



Executive Committee Meeting
West Michigan Works! (WMW) Workforce Development Board (WDB)
<https://westmiworks-org.zoom.us/j/95160384073>
Meeting ID: 951 6038 4073
Passcode: 566250
Dial by your location: +1 929 436 2866 US (New York)
Monday, September 21, 2020 ▪ Meeting 11:30 a.m. – 1:00 p.m.

AGENDA

1. Call to Order, Roll Call
2. Public Comment – Agenda Items
3. Approval of the May 11, 2020 Minutes **Action Required**
4. Report on Financial Activities: *Brenda Isenhardt, Chief Financial Officer* **Information Item**
 - a. ACSET Financial Report- Notes to June 2020 Board Financials
 - b. ACSET Financial Report- Notes to July 2020 Board Financials
5. Approval of Policy: WMW 15-02c4 Rules of Conduct **Action Required**
Tawanna Wright, Staff Attorney
6. WMW WDB Member Applications: Terms of Office 2020-2022 **Action Required**
Jacob Maas, Chief Executive Officer
7. Youth Solutions Development: *Brittany Lenertz, Talent Solutions Director* **Information Item**
8. Virtual Dashboard: *Angie Barksdale, Chief Operating Officer* **Information Item**
9. Strategic Plan Committee Structures **Action Required**
Janie McNabb, One-Stop Operator (Strategic Policy Consultants)
10. WDB Meeting Agendas and Schedule: *Jacob Maas*
 - a. October 12, 2020 and December 14, 2020 **Discussion Item**
 - b. 2021 Meeting Calendars **Action Required**
11. Other Business: *WMW Staff* **Information Item**
 - a. 501(c)(3)
 - b. State and Legislative Priorities
 - c. Virtual Legislative Visits
 - d. Future for Frontliners
12. Public Comment
13. Adjournment

Next Scheduled Executive Committee Meeting: November 16, 2020
<https://westmiworks-org.zoom.us/j/96291588461>

**Executive Committee Meeting
West Michigan Works! (WMW) Workforce Development Board (WDB)**

<https://global.gotomeeting.com/join/135482509>

You can also dial in using your phone.

United States: [+1 \(646\) 749-3112](tel:+16467493112)

Access Code: 135-482-509

Monday, May 11, 2020 • Meeting 11:30 a.m. – 1:00 p.m.

MINUTES

Members/Alternates Present: Mark Bergsma, Heather Gluszewski, Cindy Brown, John Buchan, Jay Dunwell, Jim Fisher (Ex Officio Member), Rebecca Herrington, Jon Hofman, Shana Lewis, Scott McLean, Sherry White

Members/Alternates Absent:

Staff Present: Jacob Maas, Angie Barksdale, Brenda Isenhart, Amy Lebednick, Brittany Lenertz, Janette Monroe, Melanie White, Tawanna Wright

Guests Present: Janie McNabb (Strategic Policy Consultants)

1. Call to Order and Roll Call at 11:32 a.m.
2. Public Comment- Agenda Items- None
3. Approval of the March 9, 2020 Minutes

Action Required

Motion – Scott McLean

Second – Rebecca Herrington

Item Approved – Motion approved

4. Report on Financial Activities **Information Item**
 - a. ACSET Financial Report- Notes to March 2020 Board Financials
Brenda Isenhart, Chief Financial Officer, reviewed ACSET's statement of revenue and expenditures for the nine months ending March 31, 2020. Brief discussion took place. Brenda and Angie Barksdale, Chief Operating Officer, answered board members' questions.
 - b. FYE 2021 Budget
Brenda Isenhart reported that the budget for the fiscal year ending June 30, 2021 was approved by the ACSET Governing Board on April 27, 2020. Brenda reported the budget includes a 2% decrease over the 2019-2020 budget. WMW has yet to do any planning for the 2020-21 fiscal year. This planned decrease in budget is based on the assumption of reduced Going Pro Talent Funds (GPTF). Discussion took place, and Brenda answered board members' questions.
5. Bylaws of the West Michigan Works! (WMW) Workforce Development Board (WDB) **Action Required**
Melanie White, Staff Attorney, reported that in 2019, WMW staff were notified by the State of Michigan that several updates were needed to the WDB Bylaws. In October 2019, the WDB approved the proposed bylaws. Since that time, the ACSET Governing Board has been unable to attain the supermajority quorum needed to approve the WDB Bylaws. Melanie further noted that due to the COVID-19 pandemic, Governor Whitmer signed executive orders that (1) suspended all in-person meetings subject to the Open Meetings

Act and (2) allowed meetings to be held via telephone- or video-conferencing through June 30th, thus requiring WMW to hold virtual board meetings. First, Melanie presented the Governing Board's recommendation that Article II, Section 2.T. use broader funding language. Second, Melanie reviewed Article VI, Section 7, which would eliminate use of specific virtual vendor platforms from the bylaws, and also added a sentence that states, "In pressing circumstances where the WDB needs flexibility to meet its obligation to provide services in the WMW Service Delivery Area, WDB members present at a meeting via electronic communication may be allowed to count toward a quorum if the WDB Chairperson approves." Discussion took place. Executive Committee members recommended the removal of "in pressing circumstances" from Section 7.

Motion – Scott McLean

Second – Sherry White

Item Approved – Motion approved. All 11 members present voted affirmatively.

6. Strategic Plan Measurements and Committee Structures **Discussion Item**

Janie McNabb, One-Stop Operator (Strategic Policy Consultants), reported that she recently met virtually with all the Chairpersons of existing committees for WMW. Janie reported that in alignment with the updated strategic plan, she has now drafted measurement and committee structure recommendations. Janie reviewed the Committee structures as follows: Executive Leadership and Strategic Engagement, Career Education Advisory Council (CEAC), Legislative, Solutions Driven, and Ad Hoc Workgroups. Janie further reviewed the strategic priorities, purpose, indicators, and staff for each committee. Discussion took place. Janie and Jacob Maas answered board members' questions. Janie reported that she will prepare a dashboard to be presented to the WDB in June and work with staff on the structures of some of the committees.

7. WMW WDB Nomination Committee **Action Item**

Jacob Maas, Chief Executive Officer, reported that starting in June and July, WMW will begin the application process for board members to apply for terms of office beginning November 1, 2020 through October 31, 2022. Jacob noted that a few of the recently appointed members may need to reapply. Jacob reported that in 2017, the Executive Committee established a nomination committee with members whose terms were not expiring be designated. This year, those members are John Buchan, Jay Dunwell, Jim Fisher, Rebecca Herrington, Jon Hofman, Shana Lewis, Scott McLean and Sherry White. WMW staff are requesting approval of those executive committee members whose terms of office are not expiring to serve as the designated nomination committee for the terms of office applicants. Brief discussion took place. All members listed above will be considered the Nomination Committee for the WDB terms of office applications.

Motion – Cindy Brown

Second – Mark Bergsma

Item Approved – Motion approved. All 11 members voted affirmatively.

