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Council on Workforce Investment

Friday, September 10, 2010

Clarion Hotel and Conference Center
5311 South Howell Avenue, Milwaukee
Ballroom C
(414) 481-2400

MEETING SCHEDULE

Coffee will be available for the full Council Meeting.

10:00 a.m. to 12:00 p.m. Full Council Meeting

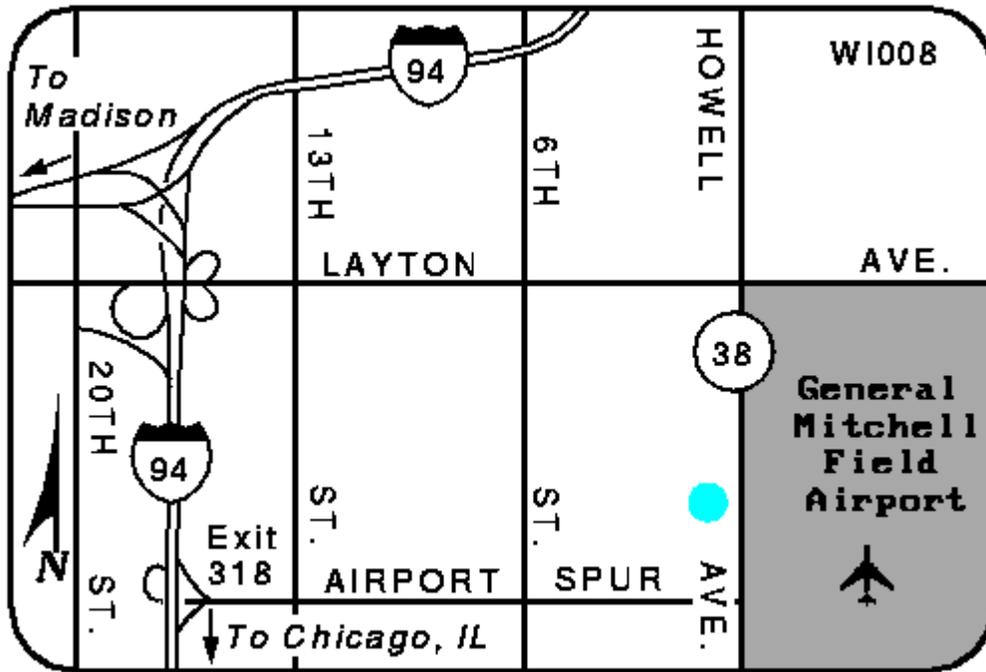
All full Council meeting materials are available on the CWI web-page at <http://www.wi-cwi.org>

Enclosed Meeting Packet Contents

Page 1	September 10, 2010 - Meeting Schedule and Packet Contents
Page 2	Map to September 10th Meeting
Page 3	September 10th Full Council Meeting Agenda
Page 4	June 11th Full Council Meeting Draft Minutes
Page 8	Meeting Materials

This is a public meeting; the meeting location is accessible for persons with disabilities. If you have other special needs, such as an interpreter or written materials in an alternative format, please contact Kristy Budde at (608) 266-9199 or email kristy.budde@dwd.wisconsin.gov.

Map to Clarion Hotel and Conference Center



I-94 to Airport – Exit 318, .5 Miles to Howell Avenue Exit. Turn left on Howell, left again at first set of lights, hotel on right.

COUNCIL ON WORKFORCE INVESTMENT

**Friday, September 10, 2010
10:00 a.m. to 12:00 p.m.**

**Clarion Hotel and Conference Center
5311 South Howell Avenue
Milwaukee
(414) 481-2400**

FULL COUNCIL MEETING AGENDA

- I. Call to Order and Minutes of June 11, 2010 Meeting (**Action**)
- II. Chairs Report
- III. DWD Secretary's Report
- IV. Executive Committee Report: Subcommittee Reports:
 - a. Dislocated Worker
 - b. Medicaid Infrastructure Grant (**Action**)
 - c. Energy Sector
 - d. Health Care Sector
 - e. Advanced Manufacturing Sector
- V. Update on Workforce Investment Act Training Expenditures
- VI. National Career Readiness Certification
- VII. Presentation from Wisconsin's Labor Market Information Director, Nelse Grundvig
- VIII. Executive Director's Report
- IX. Adjourn

Meeting materials will be posted on the CWI web site at <http://www.wi-cwi.org/>. For questions about the agenda, contact Gary Denis, Department of Workforce Development, Division of Employment and Training by phone at 608-267-9704 or by email at gary.denis@dwd.wisconsin.gov. If you have special needs such as an interpreter or written materials in an alternative format, contact Kristy Budde at 608-266-9199 or kristy.budde@dwd.wisconsin.gov. (Text phone users may call the Wisconsin Telecommunications Relay System at 711 to request assistance.)

