

Governor's Task Force on Minority Unemployment

August 11, 2017

9:00AM – 11:00AM

Employ Milwaukee, Room 118

2342 North 27th Street

Milwaukee, WI

DRAFT MINUTES

Members Present: Lt. Governor Kleefisch, Rep. Fields, Sec. Allen, Earl Buford, Mark Honadel, Silvia Jackson, Grailing Jones, Seyoum Mengesha, Dawn Pratt, Gerard Randall, Jerry Roberts, Rep. Crowley

Others Present: Rita Atkinson (DWD), Chytania Brown (DWD), Scott Jansen (Employ Milwaukee), Laura Doolin (DWD), Calvin Lee (Rep. Fields), Sen. Taylor, Heather Nilsen (DWD), Rashaad Washington (ProTrade), Reginald Reed (Mindful Staffing), Alfredo Luna (MATC), Carol Burgett (DWD), John Daniels (MKE Fellows), Maria E. Watts (WHEDA), Ricardo Ybarra (Employ Milwaukee), Tamera Coleman (MPS), Ted Anderson (DWD), Eric Radomski (MPS), J. Galvan (Employ Milwaukee), Willie Wade (Employ Milwaukee), John Thomas (DWD), Dorothy Walker (MATC), David Aragon (Hmong WI Chamber of Commerce), Dashal Young (DCF)

I. Welcome

Lt. Governor Kleefisch called the meeting to order at 9:02am.

II. Opening Remarks, Introductions

- a. Co-Chair Lt. Governor Rebecca Kleefisch
- b. Co-Chair State Rep. Jason Fields

III. Approval of Minutes

- a. May 12, 2017 – **ACTION**

Dawn Pratt moved to approve the May 12, 2017 minutes. The motion was seconded and approved.

IV. Special Presentations

- a. John Daniels – MKE Fellows

Lt. Governor stated that the Task Force should focus on "brain gain" as a workforce development issue and with respect to young professionals. Businesses are looking for diversity of talent, and John Daniels has done extraordinary work on this issue.

Lt. Governor introduced John Daniels III and his son, John Daniels, of MKE Fellows. John Daniels stated that to support MKE Fellows, they developed a program manual and website. The graduation rates are more than 80%, far higher than any other program in the state. The program does not screen for top students but all students. An advisory committee gives formal and informal feedback which results in employment around the state. They

believe demand is more than 500 students in WI. MKE Fellows currently has 65 students, and they intend to grow to serve 200 students. MKE Fellows files an annual report with their employers and the community.

Five years ago, a group of employers came to them and stated they wanted to retain talent in the state. The program started with Morehouse College, but now half of the schools are in state and half are out of state. All participants get an internship with a Wisconsin-based company or non-profit. Those employers feed into the Greater Milwaukee Committee. Young professionals take 4 of the students and mentor them for an entire year. Over the summer, there are over twenty professional activities for the students such as lunch and learns.

John Daniels III stated that internships lead to permanent employment in 70% of cases. He believes the secret to success is people involvement, not money. About half of participants choose to work in Wisconsin after graduation.

The program recruits students by sending a letter every September to approximately 40 educational entities. Students must be a senior in high school to apply. So far, the program has not removed a student but there have been challenges. A student experiencing a challenge will get outreach and follow up through the program.

Finally, John Daniels III and John Daniels presented a video on MKE Fellows.

V. The Milwaukee Initiative Status Update

a. Wisconsin Fast Forward – Rita Atkinson

Rita Atkinson shared that since the last Task Force meeting, DWD has developed a website – WisConnect - to match prospective Wisconsin interns with Wisconsin employers. Rita offered to provide a demonstration at the next meeting. Paid and unpaid internships are available. After graduation, the intern's profile can be moved over to JCW's website.

Rita also provided an update on the open grant process for Wisconsin Fast Forward. There is an online video which explains how to apply for a grant and how applications are evaluated. During the next round, grantees will be provided with information on how to submit the appropriate information for reimbursement of training expenses. Sec. Allen noted that the number of minority organization applications is up, and he would like that trend to continue.

VI. Partner Updates

a. Employ Milwaukee Update – Earl Buford

Earl Buford introduced various staff members who contributed to an update from Employ Milwaukee. Scott Jansen said Employ Milwaukee hired 12 interns for the summer. Employ Milwaukee will be updating its website with interns from MIAD. Employ Milwaukee placed 3100 interns this summer. Through the business advisory group, they are beginning to understand the full capabilities of JCW. The job events are seeing increased success, including hiring individuals on the spot. The quality of candidates being placed is increasing as well.

Lt. Governor asked where we can find skilled workers for Foxconn. Employ Milwaukee is looking at LMI data and is preparing to meet the need. Scott Jansen connected with the two technical college presidents on this issue. Earl Buford stated there is already a process partnership in place between local areas (M7) and technical colleges that was used with the Amazon site. Sec. Allen stated that all partners must be nimble to upskill the workers needed to fulfill the jobs. Earl noted that Employ Milwaukee has strong partnerships with the other groups on today's agenda as well.