8. WDB Meeting Agenda: June 8, 2020 **Discussion Item**

Jacob Maas requested that the Executive Committee members consider guest speakers for the WDB meeting scheduled for June 8, 2020. WMW staff will provide updates to the WDB on the Strategic Plan metrics and implementation as well as the dashboard mentioned in Item #6. The WDB meeting will be held virtually due to the current Executive Order and due to meeting space and physical space changes occurring at the Westside Service Center to align with reopening in-person services while following federal and state guidelines. WMW staff will also present information on service delivery that has occurred over the past couple of months due to the COVID-19 pandemic.

9. Solutions Driven Updates

Information Item

Angie Barksdale reported that WMW staff moved swiftly and made quick adjustments to serve the region during these unprecedented times. Angie provided brief updates on department work being done:

a. Virtual Services

Angie Barksdale reported that in a whirlwind of two weeks, services went from normal, to limited, to appointment only, to virtual only because of COVID-19. Angie further stated that currently with the Governor's Stay Home order, staff are assisting the Unemployment Insurance Agency (UIA) with unemployment claims. Discussion took place.

b. Unemployment Insurance Agency (UIA) Assistance

Angie Barksdale reported that the Michigan Works! System was asked if staff could assist UIA with taking claims over the phone, and WMW quickly mobilized staff to do this work from home and to help UIA.

c. Youth Solutions Summer Programs

Angie Barksdale reported that the summer work experience programs are working to put together a virtual package for youth, which will cover career exploration and career readiness for our youth. Angie reported that staff are looking into including stipends and incentive programs to provide to the Youth across the region.

d. Virtual Hiring Event

Angie Barksdale reported that in order to best meet employers' hiring needs during the Stay Home order, WMW hosted a "virtual job fair" on April 21 and April 23. Based on positive feedback and demand for the event, WMW will be hosting a second job fair on May 20th and May 21st. Each session includes a series of pre-scheduled 15-minute time slots in which the employer and candidate will have the opportunity to connect and discuss job openings.

e. Weekly Hot Jobs Blast Newsletter

Angie Barksdale reported that in order to highlight a broad range of jobs for employers that have hiring needs now and to accommodate the influx of employees temporarily laid off, WMW has expanded the criteria and format of the jobs posted in the weekly Hot Jobs Blast Newsletter. WMW has also added this job information to the WMW website, and some additional changes include highlighting jobs with 10 or more openings and temporary positions.

f. Rapid Response Services (RRS)

Angie Barksdale reported that Business Solutions Representatives are reaching out to WMW employer customers to provide resources and information on layoff prevention and UIA assistance for employers needing to downsize. RRS have been revised to provide assistance and information to job seekers electronically as well.

g. Retention Solutions Network (RSN)

Angie Barksdale reported that the RSN has suspended all on-site visits and off-site meetings through the end of the Governor's Executive Order. RSN Career Coaches are providing services via telephone and virtual appointments and still providing services to employees and members.

h. West Michigan Works! In the Media

Angie Barksdale reported that the Marketing and Communications Department has been keeping the public informed of WMW services and programming. The media campaign will continue to direct jobseekers to the WMW Weekly Hot Jobs page and sign up for virtual events. Angie reported that since mid-March, there has been an 80% increase to the WMW jobseeker site and 800% increase to traffic on the WMW employer site. WMW has added a chat feature to all WMW websites. Angie reviewed the work done with WZZM to provide a week-long series that is focused on employers who are hiring.

Information Item

10. Other Business

- a. MWA Legislative Day- canceled - looking at virtual
Jacob Maas reported that the Michigan Works! Association is looking to host Legislative Day virtually. Additional information will be forthcoming.
- b. MiCareerQuest 2020-canceled - looking at virtual
Jacob Maas reported WMW is actively moving forward with MiCareerQuest 2021 planning and is working on solidifying a date. Jacob also mentioned that the steering committee is having discussions on an alternative virtual career exploration opportunity for 2020. Additional information will be forthcoming.
- c. Census 2020, Complete Count
Jacob Maas reported that WMW has been involved in the Census 2020 Complete Count committee and has worked diligently to promote residents to complete the census.
- d. Future for Frontliners
Jacob Maas reported that Governor Whitmer announced the "Future for Frontliners," a G.I. Bill program for Essential Workers that will provide a tuition-free pathway to college or a technical certificate to essential workers who do not have a college degree. Jacob reported that this program appears to be an extension of the MiReconnect program that was previously introduced by Governor Whitmer. WMW will provide additional information as it becomes available.
- e. Relaunching America's Workforce Act (RAWA)
Jacob Maas reported that on May 1st, members of the House of Representatives introduced Relaunching America's Workforce Act (RAWA), which calls for significant investment in workforce and skills in future stimulus packages. RAWA is a critical step, but inclusion of this funding in any future stimulus package is not guaranteed. Jacob reported that WMW staff are likely to support the proposed act.
- f. National Association of Workforce Boards (NAWB) Forum: Virtual June 29-July 1
Jacob Maas reported that NAWB is planning to virtually host this year's forum June 29-July 1st. Jacob stated he has been asked to participate in a couple of the workshops and panels. Additional information will be forthcoming.

11. Public Comment – None

12. Adjournment at 1:00 p.m. by Chairperson Mark Bergsma

Recorded by: _____ Received by: _____

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MEMORANDUM

TO: West Michigan Works! (WMW) Workforce Development Board (WDB)
Executive Committee

FROM: Brenda Isenhardt, WMW Chief Financial Officer

DATE: September 14, 2020

RE: Year-end June 2020 Financials

Revenue

Revenues for the fiscal year ending June 30, 2020 total \$24,834,729 which is 2.92% under budgeted revenue and \$5,172,677 under prior year revenue.

Expenditures

Operating expenses are under budget by 1.12%. Subcontractors expenses are under budget by \$151,584 and \$43,033 under prior year.

Direct Client Expenses is \$72K under budget and \$670K over the previous year. Training expenses are \$332K under budget and \$6.3 Million below the previous year. The decrease from the previous year is primarily from the Going Pro Talent fund and is a combined result of the change in accrual timing reflected in last year's expense and the elimination of the program year 2020 funding that would have begun December 2019.

Administration Expenses represent 11.59% of Operating Expenses and 7.92% of Total Expenses. ACSET continues to operate within the limits of the administration funding allowed.

Balance Sheet

The unaudited Balance sheet ending June 30, 2020 is attached for your review. West Michigan Works! continues to maintain a safe cash balance to meet the obligations of its employees, contractors, and vendors. Accounts receivable represents the amount requested from our grantors while the unearned revenue in the liability section represents grant funding received in advance. Property & Equipment shows a net decrease from the recording of depreciation over purchases made during the year. This decrease in property & equipment also decreases total net assets. Compensated absences has increased since working remotely. Fewer staff are utilizing their vacation and sick leave.

