

MICHIGAN WORKS! WEST CENTRAL  
WDB/LEO JOINT MEETING  
NEWAYGO WORKFORCE SERVICE CENTER  
WEDNESDAY, FEBRUARY 5, 2020

MINUTES

LEO Members Present

Byl, Larry  
Cooper, Burt  
DeLaat, Ken  
Emig, Larry  
Hogenson, Tom  
Howard, Linda  
Walls, Karl

LEO Members Absent

Andersen, Janet  
Johnson, Les

WDB Members Present

Cooper, David  
Griffin, Nancy  
Johnson, Megan  
Marek, Ron  
Massy, Dan  
Roberts, Carla  
Romanowski, Cynthia  
Smith-Olson, Debbie  
Thompson, Sheri  
Timmers, Jon  
Trucks, Mary  
Vanderputte, Larissa  
Visser, William  
Vyse-Staszak, Janet

WDB Members Absent

Eisler, David  
Emerson, Donnie  
Gustad, Eric  
Johnson, Peter  
Kemnitz, Karl  
Kosheba, Dan  
Kulesza, Lisa  
Stark, Liz  
Vasquez, Jill  
Whitney, Tina

Michigan Works! West Central Staff

Bennett, Merri	Dunn, Chelsea	Marr, Chad	Shoemaker, Connie
Buss, Mark	Eppley, Jonathan	Reed, Brigette	Smith, Aleshia
Campbell, Rebecca	Keene, Shelly	Ridenour, Beth	Smith, Cassie
Davis, Toni	Marcellus, Lynsey	Sanders, Julie	Teitsma, Deanna
			Williams, Ellen

Other

Lensky, North – WIOA, Community Home Health Care

Call to Order

WDB Chairperson, Debbie Smith-Olson brought the joint meeting of the Workforce Development Board/Local Elected Officials to order at 12:40 p.m. at the Newaygo Workforce Service Center, 9075 S. Mason Drive 49337. There is a quorum of both the WDB and the LEO.

### Introduction of Guests

Guests were welcomed and introduced.

### Welcome New Board Members

- ◇ Megan Johnson, Plant Manager Yoplait/General Mills

She has been the Plant Manager since December and is very excited to be on the Workforce Board.

- ◇ Larissa Vanderputte, CPA Controller Michigan Freeze Pack

She has been with Michigan Freeze Pack for three years and is learning more about Michigan Works! Glad to be here.

### Consent Agenda (*Action Item*)

- ◇ Minutes of December 4, 2019 WDB/LEO Joint Meeting – Emailed Prior
- ◇ December Financial Report – Emailed Prior/Handout (Goldenrod)

**Larry Emig moved to accept the Consent Agenda as printed; supported by Carla Roberts; motion accepted unanimously by the LEO and those present of the WDB.**

12:44 p.m.

### Ratify Action Items December 4, 2019 WDB/LEO Meeting – (*Action Item – WDB Only*) – Handout

**David Cooper moved to ratify the action items of the December 4, 2019 Joint Meeting of the WDB/LEO; supported by Sheri Thompson; motion accepted unanimously by the WDB. 12:45 p.m.**

Showcase – North Lensky, WIOA Participant – Community Home Health Care of Michigan

Deanna Teitsma, Newaygo County Talent Specialist, explained that North came to Michigan Works! as a struggling student in 2018 trying to finish his Nursing Degree at Muskegon Community College. West Central was able to enroll him in the WIOA program and help him finish his last year of classes to allow him to get his RN degree, as well as, help him with supportive services. He graduated in August 2019 and is currently employed with Community Home Health Care of Michigan as an RN.

North thanked the Boards and explained that Michigan Works! helped him tremendously with success throughout his college experience. Being in the Nursing Program full time made it hard to work enough hours to pay for tuition and supplies. Through the help from Michigan Works! he was able to focus on his studies and not have to worry or stress about the tuition. He emphasized that anyone who has the opportunity to work with Michigan Works! he highly recommends it.

Newaygo County Information – Deanna Teitsma

Deanna explained as Talent Specialist they help people to file UIA claims, registration process, RESEA, resume help, job searches, workshops, work with clients in the PATH program, meet with people who wish to apply for the WIOA program; all this as well as offering Employer Services such as Job Postings and Job Fairs.

Since moving to the new location they continue to build relationships with the area organizations and employers.

Also to get the youth engaged they work with area schools. In March they are scheduled to meet with Juniors to discuss employability skills and what employers are looking for.