Rob Cherry provided an update on Earn and Learn, which was included in the Employ Milwaukee PowerPoint. Rob also updated the group on the Milwaukee County Youth Apprenticeship program.

- b. MPS Updates – Eric Radomski
 - i. Youth Apprenticeship
 - ii. FaBLabs
 - iii. Summer Youth Employment

Tamara Coleman and Eric Radomski of MPS updated the Task Force on summer employment and youth apprenticeships. Last year, MPS had 46 students finish the youth apprenticeship program. MPS has been building infrastructure, including hiring Tamara, to support and grow the program. Four new dedicated staff from MPS will work on apprenticeships and internships. Right now, there are approximately 20 openings. MPS also educates students on soft skills. The focus has been on student preparation, including a dedicated career champion at each high school to be a connection point between the school and MPS central office. Those champions provide the pool of students for employment. There are college and career centers at each high school. This month there is a family youth apprenticeship day. There is a media day planned in September with a focus on youth apprenticeship, especially construction. There will be drop-in sessions through the school year. An employer information day is being planned for October. MPS is piloting a transportation program; transportation is a significant barrier for MPS students to accept employment. MPS is also strengthening partnerships with MATC, UWM, and MMAC, and COSBE (Council of Small Business Executives). Milwaukee is one of four locations for DPI's Skills for Youth grant.

Eric Radomski updated the Task Force on FaBLabs. Washington High School won a WEDC award last year. Their lab is fully equipped - there are printers, laser cutters, vinyl cutters, 3D scanners, and much more. A few of the teachers have received training and done smaller scale projects. Bradley Tech also won a WEDC award. They already have some pieces in place, but are purchasing larger-scale equipment. Other schools in the process of implementing FaBLabs are Golda Meier, Marshall, and Bayview.

VII. Special Presentations (Continued)

- a. Milwaukee Education Partnership's HBCU Initiative – Gerard Randall

Task Force member Gerard Randall presented on the Milwaukee Education Partnership (MEP)'s Historically Black Colleges and Universities (HBCU) initiative. MEP was founded 15 years ago between several education groups to get students performing at grade level and attending college. Today, one goal is to put good teachers into classrooms who are from diverse backgrounds. This involves taking prospective teachers from historically black colleges and universities (HBCUs) to teach in Milwaukee. MEP invited deans of HBCUs to come to Milwaukee, and 15 institutions participated. They toured Milwaukee and several partner institutions and saw presentations. MEP has continued that effort for the past 4 years. MEP is working with specific HBCUs to get minority doctors and dentists to come to Wisconsin. MEP is also working to increase the number of African-American engineers in the area. Lt. Governor suggested MEP look at the Fox Valley Chamber recruiting initiative. About 400 students leave WI each year to attend HBCUs, and the MEP wants them to come back. Oct. 1st is HBCU Sunday in 7 communities around the state, and MEP will talk to religious congregations about HBCUs and encourage individuals to return to Wisconsin. Also in October is an HBCU college fair. Then MEP will move into ongoing efforts to strengthen the pipeline of young people attending HBCUs and then coming back to Milwaukee. There is no other partnership like MEP's HBCU in the country.

- b. ProTrade and Mindful Staffing – Rashaad Washington and Reginald Reed

Rashaad Washington and Reginald Reed presented on the partnership between their respective organizations, ProTrade and Mindful Staffing. The objective of their program is to train individuals for independence, employment, and specific trade skills. These organizations partnered to create a better process for the people, who need long-term support to be successful. The Mindful Solution is a trademarked solution to combine education and personal development to place employees based on metrics. They serve under and unemployed individuals in Milwaukee who are looking for a career path. Mindful Staffing does 90 and 180 temporary to

permanent placements. This allows companies to try an individual before they hire them. There is a proprietary series of documents called a real-time resume that gives employers a realistic idea of what a candidate offers. For the first 160 hours of an individual's career, Mindful Staffing does not charge enough to make a profit. This allows a candidate to prove their ability with less risk to the employer. The goal is to build people up, add value, and place them. There is mandatory pre-placement training, which includes a 10-week intake course to ensure employability, such as drug-testing and OSHA certifications. The model was designed to reinvest approximately 1/3 of profit into the front end of the process. They get approximately 100 applicants per month and the majority are not good candidates.

VIII. Next Meeting – November 10, 2017

IX. Closing Remarks

- a. Co-Chair Lt. Governor Rebecca Kleefisch
- b. Co-Chair State Rep. Jason Fields

Rep. Fields thanked everyone for coming and staying past the scheduled adjournment. He stated that the Task Force had an all-star roster of presenters for this meeting.

X. Adjournment

Dawn Pratt moved to adjourn at 11:17am. The motion was seconded and passed unanimously.

DRAFT