Area Community Services Employment and Training Council
Michigan Works Agency Programs
Statement of Revenue & Expenses
For the Twelve Months Ending June 30, 2020

	YTD Thru June 2020 Actual	YTD Thru June 2019 Actual	YTD 2019/2020 Budget	Budget Variance	Budget Variance %
Total Revenue	<u>\$ 24,834,729</u>	<u>\$ 30,007,406</u>	<u>\$ 25,582,000</u>	<u>\$ (747,271)</u>	<u>-2.92%</u>
Expenses					
Operating Expenses					
Wages	\$ 9,398,606	\$ 8,429,273	\$ 9,491,000	\$ 92,394	0.97%
Fringe Benefits	3,236,791	3,080,927	3,255,000	18,209	0.56%
Consumable supplies	742,637	1,010,309	748,000	5,363	0.72%
Transportation	201,541	208,970	220,000	18,459	8.39%
Outside services	814,274	749,008	805,000	(9,274)	-1.15%
Space and communications	1,580,641	1,671,185	1,580,000	(641)	-0.04%
Equipment rent and maint	92,337	94,253	105,000	12,663	12.06%
Equipment purchases	275,201	628,611	296,000	20,799	7.03%
Other expense	621,311	624,190	655,000	33,689	5.14%
Total operating expense	<u>16,963,339</u>	<u>16,496,726</u>	<u>17,155,000</u>	<u>191,661</u>	<u>1.12%</u>
 Subcontractors	 \$ 730,416	 \$ 773,449	 \$ 882,000	 \$ 151,584	 17.19%
 Training	 \$ 5,460,682	 \$ 11,727,801	 \$ 5,793,000	 \$ 332,318	 5.74%
 Direct Client Expenses	 \$ 1,680,292	 \$ 1,009,430	 \$ 1,752,000	 \$ 71,708	 4.09%
	<u>\$ 7,871,390</u>	<u>\$ 13,510,680</u>	<u>\$ 8,427,000</u>	<u>\$ 555,610</u>	<u>6.59%</u>
 Total Expenses	 <u>24,834,729</u>	 <u>30,007,406</u>	 <u>25,582,000</u>	 <u>747,271</u>	 <u>2.92%</u>
 Excess of Revenue over Expense	 <u>-</u>	 <u>-</u>	 <u>-</u>	 <u>-</u>	 <u>0.00%</u>

Unaudited



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MEMORANDUM

TO: West Michigan Works! (WMW) Workforce Development Board (WDB)
Executive Committee

FROM: Brenda Isenhardt, WMW Chief Financial Officer

DATE: September 14, 2020

RE: July 2020 Board Financials

Revenue

Revenues for the one month ending July 31, 2020 total \$1,590,516 which is 18.63% under budgeted revenue and \$832,242 under prior year revenue.

Expenditures

Operating expenses are under the proposed budget by 6.35%. Consumable supplies are \$15K over budget partially due to personal protection equipment purchased (\$7,600). Space and Communication is over budget by \$12,744 as a result of security hired at our service centers (\$35K).

Subcontractors expenses are under budget by \$35K but is consistent with the prior year.

Training expenses are \$148K under budget and \$659K below the previous year. \$522 of the reduction from the previous year is a result of the Going Pro Talent Fund not being funded this year.

Direct Client Expenses is \$83K under budget and \$40K under the previous year. Direct client expenses are beginning to increase over previous months as more participants are reengaged.

Administration Expenses represent 7.96% of Operating Expenses and 7.22% of Total Expenses.

Area Community Services Employment and Training Council
Michigan Works Agency Programs
Statement of Revenue & Expenses
For the One Months Ending July 31, 2020

	YTD Thru July 2020 Actual	YTD Thru July 2019 Actual	YTD 2020/2021 Budget	Budget Variance	Budget Variance %
Total Revenue	<u>\$ 1,590,516</u>	<u>\$ 2,422,758</u>	<u>\$ 1,954,675</u>	<u>\$ (364,159)</u>	<u>-18.63%</u>
Expenses					
Operating Expenses					
Wages	\$ 836,476	\$ 752,450	\$ 861,890	\$ 25,414	2.95%
Fringe Benefits	276,098	271,162	294,475	18,377	6.24%
Consumable supplies	90,405	71,652	74,956	(15,449)	-20.61%
Transportation	1,481	13,386	18,225	16,744	91.87%
Outside services	49,665	66,888	60,787	11,122	18.30%
Space and communications	172,767	132,887	160,023	(12,744)	-7.96%
Equipment rent and maint	3,063	5,654	6,083	3,020	49.65%
Equipment purchases	-	71,268	21,833	21,833	100.00%
Other expense	13,345	189,748	42,954	29,609	68.93%
Total operating expense	<u>1,443,300</u>	<u>1,575,095</u>	<u>1,541,226</u>	<u>97,926</u>	<u>6.35%</u>
Subcontractors	\$ 35,603	\$ 36,520	\$ 70,250	\$ 34,647	49.32%
Training	\$ 10,211	\$ 669,601	\$ 158,380	\$ 148,169	93.55%
Direct Client Expenses	<u>\$ 101,402</u>	<u>\$ 141,542</u>	<u>\$ 184,819</u>	<u>\$ 83,417</u>	<u>45.13%</u>
	<u>\$ 147,216</u>	<u>\$ 847,663</u>	<u>\$ 413,449</u>	<u>\$ 266,233</u>	<u>64.39%</u>
Total Expenses	<u>1,590,516</u>	<u>2,422,758</u>	<u>1,954,675</u>	<u>364,159</u>	<u>18.63%</u>
Excess of Revenue over Expense	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>0.00%</u>

Unaudited



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MEMORANDUM

TO: West Michigan Works! (WMW) Workforce Development Board (WDB)
Executive Committee e

FROM: Tawanna Wright, Staff Attorney

DATE: September 14, 2020

RE: Revision of WMW Service Center and Program Rules of Conduct
(WMW 15-02c4)

Background

Changes are proposed to the West Michigan Works! Service Center and Program Rules of Conduct to include notice to customers that they may be subject to monitoring to ensure that usage on computers or other equipment is related to seeking employment, hiring employees, or related to a WMW program or a program offered by a Michigan Works! service partner.

Requested Action

WMW is requesting support from the WDB Executive Committee of the recommended changes to the Rules of Conduct. Staff will seek further approval of the WDB in October.



Title: West Michigan Works! 15-02c4 Service Center and Program Rules of Conduct

Effective Date: XXX, 2020

Approved By: West Michigan Works! Workforce Development Board on XXX, 2020

Program Affected: All West Michigan Works! Programs

Scope: West Michigan Works! (WMW) makes its service centers available to members of the public and provides employment and training services for the purpose of assisting job seekers to find employment, acquire employment-seeking skills and seek training, and enabling employers to fill openings and retain employees in their workforce. Persons who utilize the Service Centers, or who receive WMW program services from WMW staff members at a location other than a Service Center, in any way, including, but not limited to, visiting the center or communicating with staff in person or by telephone, electronic media, or postal service must abide by the following rules of conduct.

Supersedes: WMW 15-02, 15-02c1, 15-02c2, and 15-02c3

Reference: N/A

Policy:

A. Communication

WMW requires that customers communicate with each other and members of the staff in a polite and courteous manner. Prohibited behavior includes, but is not limited to:

- Shouting, yelling and loud talk that disturbs members of the staff or other customers;
- Use of vulgar, profane, obscene or sexually explicit language;
- Use of racial, ethnic or sexual epithets;
- Making threats of harm against members of the staff, other customers, the customer himself or herself, or threats of harm to personal property;
- Making sexual propositions or suggestions directed toward members of the staff or other customers;

WMW 15-02c4 Service Center Rules of Conduct

- Making sexually explicit or racially or ethnically demeaning remarks or jokes.

