

Governor's Talent Investment Board (GTIB) Quarterly Meeting
Meeting Minutes
December 6, 2012, 10:00 a.m. – 1:00 p.m.
Lansing Community College MTEC
5708 Cornerstone Drive, Lansing

MEMBERS PRESENT:

Brian Balasia	Bing Goei	Arnie Redsicker
Robert Campau	Kate Hogan (via phone)	Mary "Anne" Rosewarne
Maura Corrigan	Linda Howard (for Mike Flanagan)	Karen Towne (for Steven Hilfinger)
Tony Day	James Jacobs	Frank Venegas, Jr.
Helen Dietrich	William Jones	Richard Wells
Michael Finney	Frank Jonna	Gordon White, Jr.
Mary Ann Gale	Geralyn Lasher (for James Haveman)	Scott Wilkerson
Nancy Gioia	Mara Letica Saad	Elaine Wood
Alan Gocha	David Nicholson	William Young

MEMBERS ABSENT:

Representative Jim Ananich	Jon Cotton	Senator Phil Pavlov
Nancy Ayres	Patrick Devlin	Paul Saginaw
David Brule, II	Kimberly Dickens	Jai Shah
Timothy Bryan	James Gaskin	Kester So
Brian Burnett	Mark Hackel	Representative Sharon Tyler
Carl Camden	Senator Dave Hildenbrand	Zane Walker

WELCOME AND OPENING REMARKS

Gordon White, Jr., Chair, called the meeting to order at 10:10 a.m. Mr. White provided a few opening remarks. He stated official business would not be conducted until a quorum was present, and several more Board members were in route and expected. Mr. White explained Governor Snyder was unable to attend due to the development of some important issues that required his immediate attention. He stated Ms. Amy Cell, SVP of Talent Enhancement, Michigan Economic Development Corporation (MEDC), would provide information on the Governor's economic and talent summit.

Ms. Cell talked about Governor Snyder's economic development and talent summit that is being planned for the spring. She stated the key outcomes are to increase employer engagement in the talent process to better connect supply and demand and to get guidance from business regarding key hard and soft skill needs for the next 2-5 years. An event in April focusing on education is also being planned. Ms. Cell asked the Board members for input on skill gap issues they are experiencing, so the summit agenda could include points to be addressed through themes, speakers and workshops. Suggestions included:

- STEM is an area that needs more awareness and is a huge issue;

- How is the K-12 system directing students to optimum job opportunities and how this is integrated with higher education and vocational training;
- The Cascade model of employer-based cooperative and models from other states;
- More direct training funding to employers and ideas to use state oversight so it can be justified;
- Ideas for outreach to two/four year/graduate students to fill highly skilled positions;
- Have one conference rather than two separate conferences; and
- Ideas for marketing the middle skilled jobs that require some post-secondary education but not a four year degree.

Mr. White introduced two newly appointed Board members, Rich Wells, Vice President and Site Director for Dow Chemical Company’s Michigan operations, representing business, and Tony Day, the Facilities Director from the Nottawaseppi Huron Band of the Potawatomi’s Pine Creek Reservation, representing the Native American One-Stop Partner.

Mr. White reviewed the agenda, and explained the majority of the meeting would be spent in the small groups. Members of the audience were invited to observe the small group breakout discussions.

VISION STATEMENT BREAKOUTS – REPORT OUT

The Supporting the Alignment of Workforce Development Efforts with Economic Development Efforts group discussed the following:

- Cultural structures need to be put in place to prepare for leadership turnover and transition so cultures are intact.
- The dynamics of collaboration and economic development competitiveness. For example, when a new company locates to one region in a state over another, this can lead to both winners and losers; invite collaboration where there is competition as well.
- Mapping out organizational structure to show where there is alignment and where there are gaps.
- Based on information from the Governance Structure Review, advocate for flexibility with USDOL regarding the structure of corporate and civil service positions and what is best for Michigan.
- Provide more data driven data to hold talent system (MEDC/WDA/MWA) accountable; will provide dashboards for WDA, MWAs, MEDC, and Governor’s Office.

The Advocating for the Integration of Workforce Development into the K-12 School System group provided the following summary:

- Need a nimble education system to respond to business needs and a process to accomplish this.

- Group will conduct a pilot gap analysis on a few occupations to see what is available and what gaps exist, and barriers from education in filling those gaps.
- Discussed providing students with early career exploration regarding their futures; give them career options as early as possible and fit them with their abilities; stress the process is an investment in themselves.
- General discussion on parents driving the educational system and how this can sometimes distort the system.

The Assisting the Structurally Unemployed with Financial Independence group was provided a presentation from the West Michigan Employer Resource Network (ERN). Discussion included:

- How to retain and engage entry level employees through Employer Resource Networks (ERNs) and the presence of success coaches.
- The participating employers of an ERN come together to contract for a success coach.
- The success coach helps with retention and provides wrap-around services.
- The SOURCE and Cascade Engineering are successful models.
- The GTIB workgroup endorsed the ERN model; next steps will include more discussion, visit to Cascade Engineering.
- ERNs help with employee retention and cut costs for employers.
- Human Resource professionals need education on the barriers of people on public assistance.

