



SELECTION & MONITORING COMMITTEE MINUTES

Private Industry Council
Youth Services Building - Room 118
2342 N. 27th Street - Milwaukee, Wisconsin 53210

Thursday, June 22, 2006 - 1:30 P.M.

- In Attendance:** Tim Russell (Chair), Robert Cocroft, Robert Dennik, Willie Johnson Jr., Sheila Knox, Shirley Lanier, Vince Martin, Mary Moore, Gerard Randall, Jr., Carol Sample, Paul Soczynski
- Excused:** Dan Davis, Lupe Martinez, Charles Vang, Leonila Vega
- Staff Present:** Alba Baltodano, Lesley Salas, Paul Wechter, Sue Wile, Lamont Williams, Dave Wilson
- Guest:** Nyette Braun-Ellis (Milwaukee Job Development), Mike Irwin (Kaiser Group), Linda Jaskowiak and Luci Klebar (Bryant & Stratton)

MINUTES (Pending Committee Approval)

The meeting was called to order by Mr. Tim Russell at 1:32 p.m.

I. Approval of the minutes of May 25, 2006, meeting

Mr. Russell asked for a motion regarding the previous meeting's minutes.

**Motion to approve May 25, 2006 minutes
Second**

**Robert Dennik
Robert Cocroft**

Motion carried unanimously

II. Customized Skills Training Proposal

Ms. Wile advised the Committee regarding a Customized Skills Training proposal submitted by Bryant and Stratton College in conjunction with Wheaton Franciscan Healthcare. The proposed training would train 18 CNA incumbents to become Medical Assistants at a cost of \$154,589, or \$8,558 per participant. The course will last 19 weeks, during which the participants will receive a stipend and benefits. A four-week internship will follow. The cohort would include workers displaced by the staff reductions at St. Michael's Hospital. The review committee scored the proposal a 41 out of 50 and recommended it for funding.

Ms. Sample commented that unemployed individuals are not served by this particular training and that the Board should develop more mechanisms for jobseekers to gain

occupational skills. Mr. Wilson stated that the MATC Certificate trainings had been developed for this population. The Board commented that more Community-Based Organizations should be taught how to apply for Customized Skills Trainings on behalf of unemployed individuals.

Mr. Russell asked the staff to report on the progress of this training, as well as providing demographic information on completers.

**Motion to approve Bryant and Stratton/Wheaton
Franciscan Healthcare Customized Skills Training
Second**

**Sheila Knox
Robert Dennik**

Motion was carried unanimously

III. Discussion of the Training Policy

Training Vendor 10% / 40% / 50% Policy – Staff recommended that the Committee change the payment policy for Customized Skills Trainings to a schedule of 70% cost reimbursement, 30% when 30-day placement totals at \$320/week or more are met.

Traditionally, Customized Skills Trainings have been very successful in placing individuals, with placement rates exceeding WIA negotiated standards. With customized trainings, the employer is already sharing in the financial risk by matching funds, and the contract contains a guarantee of employment upon successful completion of training.

Individual Training Accounts (ITA) – Staff recommended that the Committee retain the 10/40/50 payment schedule in order to ensure that training vendors share responsibility for placement after training and that curricula remain relevant to current industry standards.

Board members discussed the possible impact of the training vendor policy change on ITA providers. It would encourage more CSTs while obliging ITA vendors to increase placement rates in order to make vouchered trainings viable for their operations.

Ms. Knox asked if the 10/40/50 policy for ITAs would be brought under consideration in the future. Mr. Russell replied that it would be revisited by the Committee at a later date.

**Motion to approve change to 70/30 for CST payment policy
Second**

**Robert Cocroft
Robert Dennik**

Motion was carried unanimously

IV. Case Management Contractor Performance

Ms. Wile presented the monthly performance numbers for the case-management contractors. She advised the Committee that these numbers will most likely spike in August, when approximately 90 individuals complete training and presumably find employment.

As of May 31, 2006, performance is falling below placement benchmarks, with HAFA's LEP contract at 61% and the other vendors ranging from 14-35% of goals. In response to a Board question regarding technical assistance being provided to the vendors with low performance, staff detailed all the types of assistance that had been given to date. Ms. Sample suggested that basic job-development training would be beneficial.

Interfaith has exceeded its benchmarks for placing mature workers but is held to a slightly different standard, since part-time employment can be counted toward the placement benchmark. Brig. Gen. Cocroft asked that in the future, this report indicate that Interfaith's standards are different from those of the other vendors, so that accurate comparisons of performance can be made.

Staff clarified that the placement benchmark for these contracts remains the same through June. As of July 1, 2006, all vendors will be held to the new \$320 per week placement standard.

V. Other Business

Mr. Randall advised the Board that the Administration is considering a \$325M rescission of WIA funds, of which \$3.2M would impact Wisconsin. The amount of the PIC's reduction for FY 2007 would be 10% or more of that.

Mr. Russell shared a memo outlining a series of meetings to garner stakeholder and staff feedback on WIA programs and processes. Proposed dates are:

July 20, 2006 – Regular Selection Committee meeting for members to receive feedback from training vendors, case-management entities and interested parties
July 27, 2006 – Special Selection Committee meeting to receive feedback from staff
Aug. 17, 2006 – Regular Selection Committee meeting discusses possible changes
Sept. 12, 2006 – Regular Board meeting hears Committee report on possible changes
Sept. 21, 2006 – Regular Selection Committee meeting considers approval of changes
Jan. 1, 2007 – Change reflected in policy, procedures and/or contracts for new calendar year

Committee members asked that staff poll them on the proposed July dates, since many people take vacation during that time of year.

Ms. Sample asked staff about its readiness with data collection regarding common measures. She described her agency's systems, which included manual and electronic methods. Mr. Wilson said he would be in touch with Ms. Sample regarding a meeting with her staff to find out more.

Meeting adjourned at 2:29 p.m.