

JOB FORCE BOARD
March 15, 2006
Orrin E. Bailey, Secretary

Members:	Present:	Excused:
Mr. David Anthony	X	
Mr. Paul Arsenault	X	
Mr. Steve Balbierz		X
Ms. Carol Barbacovi-Muscoe	X	
Mr. Ron Beyer		X
Mr. Doug Bovin		X
Mr. Will Carne	X	
Mr. David Danielson		X
Mr. Al Hendra		X
Mr. Jim Hermans	X	
Ms. Linda Hirvonen	X	
Mr. Jon Johnson		X
Ms. Robyn Loviska	X	
Mr. Rod Miller		X
Mr. Steve Norman		X
Mr. Steve Pontrbiand		X
Mr. Anthony Retaskie	X	
Mr. Dave Rivard		X
Dr. Michael Roy		X
Mr. Kel Smyth	X	
Mr. Roy Stern		X
Ms. Judy Watson-Olson		X

I. Call To Order

Chair called meeting to order at 10:15am.

II. Roll Call

III. Public Comment

W. Carne welcomed Michael Kostner, Superintendent of Delta Schoolcraft ISD.

IV. Approval of Agenda-

Motion to approve the agenda was made by P. Arsenault; motion was supported by K. Smyth, and carried unanimously.

V. Reading, Correction, and Action on Minutes-

Motion to approve minutes of previous JFB meeting was made by P. Arsenault; motion was supported by C. Barbacovi-Muscoe, and carried unanimously.

VI. Old Business

A. Committee Reports

1. Health Care Roundtable

Peter Jennings reported on progress of UP Healthcare Roundtable including:

- Regional meetings were held in Sault Ste. Marie, Escanaba, Marquette, Dickinson, Houghton, and Ironwood to review initial focus, system design, reconfirmation of the mission and vision alignment with the strategic planning process, and review of long and

short term goals of roundtable. Identified need for CNA's across the region, with increased incorporation of employability skills into curriculum.

- Public Awareness Campaign: Membership will continue to bring awareness of economic impact of healthcare to communities and to increase partnerships with chambers and economic development groups for increased awareness of that impact.
- There is a consistent need across the region for physical therapists, radiologists, occupational therapists. The nursing shortage appears to be in check currently, however there is concern that the healthcare industry will again face a nursing shortage in 7-10 years due to retirement.
- Roundtable has formed a resource sharing committee that is currently researching innovative staffing initiatives to address some of the professional service shortages within the industry.
- As of May 1, 2006, legislation requires nursing homes, county medical care facilities, homes for the aged, hospitals that have authorized nursing home beds, hospices and home health agencies to do criminal record checks on applicants and prohibits employment or contracting with persons who have certain criminal convictions.
 - W. Carne comments that finger printing costs roughly \$75, and that there are a large number of school employees in the State of Michigan that need fingerprinting. He also notes that there may be a way for schools and healthcare facilities to partner in the fingerprinting process.
 - M. Kostner comments that education may be able to partner with healthcare to provide a solution to this problem.

2. Youth Committee

R. Loviska reported on the Youth Committee Activities:

- Michigan Works! Service Center System involved in Career Fairs at Bay College and Northern Michigan University, along with presentations on career awareness and preparation in Elementary and Secondary Schools.
- The Youth Committee will support activities to expand the "Exploring Career Pathways" books originally created by the Healthcare industry, to include career progression information, and develop similar books for the construction and manufacturing industries.
- The Youth Committee is considering recruiting youth members to serve as part of the committee and will be enlisting the Career Connections Group to help identify youth members.
- Designing vision of youth services to include entrepreneurial, leadership and citizenship development opportunities.
 - L. Hirvonen recommends that the youth committee consider looking into the Delta County Community Foundation's "YAC" group as a resource. L. Hirvonen requests that R. Gustafson report on DSISD Manufacturing exploration project with 5th graders.
 - R. Gustafson summarized ISD interaction with 5th graders through the Manufacturing RSA. Students were divided into groups to talk about manufacturing concepts, and then went to EMP and Andex for tours to gain exposure to manufacturing. Individual classroom curriculum was then adapted to the experience.