B. Conduct

WMW requires that customers visiting its Service Centers or receiving services from a WMW staff member at a location other than a Service Center conduct themselves in a respectful and professional manner. Prohibited behavior includes, but is not limited to:

Service Centers and other locations:

- Assaultive or threatening actions or behavior toward members of the staff, the customer himself or herself, or other customers;
- Intentional destruction of or damage to property or equipment;
- Unwelcome non-consensual touching of members of the staff or other customers;
- Display of sexually explicit or racially or ethnically insulting written material or images;
- Making obscene gestures;
- Possession of firearms, explosives, knives or other weapons;
- Being under the influence of illegal substances, marijuana or alcohol;
- Theft or attempted theft of any item from the Service Center, a member of the staff, or another customer;

Service Centers:

- The use of computers, printers or other equipment for any purpose other than a purpose that is related to seeking employment or hiring employees, related to a Michigan Works! program, or related to a program offered by a Michigan Works! service partner. By using such computers or other equipment, the customer acknowledges that he or she is subject to monitoring to ensure that usage is related to employment, ~~or~~ a WMW program, or a program offered by a Michigan Works! service partner. By using such computers or equipment, the customer acknowledges that he or she has no reasonable expectation of privacy with respect to any material or images that he or she accesses, views, copies, or downloads on computers or other equipment owned by WMW.
- Possession of marijuana, alcoholic beverages or illegal substances in the service center;
- Unauthorized solicitation for any purpose by a non-employee of WMW, including the selling of commercial products or services;
- Bringing any animal into a Service Center, except a service animal, as defined by the West Michigan Works! Service Animal Policy. An animal that accompanies an individual solely to provide emotional support and comfort to the individual is not a service animal.

Customers who visit a Service Center must be wearing at least a shirt, blouse or similar garment on their upper body and slacks, shorts or skirt; a dress or similar garment; and boots, shoes or sandals. Customers wearing less clothing will be required to leave the Service Center.

The smoking of any substance, including e-cigarettes, cigarettes or marijuana, is prohibited in the Service Centers.

C. Violation of Service Center and Program Rules

A customer who engages in prohibited communication or conduct will be asked by a member of the staff to cease. If the customer refuses to do so, the staff member will report the prohibited behavior to management. If the prohibited behavior occurs while the customer is visiting the center, the customer will be told to leave the building if the prohibited behavior does not cease. If the Staff member is providing services at a location other than a Service Center, the Staff member will discontinue the contact with the client and notify the manager in charge of the WMW program and the appropriate person at the site where the Staff member is assigned of the violation(s). Depending upon the severity of the prohibited communication or conduct, the customer may be told by a member of the staff to leave a Service Center immediately without first being asked to stop the behavior. The staff may enlist the assistance of a law enforcement agency to remove a customer who refuses to leave a Service Center or to provide protection from a client who poses a threat of physical harm at any other location where a Staff member is assigned. WMW may bar a customer who has violated the above rules from entering the Service Center(s) and/or contacting staff members for a period of time to be determined by WMW.

A customer who has been removed from or barred from contacting staff and/or entering a Service Center operated by WMW may appeal that action by sending a written appeal to the WMW Complaint Officer within 5 business days after receipt of the notice barring him or her from a service center, or from contacting staff member(s). The written appeal must explain why the customer feels that WMW should not have taken the action. The appeal will be decided at a meeting of the WMW Complaint Officer, the WMW Talent Solutions Manager or the WMW manager in charge of the program, if the involved Staff member was assigned to a location other than a Service Center, the WMW staff member who requested that the action be taken, and the customer, following the proper

WMW 15-02c4 Service Center Rules of Conduct

steps as indicated in the *Procedure for Enforcement of West Michigan Works! Service Center and Program Rules of Conduct*.

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MEMORANDUM

TO: West Michigan Works! (WMW) Workforce Development Board (WDB)
Executive Committee

FROM: WMW Staff

DATE: September 14, 2020

RE: WMW WDB Terms of Office Applications

Background

According to the West Michigan Works! Workforce Development Board roster, eighteen (18) current board member terms of office seats expire October 31, 2020. Applications were reviewed by the designated Nomination Committee which consisted of John Buchan, Jay Dunwell, Jim Fisher, Rebecca Herrington, Jon Hofman, Shana Lewis, Scott McLean and Sherry White. WMW received one (1) additional application from an individual at Gerald R. Ford Job Corp. Staff and a couple nomination members met with and have made a recommendation for this individual to join the Solutions Driven Subcommittee. Also, Amanda Cooper has applied to fill the seat of Angela Huesman from Lakeshore Advantage. The WMW WDB would continue to meet State requirements and the WDB would be represented by 37 members.

Business (9):

Nora Balgoyen, Mark Bergsma, Randy Boss, Norm Brady, Kenyatta Brame, Heather Gluszewski, Mike Helsel, Dave Smith, Darryl Todd

Community-Based Organization (3):

Cindy Brown, Kiesha Guy, Mark Thomas

Economic Development (2):

Jim Edmonson, Amanda Cooper

Higher Ed (2):

Dan Rinsema-Sybenga, Stacy Young

Organized Labor/Employee rep (1):

Dan TenHooopen

Vocational Rehab (1):

Cathy Cronick

Action

The WMW WDB Nomination Committee is requesting approval from the Executive Committee to support the slate of applicants listed above to the ACSET Governing Board for appointment to serve on the WMW WDB with the term of office dates of November 1, 2020 through October 31, 2022.



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MEMORANDUM

TO: West Michigan Works! (WMW) Workforce Development Board (WDB)
Executive Committee

FROM: Brittany Lenertz, Talent Solutions Director

DATE: September 14, 2020

RE: Youth Solutions Development

Over the last two years, WMW has restructured Youth services and created a strategy and department around Opportunity Youth in coordination with the WDB, our One-Stop Operator, and staff and community partners. This restructuring has resulted in WMW providing Out-of-School Youth services directly in all counties but Kent County.