The Supporting a Demand Driven Workforce System group offered the following summary:

- Reconfirmed the need for a strategic training fund and moving this agenda through the Workforce Development Agency (WDA); asking WDA for a picture of how this would work.
- The MWA Dashboard does not reflect a demand driven system strategy, so a small subgroup will work on recommendations to revise.
- The group will review the Return On Investment (ROI) study from South Central Michigan Works! that compares ROI for a supply-side system versus demand driven system and will look for ideas to recommend demand driven system strategies statewide.

ACTION ITEMS

At 12:25 p.m. Mr. White stated the GTIB meeting was reconvened.

Mr. Bing Goei, Vice Chair, explained the consent agenda items include the minutes from the September 11 meeting and the GTIB Meeting Schedule for 2013.

A MOTION was made by GTIB member Frank Venegas, Jr. and SUPPORTED by GTIB member Nancy Gioia to approve the consent agenda items. The MOTION was approved unanimously.

Mr. Goei introduced Mr. Rick Waclawek, Director from the Bureau of Labor Market Information and Strategic Initiatives (BLMISI), Department of Technology, Management and Budget (DTMB), who would provide a short presentation on the Program Year (PY) 2012 Workforce Information Grant and (PY) 2011 Workforce Information Grant Annual Report.

Mr. Waclawek stated the purpose of his presentation was to request approval to move forward with the Workforce Innovation Grant Annual Report and Statement of Work Certification for the 2012 grant. He would also provide a brief introduction to LMISI.

Mr. Waclawek talked about the Bureau's charter, mission, vision, and objectives. He provided information on the various revenue streams that fund the initiatives the Bureau works on and current Bureau state programs, and the deliverables expected by the US Department of Labor (USDOL) Employment and Training Administration (ETA). Some of the products and services provided by BLMISI are:

- LMI Website – www.michigan.gov/lmi
- Michigan Economic and Workforce Indicators and Insights
- LMI Dashboard
- Michigan On-Line Job Demand
- Michigan's 50 Hot Jobs
- Michigan's Labor Market News
- Key labor market and economic metrics

He stated the Workforce Information Grant is an annual grant offered to states, with the purpose to provide guidance for the development, management and delivery of Labor Market and Workforce Information to state constituents. The grant contains specific goals and objectives, and requires accountability through ETA grant reviews and audits and performance reporting. He also added the application calls for a Performance Report, Statement of Work Certification and Transmittal Letter signed by the State Workforce Board Chair.

An answer of \$440 million was provided to the question of how much funding the state receives for workforce investment activities.

A MOTION was made by GTIB member Scott Wilkerson and SUPPORTED by GTIB member Maura Corrigan to approve the PY 2011 Workforce Information Grant Annual Report and PY 2012 Workforce Information Grant Statement of Work Certification. The MOTION was approved unanimously.

DEPARTMENT UPDATES/NEWS

Ms. Amy Cell provided information on the Michigan Advanced Technician Training (MAT2) program, which is based on the German model of vocational education. She stated a pilot with 30 students would begin in September 2013. This is a three year work study program with paid

stipend and paid education from a participating employer. At the end of three years and successful completion of the program, students will have an associate's degree in Mechatronics as well as a job offer from the employer. She also talked about LiveWorkLaunchDetroit and LiveWorkLaunchGrandRapids, two events targeting college students on an entrepreneurial track that would showcase the resources available to entrepreneurs within the two cities. In addition, Ms. Cell stated Phase II of Pure Michigan Talent Connect was complete. A goal of the reengineering of the state's labor exchange system is jobs filled at a rate of 95% after using the system.

Ms. Christine Quinn, Director, Workforce Development Agency (WDA), talked about the Workforce Investment Act (WIA) performance measures and the USDOL Governance Review. She stated Michigan exceeded in sixteen of the seventeen performance measures and is number one in the region. She also said Michigan received only one finding in the Governance Review. WDA and MEDC staff will be working together to avoid findings in the future.

In addition, Ms. Quinn talked about a veterans' services interdepartmental collaborative. This group has recently met and has identified three areas of priority:

- Working together and avoiding duplication by better identifying resources to veterans and working with partners;
- Focusing on veteran training and credentialing when veterans return from battle by providing a crosswalk of skills veterans have with skills employer need to better match; and
- Updating data systems.

CLOSING REMARKS

Mr. White asked for any public comments and there were none. A copy of the letter that was in response to the public comment submitted to the GTIB from the September 11 meeting was included in the meeting packets. He reminded Board members to participate in a field trip by visiting their local Michigan Works! Service Center or by attending a local workforce development board meeting.

The next meeting is scheduled for Tuesday, March 5, 2013 from 12:00 p.m. – 3:00 p.m. with a location to be determined.

There being no further discussion, the meeting was adjourned at 1:00 p.m.