COUNCIL ON WORKFORCE INVESTMENT

MEETING MINUTES

(Draft for CWI Approval)

June 11, 2010

Madison

Members Present: Tim Sullivan (Chair), Joel Rogers (Vice Chair), Ron Danowski (Executive Director), Colleen Bates, Thomas Burse, William Chaudoir, Kathleen Cullen for Dan Clancy, Jewel Currie, Sally Cutler for Robert Borremans, Kathleen Drengher, Barbara Fleisner, Susan Hatch, John Heyer, James Hill, Kim Kindschi, Tina Koehn, Gayle Kugler, Jessica Legois for Aaron Olver, Deb Mahaffey for Tony Evers, John Metcalf for Jim Haney, Lee Rasch, JoAnna Richard for Roberta Gassman, Christopher Ruud, Jeffrey Steren, Mark Thomas for Karen Timberlake, Rolf Wegenke.

Members Absent: Daniel Andrist, Lyle Balistreri, Reggie Bicha, Kenneth Black, Thomas Brien, Sharon Canter, Spencer Coggs, Kathryn Dunn, Joe Leibham, Don Madelung, Phil Neuenfeldt, Kent Olson, Rick Raemish, Mark Reihl, Don Rouse, Henry Sanders, Jr., Julia Taylor, Dean Welch, Joan Wilk, David Vierthaler, Josh Zepnick.

CWI Staff Present: Gary Denis, Amy Phillips.

Others Present: John Reiser, Department of Health Services-Division of Long Term Care; Michael Coulthard, Social Security Administration; Carolyn Peckham, Smooth Transition, LLC; Pat Schramm, South Central Wisconsin Workforce Development Board; Angela Cummings, WI Association of Job Training Executives and Waukesha-Ozaukee-Washington Workforce Development Board; Mark Kessenich, Milwaukee Area Workforce Investment Board; Judith F. Warmuth, Wisconsin Hospital Association and Health Care Sector Subcommittee Co-Chair; Jenna Weidner, Jane Pawasarat, Department of Administration-Budget Office; Ken Grant, Linda Preysz, Anne Rodgers-Rhyme, Department of Workforce Development.

Key Issues/Discussion

Council meeting materials are available on the CWI web page at <http://www.wi-cwi.org>

Item I. Call to Order and Minutes of March 19, 2010

Chair Tim Sullivan called the meeting to order. The minutes of the March 19, 2010 meeting were revised and approved as corrected.

Item II. Update on Status of Workforce Investment Act Program Year 2010-11 Discretionary Funds The Secretary was not available so Ms. Richard stated that the Governor would announce specific activities for the State set aside funds. Ms. Richard suggested that the activities would be consistent with CWI recommendations

Item III. Executive Committee/Subcommittee Reports

- a. Dislocated Worker: Mr. Danowski summarized the hand-out with the highlights of activities in the past two months:
- There have been 19 Dislocation Notice events affecting 1,605 workers
 - A new National Emergency Grant was awarded, slightly over \$5 million, for ten Workforce Development Areas. This "Dual Enrollment" project will assist 2,817 workers affected by layoffs from 68 companies, primarily in the manufacturing sector
 - Southwest Workforce Development Board received an additional \$2 million (for a total amount of \$6.1 million from a previously awarded grant). This National Emergency grant will provide services to 1,400 workers dislocated from the automotive industry in Rock County
 - Bay Area Workforce Development Board received an additional \$1.7 million (for a total grant amount of \$3.4 million from a previously awarded grant). This National Emergency Grant will provide employment and training services to 1,334 workers affected by manufacturing layoffs from 16 companies

- b. Medicaid Infrastructure Grant: Mr. Steren provided the highlights of the last meeting, and asked the Council to approve a motion that was unanimously adopted by the Subcommittee:

"Recommend that the CWI encourage the Governor to support the changes that the Department of Health Services proposed for the Medicaid Assistance Purchase Plan in order to increase higher levels of employment, wages and sustainable assets. This would include any other enhancements recommended by the Managed Care and Employment Task Force."

