

# MT SWIB

STATE WORKFORCE INNOVATION BOARD

Wednesday, January 24, 2018  
 Montana State Capitol  
 Helena, MT

**MEMBERS PRESENT:** Loren Rose (Chair), Casey Blumenthal (Vice Chair), Scott Eychner (Designee), Vicky Byrd, John Cech (Designee), Barry Reddick, Al Ekblad, Karen Baumgart, Katie Madsen (Designee), Jennifer Kobza, Commissioner Mike McGinley, Sheila Hogan, Kevin Poulin, Ken Fichtler (Designee), Scott Trent, Commissioner Jane Weber, and Paul Hopfauf

**MEMBERS EXCUSED:** Dean Bentley, Grover Wallace, Jacquie Helt, Miles McCarvel, and Representative Vince Ricci

**GUESTS:**

Carilla French	District 4 HRDC	Havre, MT
Kathy Terbovitz	District 4 HRDC	Havre, MT
Sonya LaTray	District 4 HRDC	Havre, MT
Dan Koffler	District 4 HRDC	Havre, MT
Cassie O’Leary	Action Inc,	Butte, MT
Dan Brunell	Montana Chamber of Commerce	Helena, MT
Tim Tharp	Office of Public Instruction	Helena, MT
Erin Weisgerber	Montana Department of Labor & Industry	Helena, MT
Lynda Schuldheisz	District 11 HRDC	Missoula, MT
Mary Berg	Career Futures	Butte, MT
Darla Joyner	Career Transitions	Belgrade, MT
Linda Moodry	Career Futures	Butte, MT
Lisa Newman	Career Training Institute	Helena, MT
Jasyn Harrington	Career Training Institute	Helena, MT
Amy Williams	Office of the Commissioner of Higher Education	Bozeman, MT
Jackie Haines	HRDC 9	Bozeman, MT
Jenny Harris	Montana Department of Labor & Industry	Helena, MT

**STAFF:** Shannon Lewis and Casey Schreiner

**CALL TO ORDER/ROLL CALL:** Chair Rose called the meeting to order at 9:00 AM.

**ROLL CALL:** Shannon Lewis conducted roll call and established a quorum.

**WELCOME FROM LIEUTENANT GOVERNOR COONEY:** Lieutenant Governor Cooney, welcomed the SWIB to the Capitol, and gave an update on Montana’s economy and labor market. He also discussed the value of apprenticeship to help many industries

meet their labor shortage. He let the board know that he and the governor are grateful for the work that the board is doing and thanked board members for their service to Montana.

**AGENDA:** Chair Rose asked for a motion to approve the agenda.

***Mr. Trent moved, and Ms. Blumenthal seconded a motion to approve the agenda.***

***The motion carried.***

**JUNE 7, 2017 MINTUES:** Chair Rose asked for a motion to approve the draft meeting minutes from the June 7, 2017 meeting.

***Mr. Trent moved and Ms. Weber seconded a motion to approve the June 7, 2017 meeting minutes.***

***The motion carried.***

#### **CHAIR'S REPORT:**

Chair Rose discussed the SWIB's goals and purpose related to the workforce and the challenges in recruiting and retaining skilled and qualified employees throughout industries in Montana. He discussed the necessity to view economic development and workforce as symbiotic partners essential to maintaining Montana's growth. He also discussed the value of public-private partnerships as a valuable tool for industries to develop talent pipelines to ensure there is a skilled labor pool available to support Montana's industries.

#### **WORKFORCE UPDATES:**

Each board member discussed workforce development issues specific to their regions and industry and discussed their thoughts on the SWIB's goals and purpose statement. Board members reflected on the board's responsibility to ensure that the private sector leads on developing public-private partnerships as a key factor in developing a robust workforce to support Montana's economy and ensure that Montana remains competitive within the United States through local initiatives. Board members also reflected on the need to ensure that the funds that it overseas are getting to the right people at the right time and that there is a mechanism to measure success of programs and ensure that the workforce programs that the board supports and oversees are actually making a meaningful difference in elevating people out of poverty. In addition, board members commented that alignment among workforce, economic development, and higher education is important, the board also agreed that alignment must also include secondary education.

#### **WIOA 101 PRESENTATION:**

Ms. Lewis presented "The Case for Strong Workforce Boards and Staff" training that was developed through a consortium of workforce associations with a grant provided by the U.S. Department of Labor. The training provided an overview of WIOA and the responsibilities of boards and chief elected officials.