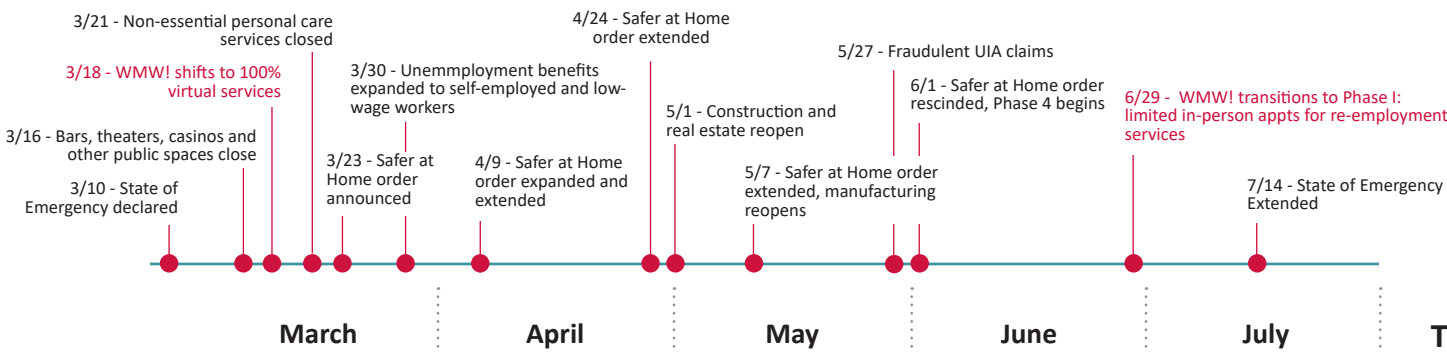
Given the size of the community and the number of Opportunity Youth in that community, we have continued to operate through contractors in Kent county. We received permission from the State to extend their contracts by one year beyond the expiration date to provide us with more time to determine the best service delivery strategy in Kent County.

Beginning this fall, WMW will begin offering Out-of-School Youth Services directly, alongside our two contractors (Kent ISD and Steepletown Neighborhood Services). This time will provide us with an opportunity to determine if exclusively offering Youth services directly is feasible and appropriate, or if it would be more appropriate to continue to procure contractors and continue to offer services directly, given the size and the scope of the community.

The services that are provided directly by us will be part of the regional strategy we've adopted in our other six counties and continue to grow the Jobs for Michigan's Graduates programs we are developing region-wide.

We are Solutions-Driven

The COVID-19 pandemic has impacted the way we interact with and serve our community. While our service centers have been unable to deliver in-person services, West Michigan Works! has continued to respond to employer and job seeker needs with innovative, virtual solutions.



	March	April	May	June	July	TOTAL
CUSTOMERS SERVED						
Employers served	938	387	235	410	556	2,526
Employer service-related activities logged	1,786	1,579	1,124	1,428	1,493	7,410
Service center calls taken (employers and job seekers)	*	19,311	11,138	20,952	9,703	61,104
Online chats answered (employers and job seekers)	**	237	249	528	260	1,274
Orientations (PATH, WIOA, Youth combined)	543	72	77	125	57	874
In-person appointments				45	234	279
TRAINING						
On-the-Job and Classroom	195	160	154	142	123	
Incumbent Worker	85	66	83	78	70	
Apprenticeship	21	20	21	21	21	
Work Experience	43	35	30	29	26	
MONTHLY TOTAL (some individuals may be active across multiple months)	344	281	288	270	240	
RECRUITMENT/HIRING						
Employers receiving recruitment assistance	279	415	304	294	171	1,463
Positions posted in Weekly Hot Jobs email blast	1,085	1,067	1,100	1,095	2,546	6,893
Virtual hiring events:						
Participating employers	***	39	47	56	82	224
Participating job seekers	***	54	88	58	98	298
Timeslots filled	***	92	156	90	85	423
Anticipated jobs filled	***	18	25	13	38	94
COVID-19 RELATED SERVICES						
Unique employers receiving layoff assistance/support services	144	96	36	24	12	312
Employers receiving COVID-19-related assistance (excludes layoff and recruitment services)	568	308	144	87	31	1,138
Individuals receiving Unemployment Insurance (UI) assistance through WMW!	****	115	1,580	3,102	2,211	7,008
UI issues resolved	****	67	1,009	2,024	1,319	4,419
WEBSITE TRAFFIC (Percentage change from same time last year)						
westmiworks.org	196%	160%	114%	172%	80%	
jobs.westmiworks.org	172%	259%	200%	220%	255%	
employers.westmiworks.org	106%	125%	135%	158%	157%	

* Began tracking calls April 1.
** Installed chat service on WMW! website mid-April.
*** First virtual hiring event was held April 21, 23.
**** Unemployment Insurance project began April 27.

MEMO

To: West Michigan Works! Workforce Development Board Executive Committee
From: Janie McNabb, One-Stop Operator
Date: September 21, 2020

Re: Committee Structure, Strategic Partnerships Framework

Background

Due to the recently updated Strategic Plan, the structure of Workforce Development Board committees was modified to align with the new goals and strategies. The recommended changes were approved by the board at its June 2020 meeting.

Update

In order to implement the changes, West Michigan Works! staff assessed the status of existing committees and determined the need for changes. It was clear that the new Solutions-Driven Committee – which combines and replaces the previous Talent Solutions and Business Solutions committees – needed the most development. In addition, the new structure eliminated the Strategic Partnerships Committee by integrating the theme of strategic partnerships within each committee. The Executive Leadership and Strategic Engagement Committee (Executive Committee) will ensure accountability for these discussions; in order to ensure that the focus on partnerships is not lost, it was determined that a structural framework was necessary. The work done to develop both the Solutions-Driven Committee and the Strategic Partnerships theme are explained in further detail below.

Solutions-Driven Committee

Attached to this memo is an updated version of the *Strategic Plan Measurement and Committee Recommendations*. The updates are concentrated in the Solutions-Driven Committee section spanning pages three and four. Changes include a new Charge statement, additional indicators for the committee to review, and potential discussion topics for the group's focus during Program Year 2020 (PY20).

Next Steps: Develop membership of the committee by asking if members of the previous two committees (Talent Solutions and Business Solutions) have interest in continuing to serve on this new committee. Select Co-Chairs to serve for at least one full year; the chairs should be willing and able to lead a group that is newly formed and still evolving.

Strategic Partnerships

During the strategic planning process, it became clear that “Strategic Partnerships” was absolutely crucial for the organization’s success. It was so important that it must be integrated at every level – frontline staff, program management, and board leadership. Therefore, it no longer made sense to separate it into a single board committee; there must be a common focus across all committees.

However, a distributed model such as this requires a formal structure, at least until the topic becomes institutionalized. Therefore, the following framework is recommended. It will provide the structure needed to ensure that strategic partnerships are assessed, analyzed, and prioritized across the organization.

- Each committee shall add *Strategic Partnerships* as a regular discussion item on its agenda. This discussion shall be moderated by the committee chair (or a designee) to ascertain the status of partnerships within the committee’s focus. Prompting questions to guide the discussion may include:
 - How are partnerships contributing to the success of initiatives and activities within the committee’s scope?
 - Are there gaps in the committee’s activities that could be addressed through strategic partnerships?
 - Are any partners missing from the work and/or this discussion?
- During the Executive Committee meeting, each committee chair will include a Strategic Partnerships update during their report.
- The Executive Committee will identify connections among committees regarding partnership activity as well as any gaps. In doing so, the Executive Committee may wish to elevate the discussion to the full board.
- Once per year, the Executive Committee will evaluate the state of partnerships in the workforce development ecosystem. This will include the following:
 - Report from staff regarding relationships between the organization and outside partners using the Partnerships Self-Assessment System¹;
 - Analysis of partnership issues reported by committee chairs during the course of the year;
 - Other pertinent issues relating to the Enhanced Relationships goal of the Strategic Plan.

Next Steps: Determine needs for implementing the above framework. Ensure that all committee chairs are prepared to present this new agenda item to their committee members and to lead the discussion.

