

Governor's Talent Investment Board Quarterly Meeting  
Meeting Minutes  
June 6, 2013, Noon – 3:00 p.m.  
Hagerty Insurance  
141 Rivers Edge Drive, Traverse City

MEMBERS PRESENT:

Dennis Argyle	William Jones
David Brule II	Frank Jonna
Olga Dazzo	Geralyn Anne Lasher (for James Haveman; via phone)
Kimberly Dickens	Christine Quinn (for Michael Finney)
Helen Dietrich	Arnie Redsicker
Kevin Elsenheimer (for Steven Arwood)	Paul Smith (for Maura Corrigan)
Linda Forward (for Mike Flanagan)	Kester So (via phone)
James Gaskin	Frank Venegas, Jr. (via phone)
Nancy Gioia (via phone)	Gordon White, Jr.
Bing Goei	Scott Wilkerson (via phone)
Kirk Hanna	Elaine Wood
Katherine Hogan	William Young

MEMBERS ABSENT:

Brian Balasia	Representative Frank Foster	Senator Phil Pavlov
Timothy Bryan	Mary Ann Gale	John Rakolta III
Brian Burnett	Alan Gocha, Jr.	Anne Rosewarne
Robert Campau	Mark Hackel	Mara Letica Saad
John Cotton	Senator Dave Hildenbrand	Zane Walker
Tony Day	James Jacobs	Richard Wells
Patrick Devlin	Michael Krushena	Representative Adam Zemke

WELCOME AND OPENING REMARKS

Gordon White, Jr., Chair, called the meeting to order at 12:20 p.m. Mr. White asked Ms. Beckhorn and Ms. Johnson to take roll call and to record the Board members both physically present and on the phone for quorum purposes. Mr. White then provided a few opening remarks.

Mr. White noted the PowerPoint presentation that had been playing during lunch which contained some of the positive employer feedback that had been submitted to the Governor's Office over the prior few months regarding Michigan's Talent Development System. He also indicated that additional feedback will be shared at future meetings utilizing the same format.

Mr. White shared that one Board member had resigned since the Board last met in March. He indicated that a resignation had been received from Ms. Nancy Ayres. Mr. White thanked Ms. Ayres for her service to the Governor and the State of Michigan. He indicated that the Governor's Appointments Office is in the process of identifying a new Board member to fill her vacancy.

Mr. White announced three newly appointed Board members: Dennis Argyle, Vice President and CFO for Knight Facilities Management, representing the Business sector; Kirk Hanna, Director of Government Operations for Kelly Services, representing the Business sector; and John Rakolta III, Commercial Business Development Director for Walbridge Aldinger Company, representing the Business sector.

Mr. White briefly reviewed the meeting's agenda and outlined the objectives for the meeting. The objectives for the meeting were:

1. Provide GTIB members with updates concerning the use of information and feedback provided by them at previous meetings; and
2. Provide GTIB members with information concerning how both employers and Michigan's Talent Development System are working to meet the talent and skill development needs of Michigan's employers.

Finally, Mr. White asked for any public comments prior to proceeding with the agenda. There were none.

#### ACTION ITEM: CONSENT AGENDA

Mr. Bing Goei, Vice Chair, explained that the only consent agenda item before the Board was the approval of the meeting minutes from the March 5, 2013, meeting. He asked if any Board members had questions or comments pertaining to the meeting minutes. Hearing none, Mr. Goei asked for a motion to approve the March 5, 2013, meeting minutes.

A MOTION was made by Board member Olga Dazzo and SUPPORTED by Board member Linda Forward to approve the meeting minutes. The MOTION was approved unanimously.

#### ACTION ITEM: AGRICULTURAL OUTREACH PLAN APPROVAL

Mr. Goei introduced the Agricultural Outreach Plan before the Board for its consideration and approval and asked Ms. Belen Ledezma from the Workforce Development Agency, State of Michigan to say a few words regarding the Plan. He asked if any Board members had any questions or comments pertaining to the Plan. Questions and comments were as follows:

- Q: How do you ensure you have enough workers, or do you have shortages?  
A: It's too early to tell if we will have shortages this year. Most of our migrant labor arrives in Michigan around June. We have experienced some worker shortages in asparagus despite actively recruiting Michigan workers. Agricultural work is not suitable for everyone. It requires speed, stamina, and endurance. These are all very distinct and necessary skills to work in agriculture.