They also plan to attend the Home & Garden Show in Fremont March 21, 2020 to get the Michigan Works! name out there.

Plans/Modifications Summary – Handout *Blue* (Action Item)

1. CY 2020 Michigan Works! System Plan (PI 19-38) – *Action Required*

The System Plan is the Annual Plan that covers rules Michigan Works! Agencies follow to receive federal funding. The Plan designates signatory authority for the Vice Chairs of the WDB and LEO in the absence of the Chairs. It identifies the Michigan Works! West Central as the administrative entity that provides staff support to the Boards and serves as the Fiscal Agent.

This plan also identifies Mr. Marvin Pichla, Inspiring Innovations, as the One-Stop Operator for Michigan Works! West Central.

2. Going PRO Apprenticeships (GPA) (Draft PI 20-XX) – *Action Required*

The objective of GPA is to ingrain RAs into the fabric and service delivery of local labor markets. This approach is both a comprehensive and systemic RA expansion solution across workforce development, economic development, and education. GPA, which arms Michigan's ASC network with specific funding to offset the employer's cost of the apprenticeship training model to bolster RA cultivation and expansion in Michigan, will rapidly increase the number of apprentices in Registered Apprenticeship Programs (RAP) by 800 statewide through March 31, 2022. The overall allocation for Michigan Works! West Central is \$116,196.51.

3. PATH Supportive Services (PI 20-XX) – *No Action Required*

Employment Related Support Services Fiscal Year (FY) 2020 Partnership. Accountability. Training. Hope. (PATH)

Department of Health and Human Services (DHHS) has provided the State of Michigan with \$1,500,000 in funds to provide employment-related support services to PATH participants during the first 180 days of a participant's employment. Michigan Works! West Central received an allocation of \$12,101 to be used in our six counties. The majority of the funding will be used to remove transportation barriers, including the provision of Public Transportation Allowances and Auto Related Expenses.

4. FY 19 PATH Expenditures – *No Action Required*

State policy requires all MWA's to expend both PATH – TANF (Federal) dollars (\$846,277) and PATH - P & I (State) dollars (\$127,540) concurrently. MWWC fully expended the FY 19 P & I funding during the program year that ended June 30, 2019. At the end of December, MWWC had a balance of \$48,919.85 in FY'19 TANF funds that was not able to be expensed.

On January 22, 2020, WD contacted West Central and requested that we reclassify expenditures from the PY 18/ FY 19 P & I funding to the FY 19 TANF grant so the remaining unspent funding would be State dollars rather than Federal dollars. West Central's concern was that not only would they be out of compliance with the concurrent spending requirement but would also be changing the audited financial statements already completed for the program year that ended June 30, 2019. Brigitte Reed contacted West Central's audit firm and the lead auditor agreed that this was not an accepted accounting practice and advised against moving the funds.

On January 24, 2020, Shelly Keene received an email from the Deputy Director of the Workforce Development Agency, Mike Wurmlinger, strongly encouraging West Central to reconsider and reclassify the requested expenditures to avoid "political ramifications" for the LEO and the Michigan Works! System. Michigan Works! West Central has complied with

the State's request and the reports have been revised accordingly. The email has been kept on file for record of the request.

**Carla Roberts moved to accept the CY 2020 Michigan Works! System Plan (PI 19-38); and the Going PRO Apprenticeships (Draft PI) as presented by Shelly Keene; motion supported by William Visser; motion accepted unanimously by both the WDB and the LEO. 1:01 p.m.**

Vice Chairs Signature Authorization (Action Item)

**Larry Emig moved to authorize the Vice Chairs to sign official documents in the absence of the Chairs; supported by Janet Vyse-Staszak; motion accepted unanimously by both the WDB and the LEO. 1:02 p.m.**

December Program Reports – Handout

Aleshia Smith, Quality Assurance Performance Specialist, explained that the WIOA chart is broken down by Age, Barriers, Services Offered, Gender, Training and Wages before and after participation in the WIOA program.

Most participants are adults 25 to 44 years of age; Low income is the largest barrier followed by lack of basic skills. The most popular field of study is the medical field. When comparing wages before and after the WIOA program, participants earned an average of \$4.28 more per hour.

For the Wagner-Peyser Program again the chart is broken down by Age, Gender, Barriers and Participants Served. Again most participants are in the 25 to 44 age range. Almost half list long term unemployment as a barrier for future employment.

For Employment Services jobs filled and employers served has dropped slightly since the August/September report.

