



MINUTES of the JOB CENTER NETWORK COMMITTEE

Wednesday, March 1, 2006

Private Industry Council of Milwaukee County, Inc.
2342 N. 27th Street
Milwaukee, WI 53210
Room 116
10:00 A.M.

Committee Members Present: Brig. Gen. (Ret.) Robert Cocroft (Chair), Sheila Knox, Gerard Randall, Tim Russell

Committee Members Excused: Shirley Lanier, Lupe Martinez, Mary Moore, Richard Tennesen

Staff Present: Chad Austin, Leo Baber, Delores Graves, Mark Kessenich, Hedy Miller (Communication Link), Amy Pringle, Danna Rhinehart, Dave Wilson

MINUTES (Pending Approval)

The Chair Brig. Gen. (Ret.) Robert Cocroft called the meeting to order at 10:00 a.m.

Note: Due to lack of a quorum, committee members in attendance conducted business on the published agenda. Moving actions recorded herein. Final disposition of all motions are pending approval of these minutes in accordance with Robert Rules of Order.

I. Approval of the February 8, 2006 Minutes

Corrections

Sheila Knox' statement on page 5, paragraph 4 should read (underlined): "Ms. Knox expressed concerns relative to "who" the OSO would be and if that "one" would have the capacity to coordinate and manage activities for all the CJC's and APS's, and to have a brainstorm discussion on whom the OSO might be."

On page 6 - "Motion was passed" should read "Motion was passed unanimously."

Motion to approve the minutes with corrections noted **Tim Russell**

Second **Sheila Knox**

Motion approved unanimously

II. WIA 2005 Local Plan Guidelines

Per Job Center Network Committee (JCNC) action on February 8, 2006, staff prepared and presented a One-Stop Operator (OSO) System model for committee review. The presentation was designed with a single One-Stop Operator having responsibility for the coordination of services and included an outline of all eligible OSO entities; eligibility requirements; and selection process options.

A. Activity Matrix and Timeline

The Activity Matrix outlined the actions needing completion with deadlines for the three (3) OSO selection options. This matrix will guide the committee's activities and determine meeting agendas for the next four (4) months incorporating DWD deadlines to implement new Job Center Standards by July 1, 2006.

Pending approval of the OSO selection process option, the committee will review the Comprehensive Job Centers that request recertification under the revised DWD guidelines.

B. One Stop Operator (OSO) Options

The selected One-Stop Operator will serve as the operational facilitator and coordinator of the One-Stop service delivery system. The OSO must be in collaboration with all One Stop partners, incorporating the non-mandated partners that will be identified by the JCNC. The entity must work collaboratively and effectively with all One-Stop partners, as well as incorporate additional partners (non-mandated) when identified by the Job Center Network Committee. Within this role, the One-Stop Operator ensures the availability of universal services to job seekers and employers along with standards established by Federal, State and Local bodies.

The following entities may be selected as a One-Stop Operator:

1. Postsecondary Institutions (such as MATC)
2. Employment Service agency established under the Wagner-Peyser Act on behalf of the local office of the agency
3. Private, not for profit agency (including community based organization)
4. Private, for profit entity
5. Government agency
6. Another interested organization or entity

One-Stop Operators may be a single entity or a consortium of entities and may operate one or more One-Stop centers. Additionally, there may be more than one One-Stop Operator in the local area.

Chair Brig. Cocroft asked Sheila Knox if the Wisconsin Job Service Division had considered seeking authority to serve as an OSO. Ms. Knox indicated their department would not be a viable candidate due to lack of funds, staff and other administrative resources required to support the capacity needs of an OSO.

Selection Options

The Workforce Investment Act legislates three general options for Workforce Development Boards to establish effective and responsive One-Stop management systems:

- Option I Selection through a competitive process.
- Option II Under an agreement between the Local Board and a consortium of entities that include at least three or more of the required One-Stop partners.
- Option III The Local Board may be designated or certified as the One-Stop Operator with the agreement of the chief elected official and the Governor.

The committee was advised of the importance of considering both the current and *future* needs of the One-Stop delivery system when choosing an OSO. In addition, the selection or designation of the One-Stop operator must be carried out in an open manner in accordance with the sunshine provision of WIA.

