

# MT SWIB

STATE WORKFORCE INNOVATION BOARD

Wednesday, June 13, 2018

Missoula College  
Missoula, MT

**MEMBERS PRESENT:** Loren Rose (Chair), Casey Blumenthal (Vice Chair), Scott Eychner (Designee), Vicky Byrd, Erik Rose (Designee), Dean Bentley, Vicky Byrd Al Ekblad, Grover Wallace, Karen Baumgart, Jacquie Helt, Jule Walker (Designee), Jennifer Kobza, Miles McCarvel, Commissioner Mike McGinley, Nick Domitrovich (Designee), Ken Fichtler (Designee), Scott Trent, Commissioner Jane Weber, Paul Hopfauf

**MEMBERS EXCUSED:** Barry Reddick and Representative Vince Ricci

**GUESTS:**

Erin Weisgerber	Montana Department of Labor & Industry	Helena, MT
Suzanne Ferguson	Montana Department of Labor & Industry	Helena, MT
Rhonda Huseby	Montana Department of Labor & Industry	Helena, MT
Lynn Clark	Career Futures	Butte, MT
Darla Joyner	Career Transitions	Belgrade, MT
Kim Latrielle	Missoula Chamber of Commerce	Missoula, MT
Kim Hannon	Missoula Chamber of Commerce	Missoula, MT
Dan Brunell	Montana Chamber of Commerce	Helena, MT
Dylan Rogness	Missoula College	Missoula, MT
Sarah Wimmer	Missoula Job Service	Missoula, MT
Mary Berg	Career Futures	Butte, MT
Sarah DeMoney	Career Futures	Butte, MT
Lisa Neuman	Career Training Institute	Helena, MT
Jasyn Harrington	Career Training Institute	Helena, MT
Margaret Hoyt	YWCA Missoula	Missoula, MT
Kurtis Mayne	Opportunity Resources, Inc.	Missoula, MT
Margaret McManus	Allegiance	Missoula, MT
Krystal Plantz	Allegiance	Missoula, MT
Shannon Randall	Allegiance	Missoula, MT
Jess Huseby	Allegiance	Missoula, MT
Laura Bowman	Allegiance	Missoula, MT
Mark Roberts	Missoula Early Learning	Missoula, MT
Michael Sanders	Missoula Job Service	Missoula, MT
Mari Hall	Missoula Current	Missoula, MT

**STAFF:** Shannon Lewis

**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 MISSOULA MAYOR JOHN ENGEN:** Mayor John Engen welcomed the SWIB to Missoula, and gave an update on Missoula's economy and labor market. He also discussed the value of public-private partnerships happening throughout the city that include partnerships with Missoula College, the K-12 system, and the University of Montana.

**MISSOULA REGIONAL WORKFORCE UPDATE:** Missoula Economic Partnership's Nicole Rush updated the board on the overall economic development and workforce planning taking place within the Missoula community and Missoula county. She reviewed Missoula Economic Partnership's State of the Workforce Study's outcomes and the goals for developing Missoula's workforce. Missoula Economic Partnership will focus on Establishing Missoula as a premier destination for diverse talent and opportunities at all levels in order to address talent attraction and talent retention within Missoula. In addition, they will work to position themselves as a hub for workforce development within the region and work with stakeholders, both public and private, to effectively address the talent barriers facing Missoula's business community. Missoula Economic Partnership is also focused on developing comprehensive career pathways programs throughout the education community.

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

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

***The motion carried.***

**JANUARY 24, 2018 MINUTES:** Chair Rose asked for a motion to approve the draft meeting minutes from the January 24, 2018 meeting.

***Mr. Hopfauf moved and Mr. Wallace seconded a motion to approve the January 24, 2018 meeting minutes.***

***The motion carried.***

#### **WORKFORCE UPDATES:**

Each board member discussed workforce development issues specific to their regions and industry.

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

Chair Rose gave an update to the board on both his role as chair and his experience in D.C. for the National Association of State Workforce Board Chairs and the conversations happening throughout the country on workforce development. He let the board know that there is a national focus on rural workforce development and many states are looking to what's happening in Montana with the implementation of WIOA and the importance sharing best practices. Chair Rose let the board know that the National Governor's Association, the National Association of State Workforce Administrators, and the National Association of Government Labor Officials will meet in Missoula in

June and there will be a presentation by the U.S. Labor Secretary and Governor Bullock followed by a reception. Board members are welcome to attend the speeches and the reception, but it is not an official board event, so there won't be reimbursement for travel and lodging.

#### **ALLEGIANCE WORKFORCE DEVELOPMENT THROUGH APPRENTICESHIP:**

Ms. Margaret McManus and her team of human resources professionals discussed Allegiance's work on developing apprenticeships to meet their workforce needs as a company and the process they went through to develop the apprenticeships. Currently Allegiance supports an apprenticeship for Medical Claims Service Specialists. This apprenticeship was developed in coordination with Missoula College and the two entities worked closely to develop the curriculum and establish the classes necessary to fulfill the needs of Allegiance. So far, the program has been successful, and Allegiance is hoping for continuous growth within the program. Because the company has been successful in implementing this program it is also looking at additional apprenticeship opportunities to help meet its talent challenges. The development of the apprenticeship program is a good demonstration of public-private partnership and is also demonstrative of the flexibility within apprenticeship programs.

#### **EXECUTIVE COMMITTEE REPORT:**

Chair Rose discussed the work that's come out of the executive committee, which was largely approving policies coming out of the WIOA Committee. In addition, the Executive Committee approved the modifications to the state plan that were submitted to the U.S. Department of Labor.