He introduced John Reiser who was available to address questions on the proposed change that would help eliminate some significant impediments for persons with disabilities to be fully employed. In response to a question, Mr. Reiser noted that the changes would be cost neutral. The Council unanimously approved the motion.

- c. Energy Sector: Mr. Ruud discussed the substantive aspects and process for the \$6 million Wisconsin's Sector Alliance for the Green Economy grant that the Subcommittee is overseeing.
- Proposals are due on July 22nd
 - Review proposals in August
 - Final decisions by September 1st

Mr. Rogers stated that there needed to be a dialogue about the impact on registered apprentices in this area, and Mr. Ruud agreed that the activity with the grants would need to interact with the "green" industries' requirements.

- d. Health Care Sector: Ms. Warmuth discussed the job projections in health care, and the current initiatives including a new project on the efficient use of clinical programs as well as the costs of new academic programs. Ms. Bates raised the concern about the realignment of home health care, the impact of the capitation rate, and the urgency to retain qualified staff. Mr. Thomas said that the

Department of Health Services was studying the implications of capitation rates. There was further discussion regarding the Medicare Assistance issues; the need to increase training in the health care field to fill vacant positions; the focus on specialization vs. general knowledge; the burdening costs of health care training, and; the peak capacity at many postsecondary institutions. The Chair and Vice Chair indicated that these issues would require more in-depth discussion, and there was consensus that this Subcommittee would address these issues as to what could be done from a CWI and sector strategies perspective.

- e. Advanced Manufacturing Sector: Ms. Drengler reported that members were focused on establishing a knowledge base that included business members being interviewed to identify current and future needs of the regional labor pool and skills; Wisconsin Industry Partnership updates; regional examples with the Workforce Boards; the Wisconsin Manufacturing Extension Project; labor market data, and; manufacturing credentialing information. The full Council discussed the need for consistent and quality pipeline of prospective skilled workers which ought to start in the K-12 system and be supported with postsecondary certification programs. While there are pockets of excellence, there was consensus that systemic strategies needed to occur to attract young people to the manufacturing sector and address the skills gaps of adult workers for advanced manufacturing. The Chair expressed the need for the Governor to put WIA discretionary funds toward training in order to fill the worker shortage.

Item IV. Workforce Investment Act Reauthorization

While the prospects of a WIA Reauthorization are slipping, Mr. Danowski indicated the importance of framing Wisconsin's priorities for improvements to the workforce system. He noted the proposed draft letter to the Congressional delegation in the meeting packet for Council action based on the Executive Committee's recommendation and a background paper on the history of the CWI's positions.

In response to questions, Mr. Danowski stated that the proposed reauthorization does include a sector strategy framework, and explained the regression methodology as a plan for performance management. There was further discussion on performance benchmarking and the need to clarify the roles of the "partners" at the local level. A summary of the proposed letter for the motion included these priority WIA revisions:

- Expand training opportunities and increase employer engagement
- Create sustainable financial support for the one-stop system infrastructure
- Invest in youth
- Improve governance and administration
- Establish an accountability system that focuses on transparency and outcomes across programs

The motion passed unanimously.

Mr. Burse requested that the CWI have a conversation with Milwaukee Mayor Barrett on the need for inclusiveness in the apprenticeship programs so that all persons could have this opportunity. He also stressed the importance of garnering additional

federal funds for construction projects. A lengthy discussion evolved with concerns over the lack of minority representation in apprenticeship, the Legislative Audit Bureau Report on apprenticeship, the lack of skilled workers to fill certain vacancies, and the roles of the Labor Unions, City/County governments and the Milwaukee Area Workforce Investment Board. Mr. Danowski also offered to meet with Mr. Burse on the Department's approach to increase minority participation in apprenticeships.