3. Strategic Planning Committee

L. Hirvonen introduced J. Anderson who presented on Federal Budget proposal by the President, State Policy and Legislative Initiatives, and their impact on America's and Michigan's Workforce Investment System.

- Federal Presidential Budget Proposal FY2007: Proposes WIA and Employment Services cut by \$680 million, and a 15% cut in formula programs. One area for justification – a belief that \$1.2 billion in unexpended WIA formula funds exists. USA Works! believes that the \$1.2 billion is actually obligated – and that it is an accounting function. U.S. Secretary of Labor Elaine Chao concedes that this is an actual cut to the budget.
- Federal Proposed Program Changes: Cornerstone of president’s budget is a program called the Career Advancement Accounts (CAAs), which will replace Individual Training Accounts (ITAs). Proposed amount per CAA is \$3,000 per eligible recipient. The proposal hopes to result in less career counseling and more direct training expenditures. 75% of the budget will be allocated for CAAs. CAAs would not replace One-Stops; however non-training funding would be limited to 22% of budget allocation, with a 3% administrative cap.
- Impact: Proposed cuts would reduce funding for WIA \$1B below 2001 levels despite there being 1 million more unemployed individuals now than in 2001. There would likely be a reduction in operation of fully certified One-Stop service centers and/or satellite service centers. Proposed changes significantly impact SOPs of The Job Force Board, meaning: less emphasis on labor exchange and less emphasis on providing direct service to employers. The Budget cuts combined with USDOL policy direction will likely force the elimination of many local WIBs.
- The State of Michigan in cooperation with the Governor’s Office, The Governor’s Council for Labor and Economic Growth (CLEG), The Department of Labor and Economic Growth (DLEG), and the Michigan Economic Development Corporation (MEDC), recognize that Michigan’s economy is going through a transformation (from a traditional manufacturing economy – especially impacting automotive manufacturers).
- They’ve set forth a plan called, “Transforming Michigan’s Economy: Compact for Michigan’s Communities”. The compact addressed three areas: 1) To prevent Michigan’s traditional industries and jobs from leaving, 2) To prepare Michigan’s Communities, Educational Institutions, Local and State Government, and Traditional Industry to make the transition to new markets, new jobs, and new work skills, and 3) To create regional workforce and economic development teams to implement new strategies to grow the regional economy and react to significant changes to employment and industry type. The Compact Forms are 14 regional planning districts throughout the state, including 6 “Fast Track” regions which are under greater or immediate stress, and 8 “Non Fast Track Regions” which includes 1 region for the U.P.
- Region-wide planning based on the 14 regions: Planning will be supported by a State Team, locally by an assigned MEDC Account Representative. Other State Team Members include: MEDC, DLEG (BWP, CDev, LMI-SI), MSHDA, DEQ, HAL, Education, Transportation, and DHS. A consultant will be used to serve as the project manager/synthesizer. An Economic Transformation Summit will launch this effort in Lansing sometime early to mid-spring 2006.
- Key Initiatives that will come from this planning process are: a unified local approach to working with employers across planning region, launch of the “One Knock” program to form business call teams, identification of current economic based industries and emerging sectors, alignment of regional organizations, resources and tools to support current and emerging sectors, and support and grow the non-economic base service sector.
- Compact Measures for success include: Identification of base industries, understand drivers and what’s needed to sustain and grow base industries, and develop plans for non-base industry targeted support.
- Impact of Compact Locally: New initiatives appear to intentionally ignore WIBs and the existing local workforce and economic connections and partnerships. These new

State run initiatives are top-down, speak of collaboration, but exhibit no elements of collaboration by by-passing workforce systems. Further, no clarification about the role of WIBs has been provided.

- P. Arsenault expresses concern for our system and the regional impact that combining UP from 3 regions into one could have on the local economy.
- R. Loviska comments on changes to come with the DHS system, from current service delivery design to J.E.T. program.