The PATH/Welfare Reform program has been broken down by race, age, gender, education, average wages and average hours worked. Participants are primarily white females 22 to 29 years of age with a high school education. Wages are seen to be slightly higher after 180 days of employment.

#### Increase in Michigan's Minimum Wage to \$9.65

January 1, 2020 Michigan's minimum wage went to \$9.65 from \$9.45.

#### Mecosta County Business Resource Network Update – Handout

Cassie Smith reported that she is working to offer BRN services to FRS, BRP, Spectrum and Hamtech. Beginning April 1<sup>st</sup> employers will be sent MOUs and be expected to start contributing to the success of the BRN program.

Bridge loans are through Lake Osceola State Bank.

She, along with Julie and Mark are developing workshops tailored to employee needs, new marketing materials and a membership benefit brochure.

They are also creating a Success Coach Impact Survey for the employees, intended to strengthen BRN services and use as a measurable tool for employers.

#### Newaygo County Business Resource Network Update

Julie is keeping very busy with five businesses and she would like to add additional employers and continues to work on Walmart and is presenting the services offered to Transitional Health Services later this month.

At Spectrum she has scheduled budget and credit workshops – three are scheduled to start the end of February, three in March and three in April. The Workshops will be based on Dave Ramsey’s Total Money Makeover book.

BRN staff are working together to create a membership benefits brochure and will be asking companies in the area to offer a specific benefit to the BRN group. Things such as reduced cost on tires, vehicle repair, etc. This would allow employees of any of our BRN employers to be eligible for these local benefits.

NOTE: North Lensky left at 1:13 p.m.

#### Osceola/Lake County Business Resource Network Report

Mark reported on BRN activities for both Osceola and Lake counties. Program participants numbered 146 unique employees from employer sites in Osceola County for the period including June through December 2019. In summary, about 14% of workers participated in the BRN program during this timeframe. Mark also reported that he has established visits at GEO and is looking to talk to another Lake County employer in February.

#### Outreach Activities

##### ◇ MiCareer Quest

Jon explained that the date has been set for Thursday, March 5 at the Ewinglebin Sports Complex at Ferris State University. They plan to host 1,600 students from across the six counties. Students will be able to visit 40 to 60 employers and take part in hands-on career exploration activities. At this point they only have 24 confirmed employers and four maybes, registration is still open. They have six confirmed sponsors and five maybes. The four focus

areas are agriculture/food processing; healthcare; advanced manufacturing; and in-demand careers.

Volunteers, employer exhibitors and sponsors are still needed.

◇ Apprenticeships

Merri attended a joint apprenticeship information session in Manistee with Northwest Michigan Works! in January as UACJ Whitehall Industries was there and is very interested in starting a Tool and Die apprenticeship. Colton has been talking with Cold River Heating and Air in Lake County about apprenticeships. Unfortunately, with no movement on the Going PRO Talent Fund many of the employers who were interested in starting an apprenticeship program have decided not to since the funding is not available. There is good news, another grant is expected within the next few weeks which will help employers fund apprenticeships much like the Talent Fund. MWAs are being asked by the state on a quarterly basis to report any new employers or education partners that have been contacted to talk about apprenticeships. Before the grant ends this summer they would like 35 new registered apprentices. Accomplishing this without a designated USDOL rep has been extremely challenging.

Business Activity – Handouts

◇ Employer Led Collaborative Grant

As part of the requirements for the \$87,000 grant received from the state, West Central has to place a certain number of job seekers in healthcare related careers. Merri is working with the Talent Specialists to track this information so it can be reported in the quarterly report.

Merri has been having success recruiting more healthcare employers to be part of the collaborative, but due to the rural nature of the counties it is challenging to get everyone

together, she is working on some “call in” options. Also needed is an employer champion in healthcare who would be willing to help spread the message.

◇ Going Pro Talent Fund

Merri noted again that no budget agreement has been reached for the Going PRO Talent Fund. In the beginning the MWAs were told that the state was optimistic but that is no longer the case. West Central did have a total of 25 companies apply for more than \$624,000 in funding which included funding 19 apprenticeships. West Central will begin looking for other ways to help fund some of those applications.

◇ Job Fairs

A total of 23 job fairs were held by eight different employers at the Service Centers since the last meeting. West Central also helped market hiring processes for eight regional employers and two training organizations. All were trying to capture those affected by the US Marble closing.

Also Colton has been reaching out to Culver’s who we have heard is coming to Ludington this spring. He has also contacted Bonser’s Grocery and Emerson Lake Inn in Mason County. Both their signs say they are reopening this spring or summer under new ownership.

