Chair Lyle Balistreri stated that some time ago, the committee asked Attorney Jose Oliveri of Michael Best & Friedrich law firm to review the PIC by-laws with a task of "cleaning up language" and making our by-laws concur with our legal mandates. The task was completed and a report was presented to the Personnel & Finance Committee with detailed explanations for all recommended changes. All recommendations were made without bias in the reconstruction and restatement of our by-laws (modernization). One addition recommended that was noted will

allow board members to “participate” in Board and committee meetings by conference call. Due to the membership size of our board, achieving a quorum on a regular basis has been a challenge.

The Board members were asked if they had seen the restated by-laws, and hearing minimal affirmative responses, Mr. Balistreri suggests the members receive copies of both the old and the new by-laws for review. The Personnel & Finance Committee recommends board action be held over until members have an opportunity to review the changes. Action on the committee’s recommendation to approve the restated by-laws will be requested at the next board meeting.

#### **B. June 30, 2005 Financial Statement Audit**

BDO Seidman, LLP has submitted an audit of PIC finances/accounting procedures. PIC received a very good report showing no problems with finances or with any of the usual and customary fiscal processes.

Representing BDO Seidman, Jay Luedtke provided a short briefing on the audit report. His summation was: (1) The qualified audit submitted tested three programs relative to eligibility and compliance; (2) No management letter will be issued at this point; and (3) All corrective measures issued from the 2005 audit report have been corrected. The report document contains all the explanations and details regarding the audit.

Mr. Balistreri asked for any questions. Vince Martin asked for clarification regarding the management letter – if one would be issued in the future? The response was that while no management letter was being issued, there was one comment regarding a check posting procedure that was noted.

**Mr. Balistreri moved to approve the financial audit report.**

**Brig. General Cocroft seconded the motion.** There was no further discussion.

*The motion passed unanimously.*

#### **C. Preliminary Financial Status Reports as of 6/30/05**

Members were directed to review the informational materials provided in the meeting packets.

#### **D. Personnel Status Report as of 9-30-05**

The Chair informed the Board that there were no significant personnel events to report. Members were directed to review the informational materials provided in the meeting packets. The Chair notes the informational reports indicates the organization (PIC) is doing very well.

### **2. Selection & Monitoring Committee Report**

Committee Chair Richard Abelson directed the Board to page 54 of the meeting packet for the October and November committee reports. As indicated in the summary, in October, the committee approved Exact Transport as the sole provider for WETAP services under the new funding grant; approved funding (\$24,282) to WRTP to provide customized skills training for certified nursing assistants, and reviewed the monetary limits on the WIA Individual Training Accounts (ITA) and is still in the process of reviewing and discussing this matter. In November, the committee reviewed several proposals for WIA and LEP case management and approved contracts to Kaiser, Wisconsin Community Services and UMOS to provide services to adults, and

to the HMONG American Friendship Association to provide services to limited English proficient customers.

Mr. Abelson reminded the Board that the Selection & Monitoring committee meets monthly and makes decisions regarding significant funding awards and all Board members are invited to attend and are eligible to vote. Members are encouraged to attend and participate.

A copy of the Making Connections Milwaukee PowerPoint presentation that was presented at the October meeting was requested and Mr. Randall will ensure that he and any member requesting a copy will receive one.

### **3. Job Center Network Committee Report**

The committee report and draft of minutes were passed out. Chairman Gen. Cocroft reported on the following committee activities outlined in the handouts. The most significant activities were an environmental scan of Job Center locations that included two in Milwaukee and the Racine Workforce Development center. The purpose of the visits were to review and assess “best practices” to assist the members to develop a model for Job Centers to conduct their businesses.

Also, reported was the outcome of an employer focus informational session. The purpose of this session was to obtain information regarding what assistance employers are and may look for from our One Stop Job Centers. The session was an “eye-opening” experience for those who attended the session. For example, services using technology currently provided in the One Stop shops to find workers are not needed by larger employing companies that have developed and utilize their own company’s technological tools to find workers. Another example is the information that job developers typically advise clients is incorrect and is not leading job seekers in the right direction, e.g. completing job applications. We have learned that much change has occurred and we need to “get caught up” with the needs of employers. In addition, we learned that smaller company have different needs from larger companies and our job centers must be better prepared to meet the needs of both.

The committee has received the State’s drafts of the One Stop-Job Center guidelines and certification standards and requirements and the committee will use these criteria to develop a model to implement in our WDA One-Stop Job Centers. The committee has now gathered sufficient information and the next step of the committee will be to recommend a structure and model design with input from all the partners to present to this board for approval at a later date.

### **4. Youth Council Report**

Gerard Randall gave the report on behalf of the committee chair, MPS Superintendent William Andrekopoulos (absent). The Board was directed to the report summary provided in the meeting packet along with an outline and brief description of current progress relative to current youth programs. Items highlighted were:

- Ongoing efforts with MPS have resulted in collaboration with them to move potential high school dropouts into Project Direct Graduation. This project places at-risk drop out students into a night school to receive workforce preparation in addition to acquiring a regular MPS diploma. PIC will provide the assistance and support of job developers.
- After many meetings a partnership has been entered with Target Corporation to hire our youth.

- UWM-Gear-up Program will be placing staff on-site at the youth offices joining the MATC staff already collated at PIC to provide on-site assistance to our youth clients seeking training opportunities beyond high school.
- PIC has received a \$35,000 grant from the National Education Association as part of their \$2.5MM commitment to Milwaukee Partnership Academy to provide ACT/SAT prep at our facility for 500 students during the year. To date, 25 students completed the prep taken the ACT exam, 75 are in the prep group with 30 scheduled to take the exam and another 250 plus signed to prep for the exam following. We are on target to provide support to the students and families that would normally have to spend \$500-750 for this type of preparation. We believe it does make a difference in the students test scores making them more attractive candidates for college.
- Representatives from MPS and MATC joined PIC staff in a visit and tour of the Paul Simon Job Corps Center in Chicago. Milwaukee is designated to receive a Job Corps sight. The process has begun to acquire and develop the facilities and programming. Our Board will need to be engaged in the process because Job Corps are extraordinarily sought after bringing a minimum of \$8 million dollars of programming to communities for serving young people who cannot fit into regular high school situations. Nearly one-third of the young people attending the Paul Simon Job Corps Center in Chicago are from Milwaukee and receiving supports not available to them in Milwaukee.
- Finally - the City of Milwaukee Youth Council and the PIC Youth Council have met and agreed to develop collaborative activities.

One item requiring board approval is a proposal to submit a request to Milwaukee County through their RFP a summer youth jobs grant of \$40,000 from CDBG. Approval is requested to endorse that application.

**Maria Cameron moved to approve the application.**

**Linda Sowell seconded the motion.**

Robert Dennik requested to recuse himself from the vote due to his voting and administrative capacity relative to CDGB funding. There was no other discussion.

***Motion was passed with one abstention.***

The Chair congratulated newly elected officers and welcomed all new members.

**The meeting was adjourned at 12:22 p.m.**