#### **FEDERAL UPDATE:**

Mr. Eychner updated the board on what's happening on the federal level. Currently Congress has approved funding for WIOA programs, and that funding remains steady. States continue working to implement WIOA and continue seeking guidance from the federal government of common programmatic monitoring and performance oversight.

#### **ADJOURNMENT:**

Chair Rose adjourned the meeting at 3:00 for a tour of Missoula College's West Campus.

Thursday, June 14, 2018  
Missoula College  
Missoula, MT

**MEMBERS PRESENT:** Loren Rose (Chair), Casey Blumenthal (Vice Chair), Dean Bentley, Scott Eychner (Designee), Erik Rose (Designee), Al Ekblad, Miles McCarvel, Commissioner Mike McGinley, Nick Domitrovich (Designee), Aaron Pratt (Designee), Scott Trent, Commissioner Jane Weber,

**MEMBERS EXCUSED:** Barry Reddick, Representative Vince Ricci, Vicky Byrd, Grover Wallace, Karen Baumgart, Jacquie Helt, Superintendent Elsie Arntzen (Jule Walker, Designee), Jennifer Kobza, and Paul Hopfauf.

**CALL TO ORDER:** Chair Rose called the meeting back to order at 8:00 AM.

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

**WIOA COMMITTEE REPORT:**

Commissioner Weber gave the board an update on the WIOA Committee's activities. Since the board's January meeting, the WIOA Committee approved the state plan modification and ushered it through the Executive Committee. In addition, the WIOA Committee completed the following policies:

- Adult and Dislocated Worker Policy;
- Family Size and Income Determination Policy;
- Individual Training Accounts Policy;
- Work Experience Policy;
- Monitoring Policy;
- JMG Policy; and
- Selective Services Policy.

The WIOA Committee will finalize its policy work this summer and then begin its work on ensuring the one-stop system is coordinating services and seeking additional ways to support Montana's workforce system.

**WIOA PERFORMANCE TARGETS:**

Ms. Suzanne Ferguson with the Montana Department of Labor & Industry gave the board an overview of statewide performance for WIOA programs. She gave the board some background on how the targets are negotiated with the U.S. Department of Labor and let the board know that the current targets started on July 1, 2016 to reflect WIOA priorities. Currently there are no sanctions or penalties for meeting performance and the report she gave reflects up to the quarter ending on March 31, 2018. Currently all state WIOA providers are meeting and exceeding targets on post-exit employment; however, there is room for improvement on wages earned by post-exit participants in order to meet the performance targets. A new performance measure is the Measurable Skills Gain that allows states to show skill gains people earn while in training. Ms. Ferguson also discussed board-specific performance, including Montana provider goals

that each provider will stay under \$3,865 per participant. All but two providers are meeting that metric and Ms. Ferguson pointed out that co-enrollment in other programs are helping this metric succeed. In addition, most providers are meeting SWIB priorities of 60% of dislocated workers exiting to employment; 90% of dislocated worker rapid response participants exiting to employment; and over 20% of youth funds expenditures spent on work experience. Montana is currently trending to be within the top three states in the nation spending 39% of its youth funds on work experience.

### **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 17 and program year 18 for reference. At this time, the agency is asking the board to approve the funding allocation through June of 2019, 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.

Chair Rose asked for a motion to approve the WIOA allocation for PY18.

***Mr. Trent moved and Mr. Eychner seconded a motion approve the WIOA Funding for PY18.***

***The motion carried.***

### **SWIB BOARD PLANNING SESSION:**

Board members discussed the need to ensure we're using our limited WIOA funds as strategically and thoughtfully as possible and that those funds are meeting the intended purpose of helping WIOA participants successfully transition into meaningful employment, training, or education so that they can live without government assistance. The board agreed to review the WIOA funding allocation and look at ways to measure success of WIOA programs.

### **MISSOULA CHILD CARE PANEL:**

Clint Burson, with the Missoula Chamber of Commerce moderated a panel discussion on a private-sector supported childcare model that Missoula is pursuing to meet its childcare needs. The panel consisted of:

- Mark Roberts, Missoula Early Learning Center
- Kim Latrielle, Missoula Chamber of Commerce
- Margaret McManaus, Allegiance
- Kelly Rosenleaf, ChildCare Resources

As Missoula continues to struggle with workforce shortages and childcare shortages, the Missoula Chamber of Commerce and partners started looking for ways to meet the childcare shortage as a way to support more worker participation within the city. The current plan is to expand the Missoula Early Learning Center to include an additional 10 rooms, which would allow up to 220 children at the facility. The additional 150 open spots would be available for the private sector to buy slots for employees as an employee benefit and incentive. The employer buy-in would support the expansion and operation of the facility. There has been a lot of employer support and buy-in for this model and

there are other communities inquiring about how to start similar efforts throughout Montana.

**APPRENTICESHIP ADVISORY COUNCIL UPDATE:**

Dean Bentley gave an update on the Apprenticeship Advisory Council that falls under the SWIB. The council met for its first time on April 12 and it will meet again later in June. The council received updates from the agency on best value contracting, equity in apprenticeship, and the agency's goals for Montana's registered apprenticeship program. As the council moves forward it will work to support the agency in achieving its goals for the registered apprenticeship program and give direction on programs throughout Montana.

**ADJOURNMENT:**

Chair Rose adjourned the meeting at 12:15 PM.