4. Career Connections Group

K. Smyth reported that CCG board will be proposing some ideas for changes to the timing and format of CCG meetings

- The Central UP Workgroup reported a significant reduction from previous year and from last 5 years in Perkins Grant funding to schools. With the Perkins, there were a couple areas where performance indicators were not met. At the next meeting strategies will be discussed to address unmet performance measures.
- To address needs of strategic plan, the CCG has identified three sub-groups to be created from the members of the CCG. Sub-groups will be further defined in the next couple months.
- Construction Industry regional skills alliance has a 3 year plan in place in which they plan to connect and build relationships with schools with focus on apprenticeship opportunities for youth.
- T. Retaskie comments on MI High School Reform and the need to monitor curriculum changes and the corresponding impact on math, vocational, elective and internship opportunities.

5. Finance Structure and Reporting Committee

K. Smyth reported that the Finance Structure and Reporting Committee reviewed the financial report. The committee also reviewed and discussed the latest audit. P. Arsenault stated that the audit was presented to the Six County Employment Alliance Board and the auditors praised the staff for their accomplishments in the strengths of the financial system and program delivery. The audit was completed by Anderson Tackman.

6. System Performance Committee

T. Retaskie reported on the System Performance Evaluation Committee meeting that occurred on March 2, 2006.

- The performance by contractor for the current year: For nearly every one of the 79 system measurements set forth for this year, the contractors have been meeting or exceeding the pace expected to successfully complete the goal.
- In the few areas contractors are struggling, technical assistance has been given by the Executive Leadership Team to institute corrective action. Types of Technical Assistance given to Contractor Management and Staff by the Executive Leadership Team within the last year include Performance management, Project design and delivery, Management Information Systems, and Regulations and Compliance.

7. Community Relations

G. Wood reported on behalf of Dave Rivard for the committee.

- Strategic Plan Priorities of the Community Relations committee include supporting and implementing regional economic, education and workforce development events. The committee discussed the opportunity for the Board to further partner with

Economic Development Organizations such as UPEDA to hold an event that promotes the concept of economic gardening and to promote a collaborative approach in data collection across the region. Committee agreed to move forward in contacting UPEDA and other economic development organizations to support the event and as well contact Congressman Stupak. The Congressman will now be hosting the Economic Development / Procurement event every other year.

- The committee agreed to continue sponsorship of Business After Hours to support the Chambers, outreach to the business community to use Michigan Works! and to promote the strategic activities of the Job Force Board.
- The committee reviewed how the International Computer Driving License (web based technology skill training program) supports the JFB's strategic planning forums particularly in relation to the top ten HR challenges as identified in the Board's strategic planning forums. This web based program is being implemented in Marquette and Delta County Service Centers and with Systems Control in Iron Mountain.
- In response to the Strategic Plan Priority of supporting the Chambers of Commerce, Career Preparation, Education for Job seekers and business community outreach the Michigan Works! Service Centers have been participating in NMU Job Fairs and Career Preparation Activities across the Region. Additionally, the JFB promoted the M-TEC's Safety Conference, Dental Conference and will be supporting the Upper Peninsula Labor management Council's annual conference. As well, the Job Force Board will be sponsoring the Menominee County Chamber of Commerce Business of the Year event this Spring.

VII. New Business

A. Trade Adjustment Assistance Plan – Action

P. Arsenault motioned to submit the required plan documents to the Michigan Department of Labor and Economic Growth for Trade Adjustment Assistance (TAA). Seconded by T. Retaskie; the motion passed unanimously.

B. WIA Incentive Grant Plan – Action

L. Hirvonen motioned to submit the required plan documents to the Michigan Department of Labor and Economic Growth for the WIA Incentive Grant Plan. Seconded by J. Hermans, the motion passed unanimously.

C. Work First Employment Related Services – Action

L. Hirvonen motioned to submit the required plan documents to the Michigan Department of Labor and Economic Growth for Trade Adjustment Assistance (TAA). Seconded by R. Loviska; the motion passed unanimously

VIII. Communications

Motion is made to accept the communications to file; motion is supported and carried unanimously.

IX. Public Comment

W. Carne recognized Roger Gustafson for being nominated and awarded the 2006 "Outstanding Career Technical Education Director" in the nation by the National Association of State Directors of Career Technical Education Consortium.

X. Adjournment

Motion is made to adjourn; motion supported and carried unanimously.