¹ This system consists of a listing of partners by category, along with a rating of how important the partnership is to the mission of the organization as well as an assessment of the strength of the partnership. The system is maintained by Talent and Business solutions staff and updated once per year.

Strategic Plan Measurement and Committee Structure Recommendations

<i>Summary</i>				
Committee	Strategic Priority	Purpose	Indicators	Staff
Executive Leadership and Strategic Engagement	Enhanced Relationships; Diversity & Inclusion	Provide leadership and set direction for WDB; prioritize strategic partnerships and assess WMW's role <i>Meets on off months</i>	Partnerships Self-Assessment (once/year) Provide organizational dashboard to full board	CEO, COO
CEAC	Enhanced Relationships; Targeted Pipeline Development	Education and Training <i>Meets 3x per year</i>	Career Awareness Events Apprenticeships	COO
Legislative	Enhanced Relationships; Resource Development	Educating legislators <i>Meets 3x per year</i>	Contacts with legislators	CEO
Solutions-Driven (formerly Talent Solutions and Business Solutions)	Enhanced Relationships; Targeted Pipeline Development; Diversity & Inclusion	Overcome barriers to talent, business, and retention solutions <i>Meets 3x per year</i>	Credentials attained WorkReady Certificates Employers served Career Pathways Barriers Resolved	Directors of Talent, Business, Retention Solutions
Ad Hoc Workgroups	Any	Events, Awards, Strategic Plan ("think tank") <i>Meet 1x per year</i>	N/A	As needed

Executive Leadership and Strategic Engagement

- **Membership:** WDB chair, committee chairs
- **Meeting Frequency:** Six times per year (opposite months of Workforce Development Board)
- **Staffed by:** Chief Executive Officer, Chief Operating Officer
- **Charge:** *The Executive Leadership and Strategic Engagement Committee will provide leadership on behalf of the Workforce Development Board, advising staff and setting strategic direction. The committee will serve as an aggregator of all other committees' focus areas, and ensure that strategic partnerships are reviewed, analyzed, and prioritized.* The committee's role is **Leadership**.
- **Strategic Plan Alignment:** While all other committees stem from the Strategic Plan, this committee convenes all committee chairs to ensure alignment and connections. Because the *Enhanced Relationships* Strategic Priority is a common thread through all committees, the Executive Leadership and Strategic Engagement committee will be the "aggregator" of that focus. Committee chairs will report not only on the activities of their committees, but also on the partnerships that are forming, any that are lacking, and the impact of those relationships. This will allow leadership to continuously assess the organization's role in the workforce development ecosystem, and to maintain a high-level emphasis on relationships throughout the year.
- **Indicators:** The committee will review the Partnerships Self-Assessment maintained by staff once per year. This assessment assigns values to both the importance and the strength of relationships with various entities across the region, and is categorized by sectors in the workforce development ecosystem.
- **PY20 Focus:** Incorporate the review of strategic partnerships / enhanced relationships into the standing agenda, providing a framework to committee chairs for gathering input from their committee members and reporting out.

Career & Education Advisory Council

- **Membership:** Mandated
- **Meeting Frequency:** Three times per year
- **Staffed by:** Business Solutions Manager
- **Charge:** *The CEAC will assist the Workforce Development Board (WDB) in facilitating and building a collaborative partnership between employers, labor, workforce development advocates, local school districts, postsecondary institutions, and training centers. The group's purpose is to identify and collectively develop and implement training strategies that effectively address Michigan employers' talent needs.* The CEAC's role is **Advisory**.
- **Strategic Plan Alignment:** The CEAC convenes educational entities within the region and facilitates their connection to employers so that training is designed to meet local business need. This aligns with two Strategic Priorities: *Enhanced Relationships* and *Targeted Pipeline Development*.

- **Strategies:** Engage opportunity youth with experiences that build occupational awareness and prepare them for career pathways within the local economy.
- **Indicators:** The CEAC is assigned metrics by the WDB, which focus on career awareness events and apprenticeships.
 - *Apprenticeships:* # of WMW-sponsored registered apprenticeships; # apprentices and employers by industry sector
 - *Career Awareness Events:* # of students engaged in career awareness events, such as MiCareerQuest, Manufacturing Week, Talent Tours
- **PY20 Focus:** Ensure ongoing conversation among educators regarding impact of COVID19, and any new training strategies.

Legislative

- **Membership:** Regional influencers
- **Meeting Frequency:** Three times per year
- **Staffed by:** Chief Executive Officer
- **Charge:** *The Legislative Committee will educate legislators representing the 7-county region on workforce development programs and their impact on the local economy. The group will advocate for resources and good will with state and federal legislators.* The committee's role is **Connections and Advocacy.**
- **Strategic Plan Alignment:** The Legislative Committee relies on relationships with legislators to strengthen their understanding of our system and to ensure their continued support. This aligns with two Strategic Priorities: *Enhanced Relationships* and *Resource Development*.
 - **Strategies:** Advocate for systems and resources that lessen barriers to success for employers and underserved communities in West Michigan; Enhance the positive reputation of West Michigan Works! through brand association with workforce resources and opportunities.
- **Indicators:** Because the work of the committee is about relationships, the primary indicators are about contacts and connections.
 - # of meetings with legislators
 - Outcome of advocacy
- **PY20 Focus:** Impact of COVID19 on the workforce system and our new needs for support and resources

Solutions-Driven

- **Membership:** Employer members of the WDB; other employers including industry council representatives
- **Meeting Frequency:** Three times per year
- **Staffed by:** Talent Solutions Director, Business Solutions Director, Retention Solutions Director

- **Charge:** *The Solutions-Driven committee will focus on addressing barriers to implementation of talent, business, and retention solutions. The committee will serve as a sounding board for director-level staff, offering consultation and constructive feedback while brainstorming potential strategies and new approaches. Together, the committee and staff will seek ways to operationalize solutions to regional issues in alignment with the board's vision.* The committee's role is **Consultative**.
- **Strategic Plan Alignment:** This committee addresses several items in the Strategic Plan, tying together the services provided to job seekers and those provided to employers. This aligns with the following Strategic Priorities: *Enhanced Relationships, Diversity & Inclusion, and Targeted Pipeline Development*.
 - **Strategies:** Connect with overlooked talent pools through partnership networks and strategic outreach efforts; Expand employability skills training services to new, targeted audiences across the region; Establish and expand services that provide solutions for retention of employees at West Michigan employers; Maintain career pathways mapping for the region's key industries and serve as the primary resource for pathways information across the region.
- **Indicators:** This committee will review indicators that represent the work of each division: talent, business, and retention solutions. As the committee's work evolves, indicators that represent connections among the three divisions may be developed.
 - Credentials attained by industry
 - Career Pathways
 - WorkReady Certificates
 - Barriers resolved
 - Employers served
- **PY20 Focus:** Create structure and refine purpose. *Potential primary discussion topics include: Impact of COVID-19 on talent needs and how WMW can help; new strategies for outreach to underserved talent, new employers, and potential BRN companies; new partners and/or partnership initiatives that could improve services; career pathways.*

Ad Hoc Workgroups

Called by Workforce Development Board Chair

- **Events:** Support staff in developing and/or organizing major events. Called and meets as needed.
- **Awards:** Support staff in identifying, nominating, and/or selecting winners of awards, such as Employer of the Year, Partner of the Year, Essential Service Awards, etc. Called and meets as needed.
- **Strategic Planning:** Serve as a "think tank" to review the existing Strategic Plan, determining progress made toward goals, new environmental factors, etc. Recommend updates to the plan if needed. Called and meets once per year.



