

Council for Labor & Economic Growth
Quarterly Meeting
Lansing Community College West Campus, MTEC- Conference Center
Monday, March 5, 2007
9:30 a.m. – 1:30 p.m.

MEMBERS PRESENT:

Derick Adams	Norma Hagenow	Sharon Rivera (via phone)
Lisabeth Ardisana	John Hernandez	Michael Schmidt
Kenneth Baker	Thomas Hickner	Jaye Shamsiddeen
Stephen Balbierz	John James	Kester So
Lloyd Bingman, Ph. D.	Eleanor Josaitis	Marjorie Sorge
Harry Bonner, Sr.	Janet Joseph	Mary Thornton
Patrick Cannon	Mitzi King (via phone)	Mitch Tomlinson
Matthew Chambers	Frank Lopez	Marianne Udow
Keith Cooley	Alan Low	John Voorhorst
Jennifer Cornell	Timothy Nelson	George Yost
Bradley Dyer	Daniel Phelan	Mike Zellej
Fern Espino	Sharon Parks	Lynn Zuellig
Patrick Gleason		

MEMBERS ABSENT:

Wilma Abney	Christopher Fitch	Sharon Peters
Paul Arsenault	Michael Flanagan	William Peterson
E. Sharon Banks	Dennis Hands	Gene Pierce
David Binkley	Doyle Hayes	Phillip Power
Ted Blashak	George Heartwell	Hubert Price, Jr.
Antoon Brusselmans	Win Irwin	Trenda Rusher
Michael Bryanton	Robert Jaquart	Alan Sanborn
Matt Brynildson	Jack Litzenberg	Patricia Shimmens
David Eisler	Juan Mestas	Buzz Thomas
James Epolito	Janet Olszewski	John Van Wyck

I. CALL TO ORDER

Mr. Mitch Tomlinson, Vice-Chair, called the meeting to order at 9:35 a.m. and welcomed the Council members. The Accelerating Re-employment Committee would be hosting a Soft Skills Symposium after the Council meeting and all were invited. In addition, the Low Wage Worker Advancement Strategy Committee, along with CVS Pharmacy and the Detroit Regional Chamber of Commerce, will be hosting a Vulnerable Worker Forum in Detroit on Wednesday, March 7. A Low Wage Worker Employer Toolkit will be distributed at the forum and is included with the meeting materials.

Mr. Tomlinson introduced the Council's new Chair, Marge Sorge, Vice-President of Corporate Communications at Metaldyne.

II. OPENING REMARKS

Ms. Marge Sorge, Chair, invited Governor Jennifer Granholm to say a few remarks. Governor Granholm acknowledged Ms. Sorge as Chair of the Council, Mr. Tomlinson for his leadership as Acting Chair, and Keith Cooley as the new director of the Department of Labor & Economic Growth.

Governor Granholm spoke of her economic plan to diversify Michigan's economy and to have a competitive tax climate. The Governor acknowledged Andy Levin and his efforts in heading up the No Worker Left Behind program, and Jeanette Klemczak, who is the lead on the Nursing Corps initiative. The No Worker Left Behind program targets unemployed adult workers with an opportunity to be retrained to fill job vacancies in high demand industries.

Ms. Sorge talked about the role of CLEG members and what the Council can do to get things done in Michigan. She also spoke of the affect of the global economy in Michigan and what it means to companies and workers, skills the workforce needs now and will need in the future, including technical and soft skills, entrepreneurship, and belief in inclusion and diversity, and the transfer of technology within companies and universities.

Ms. Sorge then invited Director Cooley to say a few words. Director Cooley talked about the importance of education in filling jobs in industries that lack workers and understanding how to bring students to the table to pursue education in these fields.

Ms. Sorge welcomed the new Council members Jennifer Cornell, Stephen Balbierz, Fern Espino, and John James. New member Paul Arsenault was unable to attend.

Mr. Matt Chambers provided an update of the 2007 National Association of State Workforce Board Chairs Winter meeting held in Washington D.C. Michigan's Regional Skills Alliances (RSAs) were highlighted during the meeting, presented by Mr. Jack Litzenberg, CLEG member, and Mr. Larry Good from Corporation for a Skilled Workforce. Mr. Chambers acknowledged Michigan Works! Association for the gift of two books, The World is Flat by Thomas Friedman, and Tough Choices or Tough Times by the National Center on Education and the Economy.