- Q: What has been the effect of immigration law?  
A: The immigration reform bill does not address migrant worker conditions. It addresses agricultural labor in two ways. One does away with the H2-A program and creates a new W-2 and W-3 program in its place. One is a contract visa, the other is an at-will visa. Both offer choices for the employer and the foreign worker. The visa lets foreign workers extend their stay up to six years. The other program is the blue card visa that has a pathway to citizenship for undocumented individuals. In order to qualify, you must work in agriculture for 150 days and be in agriculture for up to five years.
- Q: What about advanced technology (i.e. hydroponics), do you handle that?  
A: No, we do not handle that particular kind of training. We do refer workers to training. We know that training will be required as new machinery is introduced for crops such as hydroponic tomatoes which require more care in tending to the vines and in harvesting of the crop.
- Q: What is your strategy to get the workers that are needed?  
A: We hold job fairs in Michigan, post jobs on the website, announce on the radio show “la hora del campesino”, and do outreach. We help employers write job orders and job seekers write resumes. A better job description helps job seekers understand the terms and conditions of the job better. Our biggest change that will help is the removal of the 65 mile rule from our policy manual. The decision to travel is left up to the job seeker.

At the conclusion of the discussion, Mr. Goei asked for a motion to approve the Agricultural Outreach Plan.

A MOTION was made by Board member Arnie Redsicker and SUPPORTED by Board member Elaine Wood to approve the Plan. The MOTION was approved unanimously.

#### ACTION ITEM: APPROVAL OF REVISION TO GTIB VISION STATEMENT

Mr. Goei introduced a proposed revision to the GTIB’s Vision Statement before the Board for its consideration and approval. He asked if any Board members had any questions or comments pertaining to the proposed revision. Hearing none, Mr. Goei asked for a motion to approve the proposed revision to the GTIB’s Vision Statement.

A MOTION was made by Board member Olga Dazzo and SUPPORTED by Board member Linda Forward to approve the proposed revision. The MOTION was approved unanimously.

#### MICHIGAN’S TALENT DEVELOPMENT SYSTEM

Mr. White introduced Ms. Elaine Wood, Chief Executive Officer of the Northwest Michigan Council of Governments and a member of the GTIB. Ms. Wood presented information to the Board

regarding Michigan's Talent Development System which provided background and context for the later tour of the Traverse City Michigan Works! Café.

Ms. Wood's presentation provided information concerning:

- Who we are, what we do, and why
- Why we're different from other states
- How we are demand-driven
- Performance outcomes
- Where we are now and where we're going
- Key issues facing the system
- Recommendations for action

Questions and comments concerning Ms. Wood's presentation were as follows:

- Q: With respect to the financial penalty for failing to achieve a 50 percent Work Participation Rate, how are we doing?
- A: We actually achieved a 50 percent Work Participation Rate this last quarter. Our rate has significantly improved with the implementation of the PATH program last year. In fact, an update on the Work Participation Rate can be found on page 50 of your Board Book.
- Congratulations for achieving a 50 percent Work Participation Rate last quarter.
- Q: What is the WIA Reauthorization role of this Board?
- A: We're continuing to monitor efforts at the federal level to reauthorize the Workforce Investment Act and will look to the Board for input as appropriate.
- Q: Do we need to revise the structurally unemployed piece in the GTIB's Vision Statement?
- A: That is certainly something we can discuss moving forward.
- Q: Can I get more information regarding Prisoner Reentry?
- A: Absolutely.

#### OVERVIEW AND TOUR OF HAGERTY INSURANCE

Mr. White introduced Ms. Kate Hogan, Vice President of Hagerty Insurance and a member of the GTIB. Ms. Hogan provided a brief overview of Hagerty's skill and talent development activities which provided background and context for the subsequent tour of Hagerty's training room and facility.