Item V. Resolution on Marinette Marine Application Project Funding

Mr. Danowski summarized the resolution to support the Marinette Marine Corporation's bid for a federal contract to help build the next generation of ships for the U.S Navy. Ms. Fleisner moved, seconded by Mr. Chaudoir, that "the Governor's Council on Workforce Investment strongly endorses the Marinette Marine Corporation's bid for the U.S. Department of Navy's Littoral Combat Ship program so that Wisconsin's world-class shipbuilders can provide the Navy with its next generation of ships." The motion passed unanimously.

Item VI. Veterans Employment and Training Program

Ken G. Grant, Division of Employment and Training, Office of Veteran Services, provided a power point on a variety of services available along with a map of Wisconsin's Veteran population by county. http://www.wi-cwi.org/pdf/council_meetings/2010/vets_06112010.ppt
http://www.wi-cwi.org/pdf/council_meetings/2010/veteran_map_06110210.ppt
He also distributed other material that highlighted priority of service of eligible Veterans and Spouse. Mr. Michael Coulthard, Social Security Administration, provided testimony on services at the Job Centers and through the Veteran Services programs. Mr. Danowski announced that Mr. Grant will be receiving the Distinguished Service Award from the Disabled Veterans of America, Wisconsin Chapter.

Item VII. Labor Market Information

Dan Barroillhet, Economist, DWD Office of Economic Advisor, presented a power point that addressed "Three Key Sectors for Workforce Development: Advanced Manufacturing, Green Jobs and Health Care."
http://www.wi-cwi.org/pdf/council_meetings/2010/cwi_lmi_06112010.ppt
He also circulated information on "Occupations that Generate the Largest Number of Wisconsin Green Jobs" and detailed Industry Employment Projections.

Item VIII. Executive Director's Report

Mr. Danowski reported on two additional National Emergency Grants have been submitted:

- A National Emergency Grant for \$9.5 million was submitted to provide On-the-Job Training statewide for dislocated workers. A total of 1,310 dislocated workers are targeted to be trained and employed by private sector employers
- A Formula Funds Replenishment request for \$17 million was submitted to the Department of Labor. If awarded, this grant will provide additional funds to the eleven Workforce Development Boards to continue funding for 2,308 individuals currently enrolled in training programs, and to address waiting lists for dislocated worker program services

The meeting adjourned at Noon.

Agenda Item III.a.

**Dislocated Worker Subcommittee Report
Council on Workforce Investment September 10, 2010**

The Dislocated Worker Subcommittee last met on June 17, 2010, and is scheduled to meet again on September 17, 2010. At the June meeting the subcommittee reviewed and recommended funding for initial Program Year 2010 grants. These grants will assist continuing PY2009 participants and workers affected by new layoffs. Program Year 2010 Special Response Grant awards and the layoff events from which workers are being served is summarized below.

WDA	Target Groups Served	Award
Southeastern	<u>Continuing</u> : Conn-Selmer (Kenosha and Elkhorn), Hexion, Greatwide, Chrysler, Sanmina	\$118,336
Milwaukee	<u>Continuing</u> : Midwest Airlines, Viasystems, Inc., Monopanel Technologies, Actuant Power Packer, E.R. Wagner <u>New</u> : KeHE Foods, Badger Meter Company, AIG American General	\$380,000
W-O-W	<u>Continuing</u> : Broan-Nutone, Cooper Power Systems, Gehl, Harley Davidson, Husco, International Paper, Invivo, Kelch/Bemis Manufacturing, Milliken Millworks, Ozaukee Bank, Quad Graphics, Rockwell Automation, Serigraph, Simplicity Manufacturing, Vishay Cera-Mite, Wacker Neuson Corporation, Waukesha Engine/Dresser Industries <u>New</u> : Allstate Insurance, Kinex Medical, Universal Mortgage	\$782,000
Fox Valley	<u>Continuing</u> : Appleton Paper, Appleton Coated, Brillion Iron Works, Cummins, Presto Products, ThyssenKrupp	\$213,034
Bay Area	<u>Continuing</u> : Palmer Johnson, New Page	\$144,374
North Central	<u>Continuing</u> : Chartwells, Domtar, Donaldson Company, Harley Davison, Hurd Millwork, Marathon Electric, Marshfield Door Systems, Sartori Foods, Schreiber Foods, SNE, Solon Manufacturing, Wausau Homes <u>New</u> : Harley Davison, JC Penney, Kolbe and Kolbe	\$586,000
West Central	<u>Continuing</u> : Andersen Windows, Cummins, Hutchinson Technology, Lakeside Nursing, Mason Company, MBI Publishing-Osceola, Regal Beloit (Leeson), Sanmina (Turtle Lake), SGI <u>New</u> : Community Health Partners	\$451,545
Western	<u>Continuing</u> : Cardinal IG, Northern Engraving, Toro, Miniature Precision Components, NCR Consumables, Trane Company, PACAL <u>New</u> : SkipperLiner Industries	\$197,923
Total		\$2,873,212

