

Governor's Task Force on Minority Unemployment

February 10, 2017

9:00AM – 11:00AM

Century City Towers Building, Room 1-ABC

4201 North 27th Street

Milwaukee, WI

Task Force Meeting Minutes

Members: Lt. Governor Rebecca Kleefisch; State Representative Jason Fields; Department of Workforce Development Deputy Director Georgia Maxwell (for Secretary Ray Allen); Dr. Eve Hall; Mark Honadel; Jerry Roberts; Dawn Pratt; Wyman Winston; William Martin; Earl Buford; May yer Thao

Other Attendees: Department of Workforce Development (DWD) Deputy Administrator Bruce Palzkill; DWD Director Phil Koenig; Tierney Gill; Carol Burgett; Laura Doolin; John Thomas; Scott Jansen; Ebony Ssali; Simon Warren; Calvin Lee; Brad Wassink; Theodore Anderson

I. Welcome

Lt Governor Kleefisch welcomed everyone to the meeting and thanked them for attending the day's meeting.

II. Opening Remarks, Introductions

- a. Co-Chair Lt. Governor Rebecca Kleefisch

Lt. Governor Kleefisch introduced her new co-chair, State Representative Jason Fields and turned the meeting over to him to introduce himself further.

- b. Co-Chair State Rep. Jason Fields

State Rep. Jason Fields introduced himself to the Task Force and thanked everyone for coming. He expressed his excitement with being able to participate in the Task Force, and thanked Senator Taylor for allowing him the opportunity to assume that position of leadership. Fields introduced his new staff that was also in attendance, and informed everyone his desire to make sure the group wasn't just meeting for the sake of meeting going forward, but meeting to accomplish something.

III. Approval of Minutes

- a. September 16, 2016 – **ACTION**
- b. December 9, 2016 – **ACTION**

Both sets of meeting minutes were approved as presented.

IV. The Milwaukee Initiative Status Update

- a. Job Center Access Point
- b. Wisconsin Fast Forward
- c. Department of Financial Institutions

Bruce Palzkill provided an update on the JCAP job center access points events in Sherman Park area, and the work being done with local partners to provide access points outside of the usual locations. The outreach was

meant as a preliminary means to address the outgrowth of the Sherman Park issues from last year. The partnerships with Employ Milwaukee and the work being done in vocational rehabilitation was highlighted as well.

V. Partner Updates

a. Employ Milwaukee Update

Task Force members were updated on the work being done through Employ Milwaukee to reach out into the community and help connect people with the resources available to them. The state budget and its investments were seen as a positive, especially in the realms of youth apprenticeship, STEM, heavy manufacturing emphasis, urban agriculture, and more. All the school districts were due to convene at Employ Milwaukee the following week to be brought up to speed.

Dawn Pratt started a conversation on youth apprenticeship and the need to get the door opened wider to MPS students to help expose them to the opportunities that exist. Discussion then centered around various statistics on under-representation of certain age groups and gender and minority status in career fields that apprenticeship could serve as a career pathway vehicle to help move them in that direction. It was agreed that the Task Force could take a more active role in patching up the holes in this pathway to connect people to the jobs that they need and that are in high demand statewide.

Georgia Maxwell addressed the bridge between youth apprenticeship and registered apprenticeship and how it will be a focal point in the upcoming legislative session.

Dr. Eve Hall suggested that work needs to be done to help dispel the notion that blue collar jobs are not on the level of white collar jobs, and wanted to make sure that the private sector and non-profits are aptly plugged in and contributing solutions to these problems.

May yer Thao further addressed the misconceptions that existed around the skilled trades in the Hmong community, and the work that the Hmong Chamber is doing to combat that narrative.

Wyman Winston asked about labor demand and if it is to scale, what the census is of current labor capacity in Milwaukee County. Earl Buford acknowledged that they are tracking many demographic numbers, but that there is no systemic way to answer that specific number.

Rep. Fields talked about the need to meet people where they are at, before working to move them to where they should be. He asked of the Task Force members to consider asking themselves a series of questions, including who are they currently working with; how are they getting their message out; are they meeting with people where they are at or where they would like them to be; and how can they best partner to move the ball forward.

Lt. Governor Kleefisch thanked them all for their thoughtful input and discussion and encouraged the group to move beyond target demographics –which they are doing a good job of reaching – and to ensure that they are reaching them more than just that initial first contact...that after reaching, the art of selling begins. It was agreed that the policy lever also needed to move in the future to help match people to opportunity.