The committee and staff discussion of the three options is summarized below:

- Global changes in the consumer market, technology, communications, and social forces have been influencing the public labor exchange and pushing it away from the traditional model. Resulting from these factors, the choice of an OSO should not be based solely on history and current One Stop configuration but rather one that balances current best practice and progress toward meeting the increased need for universal access and customer desired results.
- Option I opens the door for any entity and the results may not give us the best alternatives. Also timing needed to pursue this process may extend beyond our required deadlines.
- Option II is preferred because it allows us to engage the business community. Ms. Knox raised questions concerning the funding to support Option II.

Gerard Randall urges the committee to focus on soliciting the business community to take a leadership role in the creation of the one-stop system. He would like for PIC to explore the interest of securing business sponsorships such as Manpower or Journal Sentinel or others, particularly those business partners who are already seeking ways to bring people into the workforce.

Federal laws and the current state reorganization gives the WDB another opportunity to open doors to identify and select an OSO that can appropriately manage a One-Stop System Network that allows true universal access for all users. A way to build up new partnerships with businesses is to develop a system that allows true Universal Access in areas where Job Centers are not geographically challenged.

- Option III – Dave Wilson advised the committee that a 10-step procedure relative to this option is outlined in the WIA policy that includes the evidence of separation of staff responsibility from the One Stop Operator’s leadership.

Other discussion regarding committee concerns:

A recommendation by Sheila Knox to change the wording in the summary on page 12 in the packet: “As outlined above, the various options available along with the prescribed timeline will require this committee to consider the depth of the One Stop Operator in *managing* the public labor exchange.” The word “managing” should be “coordinating” since Wisconsin Job Service is technically the “public labor exchange.”

Regarding Option II – Consortium of Entities - The members began discussion on the process of creating the consortium and if it was the best option.

Responding to these questions, Gerard Randall gave a brief reflection of the five-year history of older models of OSO administrations. Basically, the one-stop model was centered on social service program partners that provided services to groups of low income and/or unskilled clients that were “rolled” into the Job Centers, e.g. Food Stamps, health care, etc. One-stop operations pulled on the financial support of these programs. Gradually, some of these partners pulled out of the one-stop centers and that created a different model for controlling these costs.

Mr. Randall further stated that at other one-stop operations around the state where business and technical colleges were involved have other sources of funding to run the One-Stop Centers.

Before making a recommendation, Mr. Randall asked the committee to allow PIC to have time, about a month, to research some viable alternatives and what the associated costs would be. This should take place before we develop a consortium or even before an RFP. We first need to know “what” it would cost.

Mr. Russell agreed that “knowing the cost” is important to members of the business community and the search for supportive partners should begin with our WDB and the CLEO soliciting their support and assistance in securing partners. Ms. Knox stated that this discussion has sufficiently answered her questions relative to costs and possible funding resources. She stated most partners have very limited budgets.

B.G. Robert Cocroft thanked the staff for doing a fine job of researching and analyzing the possibilities of the selection process for the committee.

Mr. Russell recommended that staff explore and research OSO model Option II and provide the results in 30 days to assist the committee with the OSO selection process. If the finding resulted in model Option II as being ineffective, then the other options would be discussed. The staff was also asked to prepare a full outline of the costs associated with coordinating the OSO, and when identifying potential members, to determine the extent eligible candidates would be able and willing to provide financial support to the OSO system.

Chairman Cocroft expressed his concerns relative to meeting the process timelines necessary to complete all activities to have one-stop operations ready to effectively begin delivering services under the state guidelines by the July 1, 2006 deadline.

Mr. Russell stated that the timeline and activity matrix provides sufficient time to research potential members of a consortium while staff conducts its research of the cost of the OSO. Next committee meeting and actions can be at the discretion of the chair.

Motion to approve the selection of an OSO using the consortia approach and staff to identify potential members of the consortia using the criteria outlined in the Local Plan

Tim Russell

Second

Sheila Knox

Motion approved unanimously

C. Comprehensive Job Center and APS Selection Process

The Employer Services team, which includes Disability Navigators, WETAP Coordinator and Manager Delores Graves, will complete the assessments with the appropriate staff at each center and report all findings to the JCN committee. Each operator will designate its appropriate center staff.

III. Other Business

None.

Motion to Adjourn

Tim Russell

Second

Gerard Randall

Motion passed unanimously

The meeting was adjourned at 11:06 a.m.