Dislocation Activity - From January 1, 2010 through August 31, 2010, DWD has received notice of 47 mass lay-off events or business closures affecting 4,391 workers. A listing of dislocations scheduled to occur within the next six months is below.

National Emergency Grants – There has been the following National Emergency Grant (NEG) activity since June.

Statewide Dual-Enrollment NEG – A modification was approved on June 30 to add 14 additional layoff events to be served under this grant.

On-the-Job Training NEG – Awarded a statewide grant of \$2,274,814 to provide OJT to approximately 400 dislocated workers. Grant funds will reimburse private sector employers for costs of providing OJT. Local workforce areas are coordinating with the state’s veterans program on this project. Businesses interested in participating should contact the Business Services Representative at their area Job Center.

Dislocations Scheduled to begin September 2010 and beyond

Company	Location	Source	# Affected	Type	Industry	Layoff Date
Bering Straits Aki	Fort McCoy	WARN	70	Closing	Facilities Support Services	09/01/10
Burger Boat	Manitowoc	WARN	70	Layoff	Ship Building & Repairing	09/09/10
Harris Bank	Waukesha	Media	Unknown	Closing	Commercial Banking	09/17/10
Alliant Energy	Madison	Media	45	Layoff	Fossil Fuel Electric Power Generation	09/20/10
International Automotive Components	Sheboygan	WARN	115	Closing	Motor Vehicle Parts	09/20/10
Automated Health Systems	Milwaukee	WARN	38	Layoff	Individual & Family Services	09/30/10
Automated Health Systems	Madison	WARN	122	Closing	Individual & Family Services	09/30/10
Assurant Health	Milwaukee	Media	89	Layoff	Health & Medical Insurance Carriers	10/01/10
Fiskars Brands	Wausau	WARN	51	Closing	Cutlery & Flatware	10/01/10
Seneca Foods	Mayville	e-mail	15	Layoff	Fruit & Vegetable Canning	10/01/10
Toro Company	Baraboo	Media	18	Closing	Farm Machinery & Equip	10/01/10
Chrysler Group	Kenosha	WARN	575	Closing	Gasoline Engine & Engine Parts	10/08/10
Green Bay Press-Gazette Div. of Gannett Wisconsin Media	Green Bay	WARN	37	Layoff	Newspaper Publishers	10/15/10
Fiskars Brands	Sauk City	WARN	65	Closing	General Warehousing & Storage	10/24/10
Duro Bag	Hudson	WARN	63	Closing	Uncoated Paper & Multiwall Bag	10/31/10
Fun World	Brookfield	Media	35	Closing	Amusement Arcades	11/28/10
JC Penney	Milwaukee	Media	113	Closing	Retail department store	12/04/10
Dana Corp	Milwaukee	Media	25	Layoff	Gasket Packing & Sealing Device	01/01/11
GE Healthcare Patient Care Solutions	Milwaukee	WARN	29	Layoff	Irradiation Apparatus	01/01/11
Diversey	Sturtevant	Media	85	Layoff	Polish & Other Sanitation Goods	03/31/11
Polaris Industries	Osceola	Phone call	515	Closing	Transportation Equip	12/31/11

Medicaid Infrastructure Grant Subcommittee Report
September 10, 2010 Council on Workforce Investment

The Medicaid Infrastructure Grant Subcommittee (CWI-MIG) met on August 5, 2010. The Subcommittee was informed of the Department of Health Services \$9 million MIG submittal that included support letters from the Secretary of the Department of Workforce Development (DWD) and the CWI Executive Director. 2011 is the last year of the five-year grant that will focus on sustainable activities, and efforts to complete as many of the Managed Care and Employment Task Force recommendations as possible. The Task Force's primary goal was to ensure best practices of supporting and facilitating a broad range of positive employment choices and outcomes at all levels of the managed long-term care system.