*At the conclusion of Ms. Hogan's presentation, Board members took a guided tour of Hagerty Insurance's training room and facility.*

#### TOUR OF TRAVERSE CITY MICHIGAN WORKS! CAFÉ

*At the conclusion of the tour of Hagerty Insurance's training room and facility, Board members boarded shuttle buses and departed Hagerty Insurance for a tour of the Traverse City Michigan Works! Café.*

*At approximately 2:45 p.m. Board members returned to Hagerty Insurance and the meeting resumed.*

#### UPDATES/NEWS FROM WDA AND MEDC

Mr. White introduced Ms. Christine Quinn, Director of the Workforce Development Agency, State of Michigan (WDASOM). Ms. Quinn provided the Board with a brief update on the agency's activities and initiatives, including:

- An update on the status of the Skilled Trades Training Program
  - The Resolution approved by the GTIB at its March meeting was shared with the Legislature in March
  - It appears the \$10 million requested for the program will be included in next year's budget to be signed by the Governor sometime in June
  - It also appears that next year's budget will include \$1.5 million to fund the integration of the Hero 2 Hired program with MI Talent Connect
- An update on the impact of sequestration on Program Year 2013 Workforce Investment Act funding levels
  - Adult funding down 15.2%
  - Dislocated Worker funding down 16.1%
  - Youth funding down 14.7%
- An update on the status of the feedback given during the small group discussions that occurred during the GTIB's meeting in March
  - Feedback has been shared with the Skills Mismatch Workgroup and the workgroup is analyzing the feedback as it considers its recommendations
- An update on next steps resulting from the Governor's Economic and Education Summits
  - Christine Quinn and Amy Cell are co-chairing the Steering Committee/Advisory Group that has been formed
  - Feedback given during the small group discussions that occurred during the GTIB's meeting in March aligns with outcomes from both summits. Overlapping topics include:
    - Importance of soft (essential) skills
    - Internships, summer jobs, and job shadowing
  - The GTIB's September meeting will build upon the work done in March and tie into the outcomes from both summits
    - Will potentially result in recommendations to the Governor
- An update on the layout and purpose of the Board Book provided to all GTIB members
  - The book contains a number of materials which provide informational updates on items previously discussed by the GTIB or of relevance to the GTIB
- An update on the Workforce Development Agency's new website
  - Launched June 1<sup>st</sup>

Ms. Quinn introduced Ms. Amy Cell, Senior Vice President of Talent Enhancement at the Michigan Economic Development Corporation (MEDC). Ms. Cell provided the Board with a brief update on the agency's activities and initiatives, including:

- An update on follow-up resulting from the Governor's Economic and Education Summits
  - In the process of analyzing feedback from the summits and sharing best practices
  - Looking at summit structure as planning begins for next year's summits
    - Will most likely keep the same format
  - In the process of identifying regional leads right now
  - Looking at how to scale up initiatives statewide

Mr. White thanked Ms. Quinn and Ms. Cell for updating the Board on the latest developments at the WDASOM and the MEDC.

### CLOSING REMARKS

Mr. White asked for any public comments. There were none. Mr. White encouraged Board members to fill out the notecards on their tables before leaving so their input may shape the agendas for future meetings. The notecards ask Board members to write down what in their opinion is the essential question that should be answered at every meeting. Notecards from the March meeting indicated Board members want to hear more about how their feedback during their small group discussions is being used and shared, that they want to hear about success stories, and that they want more information related to metrics. The information presented during this meeting and in the materials provided to Board members in their quarterly meeting Board Books is intended to start addressing these questions.

Mr. White indicated that meeting evaluations for the GTIB's quarterly meetings have gone paperless. Board members will receive an email with a link to the evaluation later today. Board members are encouraged to take a few minutes to fill out the evaluation as their feedback is important to shaping the agendas for future meetings.

The Board's next meeting is scheduled for Tuesday, September 10, 2013, from 1:30 p.m. until 4:30 p.m. in Mt. Pleasant. The meeting will be held in conjunction with the annual Michigan Works! for People Conference.

There being no further discussion, the meeting was adjourned at 3:10 p.m.