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MEMORANDUM

TO: West Michigan Works! (WMW) Workforce Development Board (WDB)
Executive Committee

FROM: WMW Staff

DATE: September 14, 2020

RE: 2021 Meeting calendars

Background

West Michigan Works! staff members would like to propose the following schedules for the upcoming 2021 Executive Committee and Workforce Development Board meeting calendars. Staff would also like to discuss meeting locations and teleconferencing options for the meetings due to the COVID-19 social distancing restrictions and recommendations.

Executive Committee

January 11, 2021
March 8, 2021
May 10, 2021
September 20, 2021
November 8, 2021

WDB

February 8, 2021
April 12, 2021
June 14, 2021
October 11, 2021
December 13, 2021 (Combined with ACSET Governing Board)

Action

WMW staff is requesting support and approval from the Executive Committee of the 2021 meeting schedule.

2020

S T A T E

**LEGISLATIVE
PRIORITIES**

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GOING PRO TALENT FUND

The Going PRO Talent Fund has proven to be one of the most effective resources available to address Michigan's talent crisis.

Each year, funding for the Talent Fund must be included in the state budget and approved by the legislature and the Governor. This program has a direct impact on the professional trades workforce gap of over 545,000 job openings we will be facing by 2026.

ACTION: Secure funding for FY 2020

Funding for the Going PRO Talent Fund was line-item vetoed from the FY 2020 budget by Governor Whitmer. The state estimates that 22,000 Michigan workers will be denied critical training and potential salary gains if the Talent Fund monies are not restored. It is imperative that the value of this program is illustrated to the Governor, lawmakers, the public, and the media. Michigan Works! is coordinating with partner organizations whose members will also be adversely impacted by the loss of this grant funding.

ACTION: Rebranding, Alignment and Accountability

The Going PRO Talent Fund is a key component to the strategy of improving access to training and skills development. In order to ensure "buy-in" from both the current administration and lawmakers and differentiate the program from the Going PRO advertising campaign, Michigan Works! recommends rebranding Going PRO Talent Fund. To align with the Governor's goal of "60 by 30," the Going PRO Talent Fund should measure attainment of all in-demand, industry-recognized credentials, whether that is through a two- or four-year degree, skills certification, or apprenticeship program.

ACTION: Increase funding for FY 2021

Since the inception of the Talent Fund in 2014, nearly \$100 million has been awarded to more than 3,000 businesses across the state, resulting in the retention of 77,542 jobs. The Talent Fund is an enormously successful program that should receive increased funding if possible. Last year alone, businesses applied for approximately \$50 million in eligible training, eclipsing the \$29.1 million available in FY 2019. The lack of available funds resulted in a loss of potential training, hiring, and increased earning opportunities. The value of increasing funding for the program must be illustrated throughout 2020 to the Governor, lawmakers, the public, and the media to ensure funding is included in the FY 2021 budget.

FUTURES FOR FRONTLINERS

This program will provide tuition-free postsecondary education opportunities for COVID-19 crisis essential workers who don't have a college degree. This includes workers in areas such as: nursing homes, hospitals, grocery stores, child care PPE manufacturing, public safety, trash haulers, and supply delivery.

ACTION: Secure funding for implementation

Once the hurdle of creating the Futures for Frontliners program in state statute is cleared, the legislature must allocate funding in the state budget to support the program. The Michigan Works! network, with its deep connections in the community and braided resources, will be critical to the success of the Futures for Frontliners program. The Michigan Works! system is a multi-faceted workforce ecosystem that is perfectly poised to deliver the results necessary to take workers across the state from the frontline to a self-sustaining career path.

MI RECONNECT PROGRAM

One of Governor Whitmer's workforce priorities is to create the MI Reconnect Program.

The MI Reconnect Program is designed for adults aged 25 and over who are seeking employment in an in-demand career field, have little to no college, and are pursuing a certificate or degree.

The program will provide last-dollar tuition assistance to enroll at a community college. Efforts are underway to create the MI Reconnect Program in state statute in 2020.

ACTION:

Establish the Michigan Works! network as the single point of contact

Meet with legislators and the Governor to present the case for the Michigan Works! network serving as the single point of contact/entry for the MI Reconnect Program. Michigan Works! staff are trained to identify multiple other resources that may be braided to assist MI Reconnect participants with funding their credentialed training.

ACTION:

Expansion beyond community colleges

Advocate to legislators and the Governor that MI Reconnect needs to be expanded to cover more than just community college tuition. It should also include apprenticeship programs, industry-based certifications, and similar credentials.

ACTION:

Secure funding for implementation

Once the hurdle of creating the MI Reconnect program in state statute is cleared, the legislature must allocate funding in the state budget to support the program. Given the role the Michigan Works! network wants to play in the implementation of MI Reconnect, it is critical to work closely with employers to advocate to legislators the important role the program plays in closing the skills gap to ensure funding is secured for the program.

PARTNERSHIP. ACCOUNTABILITY. TRAINING. HOPE. (PATH) PROGRAM

Many families seeking cash assistance through the Michigan Family Independence Program (FIP) face significant barriers in securing and retaining employment. From child care to transportation and literacy, caseworkers cite a long list of barriers that can keep families from achieving self-sufficiency. The primary goals of the PATH program are twofold. First, the PATH program identifies barriers and helps participants connect to the resources they need to obtain employment. Second, the program helps Michigan reach the federally-mandated fifty-percent (50%) work participation rate. The Department of Health and Human Services (DHHS) and the Department of Labor and Economic Opportunity - Workforce Development (LEO-WD) work together to provide PATH services through Michigan Works!

ACTION:

Continuation of funding for the PATH Program

Meet with legislators and the Governor to advocate for continued funding for the PATH program. Michigan Works! is able to use the PATH program to connect with workers who are very much at risk of dropping out of the workforce over the long term, lifting them into jobs that are right for them, and helping strengthen our state's pipeline of talent.

The program is returning individuals to productive employment, which then helps them begin contributing to our state's economy, boosting employment, income, and GDP.

Through PATH, tens of thousands of individuals have ended their dependence on public assistance and become skilled, productive contributors to Michigan's economy. Fewer families are receiving cash assistance each year and Michigan's poverty rate has dropped every year since the Great Recession.

ABOUT MICHIGAN WORKS! ASSOCIATION

As the professional organization representing the Michigan Works! network, the Michigan Works! Association is committed to advocating for workforce development issues throughout its system, the employers they serve and the job seekers who walk through their doors each day.

Each year the Association does a thorough review, through its Legislative Committee, of current and upcoming state issues that impact workforce development and establish the Association's state policy priorities and positions.