### **EXECUTIVE COMMITTEE REPORT:**

Chair Rose discussed the upcoming appointments to committees and asked that SWIB board members think about their knowledge and expertise and consider sitting on a SWIB committee to ensure the work of the SWIB continues moving forward.

### **BYLAWS REVIEW:**

Ms. Lewis reviewed the changes made to the SWIB's bylaws. Overall, the bylaws had very few changes. However, in order to make the bylaws more flexible, there were changes to the committee section. In this section only the Executive and WIOA Committees are listed. This will give the SWIB more flexibility to prop up committees as its work changes.

***Ms. Weber moved and Ms. Kobza seconded a motion to approve the bylaws as presented.***

***The motion carried.***

### **STATE PLAN MODIFICATION:**

Scott Eychner gave the board an update on the State Plan modification. The U.S. Department of Labor requires that states submit a state plan modification every two years. This is not a full rewrite of the state plan, which is required every four years, and is much more collaborative and intensive undertaking. The Montana Department of Labor is asking for the board's approval to put the 2-year modification out for public comment for 30 days before submitting it back to the Executive Committee and then the U.S. Department of Labor.

***Mr. Ekblad moved and Ms. Kobza seconded a motion to put the 2-year state plan modification out for public comment for 30 days.***

***The motion carried.***

### **WIOA COMMITTEE REPORT:**

Commissioner Weber gave the board an update on the WIOA Committee's activities. Since the board's June meeting, the WIOA Committee certified the state of Montana's One-Stop System. As part of that process, staff and committee members reviewed information submitted from one-stop sites from around the state and then conducted interviews with site management. In addition to certifying the One-Stop System the WIOA Committee completed the following policies:

- The One-Stop Certification Policy
- The WIOA Administrative Standards Policy
- Service Provider Selection and Provider Agreements Policy
- WIOA Complaint System Policy
- WIOA One-Stop System Policy
- JMG Policy
- Selective Service Registration Requirements Policy
- General Eligibility Determination Policy
- Monitoring, Audits, Performance, and Sanctions Policy
- Customized Training Policy
- Work Experience Policy

- Social Security Number Policy; and
- The WIOA Funding Policy.

#### **WIOA FUNDING POLICY:**

Commissioner Weber presented the WIOA Funding Policy, which reflects how the state of Montana current allocates WIOA funds throughout the state to the 12 MACo Districts. The policy reflects previous actions of the SWIB about how the state equitably distributes funds throughout Montana. Because there is not a full federal budget, the SWIB and the state of Montana are unable to modify the policy and distribution methodology at this time; however, if the funding continues to decrease, the SWIB and stakeholders could open up the policy and funding methodology to find different ways of allocating the funds throughout Montana.

***Ms. Weber moved and Mr. Ekblad seconded a motion approve the WIOA Funding Policy as presented.  
The motion carried.***

#### **WIOA FUNDING**

Ms. Erin Weisgerber with the Montana Department of Labor & Industry discussed the current WIOA funding allocation and provided the board with comparisons for WIOA funding distributions from program year 16 and program year 17 for reference. At this time, the agency is asking the board to approve the funding allocation through June of 2017, which will fund current contracts until renewal. As Montana's WIOA funding continues to decrease the SWIB should review the current methodology to ensure it's equitable and getting to the right places to serve the most participants.

After the presentation Chair Rose opened up the discussion to public comment. (Full Public Comment attached)

***Mr. Trent moved and Mr. Eychner seconded a motion approve the WIOA Funding for current contracts through state fiscal year 2018.  
The motion carried.***

#### **NGA WORK-BASED LEARNING POLICY ACADEMY UPDATE:**

Ms. Siri Smillie presented an update on the State of Montana's Work-Based Learning initiative. Across the state, educators, employers, agencies, and partners continue making progress on implementing work-based learning initiatives, and these initiatives are community-specific and many of the models working across the state have the potential to expand or contract to meet the needs of other communities looking to start a work-based learning project.