◇ Rapid Response

Jon reported that four Rapid Responses occurred in the West Central region since December – Nestle Nutrition R&D in Fremont, 16 affected; Shelby Gem Factory in Shelby, 2 affected; US Marble in Remus, 155 affected; and Fabulous Finds Resale Shoppe in Big Rapids, 3 affected.

◇ Success Stories

There are five Success Stories including one from last year's Going PRO Talent Fund awards, one PATH, one WIOA Dislocated Worker, one WIOA Adult and one Wagner-Peyser.

◇ New Businesses

New businesses in the area includes Hungry Howies, Big Rapids; Ebel's General Store, Reed City; Sports Clips, Big Rapids; and Big Rapids Fields, Big Rapids.

Barber Steel Foundry Corporation – Trade Certification

Shelly noted that West Central has not had a Trade Certification for many years. Barber Steel is now Trade Certified.

Chad works with the Trade Act and will be setting up informational session(s) for the affected employees.

What's New in our Region?

West Central, along with all the MWAs have applied for a Youth Grant and it is expected that the funds should be received.

Shelly explained that some training is being set up for staff since each time she met with staff she heard "we need more training." According to the State West Central can close two days for staff training, but she felt she needed more. She wrote a proposal asking for six half days beginning the last Friday in January through the last Friday in June. This was approved.

GEO Letter – Handout

Debbie stated that this letter from GEO shows the appreciation of an employer for the services Michigan Works! offers. Shelly and staff went above and beyond.

### Election of LEO Chair & Vice Chair

Larry Emig reported that the LEO met earlier to elect the Chair and Vice Chair. Larry was reelected Chair and Janet Andersen was reelected Vice Chair.

### Employment /Unemployment Statistics – Handouts

Employment and Unemployment Statistics for Region 4A from 2014 to 2018 shows a dramatic decrease in the unemployment rate for the six counties in West Central region.

#### ◇ Unemployment Ranking December 2019

All the counties in the West Central area continue to be in the low percentage – Lake County and Oceana have moved to 6%.

### Updated WDB Membership List – Handout

An updated WDB membership list was given to Board members.

### Next Meeting April 1, 2020 – Michigan Works! Workforce Service Center, Reed City

The next WDB/LEO Joint meeting will be held at the Workforce Service Center in Reed City, 240 East Church Avenue 49677.

### Round-the-Table

» Emig, Larry, Osceola County Commissioner – the county budget is tight this year. Revenues are less than the expenses. They are looking at ways to increase the revenues such as review fees, etc. There is a large group of folks going around to the counties with a draft resolution

for each county to pass; basically supporting second amendment rights and to be a second amendment county.

- » Hogenson, Tom, Mayor of Big Rapids – Cindy is now one of his constituents. They had a good Work Session on economic development.
- » Byl, Larry, Oceana County Commissioner – Peterson Farms is spending an additional \$23 million for processing machinery to expand blueberry and applesauce production. A \$1 million grant has been approved from MEDC with Oceana County being the grant applicator.
- » Walls, Karl, Lake County Commissioner – GEO has brought more people to the County. Jerry's Market has been designated as a Brown Field. The ripple effects of GEO are even affecting Reed City.
- » Johnson, Megan, Yoplait/General Mills – Yoplait is hiring.
- » Romanowski, Cindy, Arbre Farms Incorporated – Arbre Rural Development funds grant is being used for seasonal housing. Telamon is closed, revamping for childcare.
- » Thompson, Sheri, MOISD – ISD Career Tech month in February. The ISD is planning dress for success, interview practice and career expo. The Mid Michigan CDL course needs drivers.
- » Cooper, Dave, Whitehall Industries – investment of about \$3 million to expand two plants in Ludington. Ludington has about 550/560 employees – things look good and healthy.
- » DeLaat, Ken, Newaygo County Commissioner – welcome to our county.
- » Howard, Linda, Mecosta County Commissioner – US Marble closed abruptly. The company's Holding Company is in Ohio. The employees did not get their last pay check or their Christmas bonus and they also lost their 401k. The State has basically said they cannot do anything about this. It was stated that this is more of a federal issue. Perhaps try the National Labor Relations Board as individuals.

- » Roberts, Carla, Fremont Area Community Foundation – the Foundation is accepting Spring Grant proposals. They are working on How to remove employment barriers.
- » Smith-Olson, Deborah, Lake Osceola State Bank – need snow, but the 4-wheelers have been out.

Other Business

Reserved for the Public

Adjournment

**Meeting stands adjourned at 2:29 p.m.**