MIG funding can be used to support those recommendations that require funding. There are a number of activities that will need additional funding and partnership efforts to fully integrate persons with disabilities within the long-term care system into training, job placement and employment retention. The attachment provides detailed information. **The Subcommittee unanimously adopted the following motion, and requested that the CWI approve the motion with a communication to Wisconsin's Congressional delegation similar to the WIA Reauthorization effort:**

"Recommend that the CWI support Reauthorization of the Medicaid Infrastructure Grant."

Other highlights of the meeting included:

- ✓ Eric Grosso, Senior Economist with DWD, provided an overview of the State's economy and employment including discussion of skills shortages. He will follow-up at the November meeting with information on projected jobs by sector and employment data of persons with disabilities.
- ✓ The Department of Public Instruction (DPI) partnered with MIG to improve career assessment and a smooth transition from high school to the world of work for youth with disabilities. The systems partnership project produced materials that will be used at the schools through special education teachers, and to provide transition training for parents. Similar efforts are taking shape this fall with the Wisconsin Technical College System (WTCS) as the lead with their Disability Services Coordinators. They will be focusing support with students who did not access Vocational Rehabilitation (VR) services during high school in order to ensure post-secondary training success.
- ✓ The Subcommittee adopted a motion for a communication to the Social Security Administration (SSA) regarding the Benefit Offset National Demonstration project (BOND): The Subcommittee strongly urges SSA and Abt Associates to review site specific "Work Incentive Counselor" and "Enhanced Work Incentive Counselor" allocations such that demonstration participants can immediately obtain the full assistance they need to return to work; and if BOND is to fail in defining the successful determinants of a return to work for people with a Social Security Disability entitlement, it must be due to characteristics of the participants themselves, the level and quality of services and supports outside the control of SSA and Abt, and/or to the cash benefit offset formula itself, and not due to other factors within the control of SSA and Abt at the outset of the 6 year demonstration, or identified during the conduct of this critical effort.

The next meeting is scheduled for Friday, November 5, 2010.

**Attachment of CWI-MIG Subcommittee Report
September 10, 2010**

National Effort to Educate Congress on the Value of Medicaid Reauthorization

For the past ten years, the Wisconsin Department of Health Services (DHS) has been awarded an annual Medicaid Infrastructure Grant (MIG) from the federal Centers for Medicare and Medicaid. The purpose of this grant is to develop policies, programs and services that support Medicaid-reliant people in their employment efforts and as they move towards economic security. Although much has been accomplished thus far, it is important for progress to continue, as much remains to be done. Calendar year 2011 is the final year of funding to over 40 state MIG programs. Congressional reauthorization efforts are underway among these states and their colleagues around the nation.

During the MIG period thus far, Wisconsin has led the nation in total awards (over \$47 million) and in meeting the legislative intent of the program through implementation of the following, as just two examples:

- An effective Medicaid “buy-in” program that provides Medicaid funded long-term care and health services to workers with severe disabilities who would have to significantly reduce their work effort to avoid loss of such coverage due to earnings and savings. The Medical Assistance Purchase Plan (MAPP) is the nation’s third largest with over 17,000 participants and over \$158 million in service expenditures in 2009.
- A strategic plan that includes consideration of all publicly funded systems and disability stakeholders statewide, and that reflects and supports the broader strategic plan of the Governor’s Council on Workforce Investment. The *Pathways to Independence* Strategic Plan was developed in 2005 and remains the foundation for the project’s wide array of activities. The *Pathways* MIG assures positive outcomes for people with disabilities and for the businesses that employ them. As a result, the state’s labor force has increased and diversified, access to healthcare and employment services is protected and businesses that intentionally employ people with disabilities can expect their bottom line to improve, as demonstrated in credible research.

In 2006, the statewide expansion of Family Care began. The dual cornerstones of Family Care—Managed Care Organizations (MCOs) and Aging and Disability Resource Centers (ADRCs)—will be serving Wisconsin’s long-term care consumers in 90% and 95% of the state, respectively, at the end of the 2009-2011 biennium. To complement the Family Care system, a Managed Care and Employment Task Force (MCETF) was convened to develop a blueprint for support of employment outcomes tied to service planning. The result is a set of 84 recommendations now in the final phase of implementation, and now provides Wisconsin residents the choice of working in integrated community settings with prevailing wages in occupations of their choosing.