VI. Special Presentation

a. Workforce Investments in Governor Walker's 2017-2019 Budget Proposal

Brad Wassink from DOA provided a high-level overview of the Governor's budget as it related to the initiatives and mission of the Task Force. Topics covered included Wisconsin Works for Everyone (reconnect people, helping them advance); Fast Forward; Employer Resource Network; the substantial investments from government targeting young minority males, those with disabilities, vocational training, mobile labs, offender

reentry, Windows to Work, and more. Tax credits and their suggested changes were also covered, including young adults aging out of foster care, non-custodial parents who are paying child support, earned income tax credits for those with only one child would be tripled, and more. Everything that was being proposed in the budget was focusing on employment and making it easier for people to move up and ahead in life, and that outlook complemented the goals and mission of the Task Force.

Lt. Governor Kleefisch remarked on the extraordinary example of bipartisanship and requested that the minutes show that Rep. Crowley and Rep. Fields will both vote in the affirmative for the budget. She further covered additional information on the restructured tax brackets, and the tax cuts that are pushed through to the bottom two brackets.

VII. Other Business

a. Brainstorming Session and Discussion

Georgia Maxwell took the helm to talk about what the Task Force existed for, and the agency's hopes that it will become more than just a committee that meets and talks. She noted all the guests and thanked them for coming, and encouraged everyone to work together, to help create beneficial partnerships as the private sector can't do it all on their own and the public sector/government shouldn't be doing it all on their own. Maxwell asked to hear from members on what they would like to see, hear, have implemented, and how they could better utilize the resources in the room to obtain more beneficial outcomes. With that, the floor was opened for brainstorming from the members.

Earl Buford recommended that the serially empty name tags be replaced, and asked if the Task Force needed to be reconstituted. Lt. Governor Kleefisch seconded his thoughts, mandating that members needed to be made aware that their absence would encourage their replacement.

Mark Honadel enquired as to how MMAC is helping connect employers that have interest in Milwaukee with workers that are looking for employment.

Lt. Governor Kleefisch asked to the selling points for the product that government was offering, namely working wages, power of a paycheck, etc. Is there a disconnect between the sellers and the consumers?

Wyman Winston commented to the fractured status of the Task Force and the work being done to combat minority unemployment, as everyone appears to be too busy compartmentalizing information, doing their own thing, and all pulling in too many different directions. He suggested that while there is a bridge connecting people to resources, and connecting resources to resources, that there are many planks missing from that bridge and it was their job to start supplying those missing planks and provide a broader connected approach.

William Martin asked what the goal of the Task Force was and what they were looking to accomplish, and if all the members were aware of that information.

Scott Jansen pointed out that the need was greater than that of just transitional jobs, and the need for more credentialing and education was great. Additionally, there is need to reach populations that are largely ignored like out of school youth, after school years, non-profits, etc. Instead of just focusing on short term solutions, there was great need to make it a systemic approach.

Further discussions centered on how success is being measured in apprenticeship (completion rate, number of participants, how many cross the bridge into registered apprenticeship, etc.) so that the good news can be bragged about later; the possibility for expungement legislation to make it into the next legislative session; seeing updated information on the quad poll; transportation solutions; and more. Earl Buford suggested reaching out to the Micah Project and seeing what they did with their \$11M to assist in providing bus routes,

and the Lt. Governor praised the Joseph Project for their innovative ways they were finding to answer the employment and transportation issues, and expressed excitement that Madison, Philadelphia, and Colorado now wanted to implement the Joseph Project model in their own communities.

VIII. Next Meeting – May 12, 2017

The next Task Force meeting is scheduled for Friday, May 12th, from 9-11AM at Employ Milwaukee.

IX. Closing Remarks

a. Co-Chair Lt. Governor Rebecca Kleefisch

Lt. Governor Kleefisch closed out the meeting and offered her new co-chair the opportunity to provide any last words. She requested that DWD have an updated quad poll numbers to share at the next Task Force meeting, as well as any glimpse on the numbers statewide of what the disconnect is between those that are seeking and those that are fully employed through the minority chambers. Members were informed that the OFFCP has the data already compiled, by census.

b. Co-Chair State Rep. Jason Fields

Rep. Fields closed out the discussions thanking everyone for their participation and expressed his desire to serve a quarterbacking role, with everyone on the same team striving to achieve team goals. His office will be putting together a survey of current members to get to know all of them, what they do, what their core missions are, and the like so that everyone can stay in their lane and he can find out how to best utilize everyone's individual talents and abilities. Members were encouraged to not waste time talking about problems, but to help center the Task Force around providing solutions instead.

X. Adjournment

Rep. Fields adjourned the meeting at 10:45AM.

XI. Optional Tour - 10:30-11:00AM

Bruce Palzkill encouraged those who did not have to leave immediately following the meeting to participate in the offered tour of the new job center facilities.