We advocate on the state level by setting up one-on-one meetings between Michigan Works! leaders and lawmakers from their districts to discuss workforce development issues.

We also host an annual Legislative Day that gives Michigan Works! leadership the opportunity to hear from legislators on current topics as well as the opportunity to talk with them about issues happening in their communities.

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2020

FEDERAL

LEGISLATIVE PRIORITIES

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THE POWER OF ADVOCACY:

Advocacy is an important mechanism to influence Congress. Being an advocate can have far-reaching positive impacts by providing policymakers with the information they need to make decisions and influence legislation. By meeting with members of Congress, writing letters and sending emails, you can educate elected officials about the importance of workforce issues and encourage them to incorporate workforce considerations into decisions across all policy areas.

JUMPSTART OUR BUSINESSES BY SUPPORTING STUDENTS (JOBS) ACT OF 2019 (HR 3497/S 839)

The JOBS Act would close the skills gap by expanding Pell Grant eligibility to cover high-quality and rigorous short-term job training programs so workers can afford the skills training and credentials that are in high-demand in today's job market.

ACTION:

Broaden the definition of higher education to include quality career and technical programs and ensure federal policy supports this change.

The JOBS Act amends the Higher Education Act to expand Pell Grant eligibility to students enrolled in high-quality job training programs that are at least eight weeks in length and lead to industry-recognized credentials and certificates. Under the bill, eligible programs would offer training that meets the needs of the local or regional workforce.

In Michigan, employers are desperate for talent, and, in most cases, cannot wait for workers to complete two- to four-year programs. The economy has been strong for many years and we need to be investing in workforce now to prepare for a potential recession/pullback.

Passage of the JOBS Act would also provide assistance toward meeting Governor Whitmer's statewide goal of 60% of Michigan adults earning a postsecondary education credential by 2030.

BUILDING U.S. INFRASTRUCTURE BY LEVERAGING DEMANDS FOR SKILLS (BUILDS) ACT (HR 2831/S 1517)

This bill requires the U.S. Department of Labor to award implementation or renewal grants, for up to three years and on a competitive basis, to eligible industry or sector partnerships to achieve certain strategic objectives with respect to targeted infrastructure industries (i.e. transportation, construction, energy, information technology, or utilities industries).

ACTION:

Ensure that any infrastructure bill includes new dollars for training partnerships, consistent with the bipartisan BUILDS Act.

President Trump and Congressional Democrats have proposed significant new investments in our nation's roads, bridges, and other infrastructure. These efforts could create millions of new jobs in the coming years, but nearly half would require some education and training beyond high school. We will need to ramp up our support for apprenticeships and other skills strategies to keep up with demand.

Apprenticeship is a valuable tool for workforce boards and employers. More non-traditional industries are looking to use the apprenticeship model and federal policy should help encourage more industries to explore them.

WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) FUNDING

WIOA is designed to help job seekers access employment, education, training, and support services to succeed in the labor market and to match employers with the skilled workers they need to compete in the global economy. Over nearly two decades, instead of continuing to invest in our workforce, federal investments have been cut.

ACTION:

Increase funding for WIOA workforce and adult education grants to at least authorized levels and restore career and technical education (CTE) state grant funding to at least \$1.3 billion.

We need to continue to urge Congress to increase funding for WIOA. Despite messages of strong bipartisan support for skills policy, over the past 16 years, Congress has slashed funding for state job training grants by 40%, CTE grants by 30% and adult education grants by 20%.

After nearly two decades of disinvestment, workers and businesses need significant new investment in skills and retention supports today to support the workforce of tomorrow. This disinvestment has left businesses struggling to find skilled workers and left workers without pathways to better-paying jobs.

TEMPORARY ASSISTANCE FOR NEEDY FAMILIES (TANF) REAUTHORIZATION

TANF funding and policy is currently year-to-year. There will be a serious effort to reauthorize TANF in 2020, which will be difficult in an election year.

ACTION:

Modernize TANF to support training opportunities.

More than 80% of today's jobs require postsecondary education and training, but less than 10% of adult TANF recipients have education beyond high school. Congress should update TANF to expand access to high-quality training and education that leads to in-demand credentials.

ACTION:

Replace the TANF work participation rate with WIOA performance metrics for employment outcomes.

We suggest expanding the list of allowable activities to include High School Equivalency programs, apprenticeship and CTE. We need to establish greater alignment between WIOA and TANF, given that more TANF individuals are being served at one-stop career centers.

COLLEGE TRANSPARENCY ACT (HR 1766/S 800)

The College Transparency Act establishes a privacy-protected system to collect and report student outcome data so that college applicants can better understand their return on investment. It strengthens educational access for minorities, women and veterans, bolsters the American workforce; decreases the skills gap, and helps educational institutions take concrete steps to improve student success.

ACTION:

Strengthen educational access for minorities, women, and veterans

The College Transparency Act will develop and maintain a secure, privacy-protected postsecondary student-level data system that will provide information on the general pricing for universities and degree programs as well as give families access to a portal or database where they can learn about average salaries and statistics for all Americans, including minorities and veterans.

The Act will also push more regular disclosures to student borrowers during the lifetime of their loan, including while they are still in college, improving students' financial literacy and helping borrowers understand their financial commitments they are making.

ABOUT MICHIGAN WORKS! ASSOCIATION

As the professional organization representing the Michigan Works! network, the Michigan Works! Association is committed to advocating for workforce development issues throughout its system, the employers they serve and the job seekers who walk through their doors each day.

The Association's federal legislative advocacy is member-centric. At the start of each year the Association does a thorough review of current and upcoming federal issues that impact workforce development and establish the Association's federal policy priorities and positions. This advocacy is both proactive (messaging on Michigan Works! priorities) and reactive (responsive to anticipated federal policy discussions).

Lawmakers have a direct impact on the work the Michigan Works! System does every day, so it is critical that existing relationships are strengthened, and new ones are forged. On the federal level we do this by scheduling visits for our members to meet with federal lawmakers in Washington D.C. about national workforce development issues that have an impact on the residents of our state.

The Association and its members also work closely with members of the Governor's cabinet, across a variety of state departments, as well as the U.S. Department of Labor, on policy initiatives that impact workforce development.

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"Virtual" Legislator Visits (To Date)

Legislator	Date	County
Representative David LaGrand		Kent
Senator Winnie Brinks	9/10/2020	Kent
Representative Rachel Hood	9/10/2020	Kent
Representative Terry Sabo		Muskegon
Representative Greg Van Woerkom	9/11/2020	Muskegon
Senator Jon Bumstead	9/8/2020	Muskegon
Representative Bradley Slagh	9/8/2020	Ottawa
Senator Roger Victory	9/8/2020	Ottawa
Representative Luke Meerman	9/8/2020	Ottawa
Representative Jim Lilly		Ottawa
Representative Lynn Afendoulis	9/17/2020	Kent
Senator Peter MacGregor	9/17/2020	Kent
Representative Julie Calley	8/28/2020	Barry/Ionia
Representative Mark Huizenga		Kent
Representative Thomas Albert		Kent/Ionia
Representative Mary Whiteford		Allegan
Senator Rick Outman	8/25/2020	Montcalm