Mr. Chambers talked about the focus of education in the global economy, and how the United States is falling behind in children completing high school. Tough Choices or Tough Times offers radical suggestions for change in the United State's educational system, including moving to a competency based system from a seat time system.

III. ACTION ITEMS-CONSENT AGENDA

The action items on the consent agenda include approval of the following:

- December 4, 2006 quarterly meeting minutes; and
- Two-Year Strategic State Workforce Investment Plan.

Mr. Tomlinson asked Mr. Chambers the recommendation of the Accelerating Re-Employment Committee after their review of the Two-Year Strategic State Workforce Investment Plan. Mr. Chambers stated that the Committee recommends Council approval of the Two-Year Strategic State Workforce Investment Plan.

A MOTION was made by Mr. Kenneth Baker, CLEG member, and supported by Mr. John James, CLEG member, to approve the action items.

IV. ACTION ITEMS-RESOLUTIONS

Deputy Director Andy Levin gave an overview of the No Worker Left Behind (NWLB) program. The program is in the beginning stages of being developed and many of the details will be worked out in the upcoming weeks. A workgroup has been convened to work on the details of the program. Highlights of the program include:

- Will invest in the people of Michigan by helping thousands of displaced workers get the training and skills they need to enter new economy careers;
- Will double the number of displaced workers receiving education and training to 100,000 over three years;
- Up to two years of tuition in an approved training program will be available such as an associates degree or occupational certificate from community college, four-year college or university, proprietary school or intermediate school district career center;
- Training must be in high-demand and high-growth fields;
- Coordinated skills assessment will take place with a local Michigan Works! Agency to ensure a good training fit for the person's interests, aptitudes and options and will identify basic skills the person needs for a positive educational experience;
- A one-time offer available for three years to sign up, beginning fall semester 2007;
- Will be supported with Federal Workforce Investment Act funding and state general funds;
- A website devoted to NWLB (www.michigan.gov/nwlb) has been launched to better align resources; and
- An aggressive timeframe has been set to develop the program.

Questions to Mr. Levin and comments included:

- Does the NWLB program include individuals near retirement age or baby boomers looking for second careers? *The program would not discriminate by age, however it is not intended for autoworkers taking an early retirement but who still want to work.*

- How does the NWLB program fit with the Jobs, Education, and Training (JET) program and with citizens with disabilities? *Both are issues that will be addressed by the workgroup. Michigan Rehabilitation Services already integrates into other programs so this will continue.*
- How will companies be assessed so candidates are placed appropriately? *This will also be discussed within the workgroup, however, placing individuals is something the Michigan Works! Agencies (MWAs) currently do.*
- What steps will take place to involve the African American male population and their disconnect with the workforce? *Every effort will be made to recruit and market programs to all individuals, including all populations.*
- In regards to the education entities that will participate, will this work as a voucher program and will private institutions be eligible? *There are no barriers in the categories of training, and a variety of institutions can be utilized. Some type of system will be developed for the program, however the education and training must be in an industry where there is a demand.*
- What work has been done to date to meet the timeframe imposed as far as definitions of high demand jobs and assessments of skills and interests? *Information is already available through DLEG's Bureau of Labor Market Information and Strategic Initiatives, and each MWA already assesses individuals for skills and interests.*
- How will all the partners get on board to meet the imposed timeframe? *This is not a program that will be federally mandated and regulated, it is a focused initiative for a specific amount of time that builds upon work that is currently being done. We will be working with MWAs and educational providers who already provide these services. More practical issues such as funding is what needs to be worked out.*
- Involve people who have to deliver the programs in the design of it.

A MOTION was made by Mr. Derick Adams, CLEG member, and supported by Mr. Timothy Nelson, CLEG member, to approve the No Worker Left Behind Resolution of Support.

Ms. Jeanette Klemczak, Chief Nurse Executive from the Department of Community Health, provided information on the Michigan Nursing Corps. The current and future nursing shortage is of unprecedented length and numbers. This is due to an aging of the general population and aging of the nursing population, along with a proliferation of chronic disease in our society. In addition, nursing school applicants are being turned away due to a shortage in nursing faculty. This will be addressed over the next three years in the Governor's Michigan Nursing Corps initiative. Highlights of this plan include the following:

- Accelerate the education of master- prepared faculty to teach nursing in the classroom;
- Accelerate training of staff nurses prepared as clinical faculty to provide hands-on learning in actual health facilities and develop a statewide curriculum to train clinical faculty;

- Accelerate training of doctoral-prepared faculty to teach the nursing faculty;
- Recruit displaced workers holding bachelor's degrees in science for admission to accelerated programs for nursing;
- Funding for this initiative is projected at \$45 million over the next three years;
- Projected funding is based on salary and tuition support that will be provided to individuals;
- For every dollar of the \$45 million, \$162.00 will come back in value to the local communities.