#### **ADJOURNMENT:**

***Mr. Ekblad moved and Ms. Blumenthal seconded a motion adjourn the meeting.  
The motion carried.***

## **WIOA FUNDING PUBLIC COMMENT:**

### **Jasyn Harrington: Career Training Institute – Helena**

Good afternoon Chair Rose and members of the SWIB, it's nice to see some familiar faces. My name is Jasyn Harrington and I'm the Executive Director of Career Training Institute. CTI is a private non-profit employment and training agency that provides services in Lewis & Clark, Broadwater, and Jefferson Counties. Over the last 35 years our services have been focused on low-income individuals, at-risk youth, and displaced homemakers. CTI administers several job training programs with the goal to provide our participants with the tools and resources that are necessary to be successful in the workplace. We provide case management, career research, computer training, work skills and life skills training, HiSet preparation, and I'm happy to say, we have a carpentry pre-apprenticeship program through the U.S. Department of Labor's YouthBuild program, and YouthBuild is a required partner in the WIOA system. For decades CTI has been a partner in both the adult and youth programs. We've been a program operator under WIOA and its predecessors WIA and JTPA. Through the years we've seen funding fluctuations and funding decreases while the federal performance standards continue to rise. Our agencies response to those funding shortfalls have been to leverage resources from other programs that we administer or partner with those in our community to provide a package of services to help someone move forward in life. I think this next year there needs to be critical conversations and I appreciate Mr. Eychner asking for ideas and thoughts about methods; that's a nice thing, and it's a huge undertaking and I don't have an answer. I've been a dog in this fight for 26 years, I'm not a 5-year person, but I've seen some crazy things. From my perspective I'd like, as you move forward, to think of two things. WIOA purpose statement indicates that workforce activities should result in an increased quality workforce to decrease the dependency on welfare and increase economic self-sufficiency. The people who walk through our doors every day, that are enrolled in our WIOA programs, are usually not connected with the workforce and they are not connected to a school, in the case of our youth program. They have several barriers, they have a lack of education, a lack of work experience, lack of transportation, lack of child care, health problems, substance abuse issues, it just goes on and on and they need intensive case management to help pick away at those barriers. To get someone work-ready to get them to think about a pre-apprenticeship program, to get them to think about a certification at the college. It all takes a person to work with them. I just hope that those vulnerable folks that we're talking about that I see in the federal law don't get lost in this discussion. Second, I'm really proud of our staff and the effort they make every day working with these people to make their lives better. As a non-state, community-based organization, we want to participate and be part of the solution.

### **Darla Joyner, Career Transitions – Belgrade**

I echo everything that Jasyn has said about CBO's, and I've been in the non-profit business for 40 years, but I was in the private sector non-profit business with the chamber of commerce for 16 years, so I understand both sides of the equation. I'm not a social worker in the sense that I look at the benefits of what we do. At Career Transitions we've created what we call the career workforce community center. We brought in job service, we brought in Gallatin mental health, we brought in the alternative school in Belgrade, we went after the HiSet program in Belgrade, we also

offer CAN training, CDL training, independent electrical contractors training, welding and computer and basic literacy. So what my thoughts were is to expand that avenue for the training and let the CBO's look at what the needs are in their communities; they are the ones that are closest to their communities and can make it happen without a lot of paperwork and a lot of hoops if we're allowed to. We've been partners since 1981 in what we do, and we've proven what we've done. I think you've got to give CBO's a pat on the back some day saying they go out and find the funding. My accountant tells us that, "why are we in WIOA, we subsidize it every year?" because we believe in the workforce and we think we should be a partner in that, and our commitment is to do that. So, funding up, down. . . whatever, we've all seen it, I think we need some flexibility in making the ideas come forward.

### **Jackie Haines, HRDC9 – Bozeman**

My name is Jackie Haines and I work for HRDC in Bozeman. We work in three counties, we're a community action agency that serves MACO District 9, which operates in Gallatin, Park, and Meagher Counties. I oversee the Youth WIOA part of the funding stream and I just have two thoughts. First, Gallatin County has really low levels of employment right now, and so what we're seeing is the switch from. . . its become more of an employer-focused issue and so I think there's a lot of opportunity to get creative on how we're collaborating with businesses. The other thought I have is as we serve youth, as we're more focused on out-of-school youth, because that's how our funding is structured, we are seeing kids, like Jasyn said, that have much higher barriers to employment. So what we're experiencing is that the amount of time that these kids need and the investment that they need is actually significantly higher. So, I think that there's an opportunity in the time we spend with those kids and collaboration with the businesses to meet their unique needs and do a lot of work-based learning. I think there's a lot of opportunity to participate in sector strategies in the area, we have a really great advanced manufacturing sector strategy that's going on in Bozeman, and I think there's a lot of opportunity in the future, especially as unemployment is forecasted to get worse in the state. Those are just my two thoughts, but I do think it's really important to note that as that unemployment rate goes down, the people that aren't finding jobs have much higher barriers to that employment.