Emphasis on fully implementing the MCETF recommendations includes improving employment outcomes among the state’s Medicaid population not eligible for Family Care as well. *Pathways* continues its nearly 10-year history of identifying, testing, disseminating and supporting effective services and supports for all people entitled to Medicaid and other public supports. A very few examples include:

- MIG is leading in-state and national efforts to develop a quality assurance certification process for “work incentive” Benefits Specialists, an emerging profession dedicated to helping disability beneficiaries understand the myriad programs and associated rules attached to public benefits, the complexity of which has been identified as a barrier to employment.

- Targeted employment services have been developed for veterans with brain injuries resulting from service in Iraq and Afghanistan.
- Implementation of an evidence-based model that provides transitional and competitive employment through employer networking for consumers of mental health services.
- A statewide project that assists Community Rehabilitation Providers (CRP, formerly “sheltered workshops”) in shifting staff resources to help clients with developmental disabilities work for prevailing wages in community settings.
- Groundbreaking research that suggests community-based supported employment services are a very cost effective way of including people in the most common form of community participation: a job.

The “demand side” of the disability/employment equation has long been a focus of *Pathways* projects and financial support. In 2009, 12% more employers over the prior year took advantage of the services provided by the MIG funded “WorkSource Wisconsin,” a technical assistance center developed by and for businesses. This trajectory is expected to continue.

Pathways is developing another training and technical assistance center that will focus on evidence based and best practice employment services for the Medicaid-reliant population. The “Paths to Employment Resource Center” or PERC is a collaborative effort of the University of Wisconsin System (UW), DHS, and a private, non-profit community based agency, Employment Resources, Inc. PERC will use a combination of in-person training/technical assistance, distance learning, and virtual meeting technologies to support a state and nationwide learning community. By late 2010, PERC will have live and recorded trainings, and host real-time meetings, saving community agencies, schools and state agencies staff time and money now spent on travel. Training content will be based on curricula developed by Wisconsin’s MIG and from best practices and evidence based projects developed by the UW system. PERC will support the university’s mission to train service professionals and provide a research setting to test and refine employment models. This is an example of the “Wisconsin Idea” through which the boundaries of the university are the boundaries of the state.

Anticipating the MIG national program reauthorization, *Pathways* will continue to address the strategic plan. This will include activities designed to maintain progress toward effective systems change while staying within the bounds of key partners in the workforce and long-term care systems. Collaboration, locally developed solutions to local challenges, and support for existing and emerging leadership will continue.

Important work remains to be done. As successful as Wisconsin’s MIG has been in developing the tools that support employment and economic advancement of people with disabilities, this group remain very vulnerable. As reported by the federal Department of Labor, the unemployment rate for persons with a disability was 14.5 percent in 2009, well above the figure of 9.0 percent for those with no disability. But perhaps the greatest single problem may be the federal government itself, from which laws, regulations and policies designed to help people with disabilities actually provide an economic disincentive to work, beginning with the problem in how “disability” is defined by SSA, as a complete inability to work substantially. People with disabilities, provided the right supports, want to work and can contribute to Wisconsin’s economic recovery. We just need to work on developing cost-neutral, cost-effective supports, and getting ineffective and expensive rules and policies out of their way.

As MIG completes eleven years, unfinished work includes our need to:

- Fully integrate the Medicaid infrastructure into a true cross-agency (DHS, DWD DOC and DPI) system that assists public services consumers from primary school through retirement;

- Partner with the UW and Technical College systems so that graduates can work in pre-secondary, secondary and post secondary systems, MA, VR, the workforce and the business community, with a focus on advancing jobs in the community for people with disabilities;
- add cost-neutral employment support services to the MA benefit package and establishing a sustainable foundation for employment services and support in Wisconsin's mental health and long-term care systems;
- develop a means for the Medicaid buy-in program to be available into retirement while permitting retirees access to public healthcare and long-term support programs and at no additional cost to the public; and
- identify and put in place the opportunities for employment supports suggested in the recent health care legislation.

Note: A fiscal analysis is not available at this time.