Questions and comments to Ms. Klemczak include:

- Will individuals be assessed for both temperament and caring factors? *The programs do assess for this to ensure that individuals know what is in store for them as a nurse and what to expect. Job shadowing is often used.*
- There is a concern with creating the wrong outcome of what is expected of nurses. For example, the majority of chronic care is delivered in more the home and is a different environment than in a hospital. *There is a variety of projects currently going on. Nurses should be trained in things that only nurses should do. There will be some work on redesigning the work and training as well.*
- The cost of nursing training to community colleges is another issue that needs to be addressed. The average general fund subsidy for an associates degree in nursing is close to \$10,000 even if faculty is available. There needs to be a focus in redesigning how things are done, and this continues to be a challenge. *The legislature last year called for a workgroup to develop some recommendations on what it would take to generate more graduates in nursing. All 26 community colleges have nursing programs and are their largest programs, so losing money from the largest program is a huge issue. Much parallel work needs to be done.*
- The funding of all programs in nursing need to be looked at, not just community college funding issues.
- How will the geographic bottlenecks of shortages for nursing faculty be addressed? *A needs assessment for areas will be done with a careful matching process.*

A MOTION was made by Mr. Harry Bonner, CLEG member, and supported by Mr. Daniel Thelen, CLEG member, to approve the Michigan Nursing Corps Resolution of Support.

V. STRATEGIC PLANNING

Mr. Larry Good, Chairman of Corporation for a Skilled Workforce, led the Council members through a strategic planning process. The session included small group discussion and group report out. Council members were first asked to reflect on the accomplishments of CLEG:

- Healthcare and advanced manufacturing strategy;
- Employer toolkit/vulnerable worker forums;

- Advanced energy strategy;
- “Learning curve”;
- SOLUTIONS-core values statement;
- Human capital mapping;
- Jobs, Education, and Training (JET) launch/implementation;
- Regional Skills Alliances (RSAs) oversight;

When asked what Council members would like to see improvement on or different, responses included:

- Need a process for monitoring results so modifications /improvements can be made.
- What can we give to this process to advance our common goals.
- More emphasis on youth and educational attainment, in particular with the Cherry Commission recommendations.
- More reporting on outcomes to CLEG on issues the Council has taken action on.

Responses from the small group discussion on what the Council should focus on in the next two years included:

- More interactive work;
- Pay attention to skilled trades;
- Education and social supports is economic development;
- Focus on outcomes;
- Soft skills (assessment and development);
- Leverage health care industry;
- Focus on systemic change;
- Provide advocacy for State budget;
- Support community coalitions (specific communities);
- Change internal/external perceptions of Michigan;
- Embrace diversity;
- Change mindset/expectations of Michigan’s workforce;
- Create model for aligning education and workforce education (systemic change);
- Shift to competency-based education;
- Eliminate redundancies;
- Incorporate K12 standards into vocational education; and
- Clearly articulate key message; and
- What specific policies will lead us to systemic change.

Discussion on what the Council can impact included the following responses:

- Need clarity on role/charge;
- Provide systemic solutions, with focus on results;
- Focus on entrepreneurship;

- Understand fiscal situation;
- Impact policy;
- Increased focus on outcomes/ accountability;
- Focus on specific objectives; and
- Take what we learn as a Council to affect change in our workplace.

Ms. Sorge indicated the information from the strategic planning process will be reviewed by the Executive Committee and will provide the framework of the Council's work for the next year.

VI. PUBLIC COMMENT/OTHER BUSINESS/CLOSING REMARKS

Ms. Sorge offered the opportunity for public comment and there was none.

Council members were encouraged to fill out the evaluations because they are used for agenda development. The next CLEG meeting is on June 4, 2007 from 9:30 a.m. to 1:30 p.m. at the Lansing MTEC.

There being no further business, Ms. Sorge adjourned the meeting at 12:30 p.m.