

MT SWIB

STATE WORKFORCE INNOVATION BOARD

Wednesday, June 12, 2019

Calvert Hotel
Lewistown, MT

MEMBERS PRESENT: Loren Rose (Chair), Casey Blumenthal (Vice Chair), Scott Eychner (Designee), Vicky Byrd, Brock Tessman (Designee), Grover Wallace, Karen Baumgart, Asta So, Commissioner Mike McGinley, Rebecca Morgan, Katie Madsen (Designee), Jennifer Kobza, Nicholas Domitrovich (Designee), Nicholas Domitrovich (Designee), Ken Fichtler (Designee), and Jane Weber

MEMBERS EXCUSED: Barry Reddick, Representative Joel Krautter, Al Ekblad, Miles McCarvel, and Paul Hopfauf

GUESTS:

Kristin Tessman	American Jobs for America's Youth	Helena, MT
Christine Solheim	Lewistown Job Service	Lewistown, MT
Cindra Stahl	Montana Office of Rural Montana	Bozeman, MT
Kathleen O'Leary	Montana Department of Labor & Industry	Helena, MT
Rhonda Huseby	Montana Department of Labor & Industry	Helena, MT
Barbara Wagner	Montana Department of Labor & Industry	Helena, MT
Dave Byerly	Lewistown Port Authority	Lewistown, MT
Pete Peterson	Lewistown Port Authority	Lewistown, MT
Ashley Morris	Lewistown Port Authority	Lewistown, MT
Jeff Friesen	Lewistown Port Authority	Lewistown, MT
Anne Tuss	Lewistown Port Authority	Lewistown, 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.

RURAL WORKFORCE ECONOMIC PRESENTATION: Montana Department of Labor & Industry's Chief Economist Barbara Wagner gave the board a presentation on Montana's rural economy highlighting some of the facts and myths about rural economies. Ms. Wagner was also able to share information specific to Fergus County and discussed the county's overall workforce picture and compared the county to other counties throughout the state.

LEWISTOWN REGIONAL WORKFORCE UPDATE: Mr. Dave Byerly welcomed the board to Lewistown and gave an update on the work happening within Lewistown's Port

Authority Board. Lewistown's Port Authority Board consists of 40 employers from throughout the community, representatives from K-12 education systems, community partners, and workforce and economic development organizations. The board is focused on workforce development as Lewistown currently has 137 job openings with little prospect to fill those positions. In addition to workforce development the board is focused on finding solutions to affordable family housing and childcare, which directly impact the community's successful recruitment of individuals to move into the community and meet the workforce challenges.

Pete Peterson, the owner of the local McDonald's and a member of the Lewistown Port Authority Board, discussed the soft skills training work that's taking place within the service sector. Employers in the service sector are working together to train employees on soft skills to ensure that individuals moving throughout the sector or moving out of the sector take these skills with them as they advance their careers.

Jeff Friesen the Vice Principal of Lewistown Public Schools discussed the work that's taking place within Lewistown's K-12 system to prepare students for the workforce. In addition to administering career and technical education programs through the Perkins program, Lewistown Public Schools are engaging the business community and other community partners to work with students on developing soft skills and giving students opportunities to explore careers throughout the community.

Ashley Morris with Spika Welding and Anne Tuss with the Central Montana Foundation and the Lewistown Hospital Foundation discussed their work in developing a budget for a community workforce coordinator. The coordinator's role is continue coordinating between the business community, community leaders, community workforce partners, and the state to meet Lewistown's workforce challenges. The position and program will have oversight from a seven-member board and the board will help guide the coordinator's work within the community.

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

Ms. Weber moved, and Mr. Wallace seconded a motion to approve the agenda.

The motion carried.

NOVEMBER 29, 2018 MINUTES: Chair Rose asked for a motion to approve the draft meeting minutes from the November 29, 2018 meeting.

Mr. Bentley moved and Ms. Blumenthal seconded a motion to approve the November 29, 2018 meeting minutes.

The motion carried.

WORKFORCE DEVELOPMENT UPDATES:

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

CHAIR'S REPORT:

Chair Rose discussed the importance of integrating education into workforce programs and the need to coordinate efforts between partners. He discussed the opportunity for the board to facilitate conversations between education partners and workforce development efforts. The intersection between education and workforce is strong and there is additional opportunity for partnership and collaboration to ensure we're able to meet the workforce challenges facing Montana.

GOVERNOR BULLOCK'S FUTURE READY CABINET RECOMMENDATIONS:

Montana Department of Labor & Industry's Deputy Director Ms. Kathleen O'Leary discussed the recommendations that came out of Governor Bullock's Future Ready Cabinet. The Future Ready Cabinet established that with a growing economy and low unemployment, Montana must work across state government in partnership with the private sector to develop skilled workers to continue to grow economically. The SWIB will develop a plan to develop a way to track industry-recognized credentials that are attained outside the university system and participate in the implementation of the goals and strategies as a partner. The Future Ready Cabinet goals are approved and adopted by the Montana Board of Regents, the SWIB, and the Board of Public Education.

***Mr. Tessman moved and Ms. Baumgart seconded a motion to approve and adopt the Future Ready Cabinet goals and recommendations.
The motion carried.***

CENTRAL MONTANA MEDICAL CENTER TOUR AND PANEL:

Members of the board toured Lewistown's Central Montana Medical Center and learned about how rural hospitals provide care to the community. Board members also learned about the ambulance training program that was developed in coordination with the hospital and Lewistown Public Schools as a way for students to train as emergency medical responders and gain national certification to serve as emergency medical responders. The class is only available to seniors, and has been successful, with students enrolled receiving high test scores; the class is designed with the same rigor required of any EMT in the field.

The panel, which consisted of:

Kristin Tessman (Moderator), American Jobs for America's Youth;
Dr. Laura Bennett, Central Montana Medical Center;
Rebecca Morgan, Spark Creative and SWIB Board Member;
Madeline Boehm, Montana Registered Apprenticeship Program; and
Jeff Friesen, Lewistown Public Schools.

The panel discussed recruitment, retention, training, and partnerships to meet the workforce needs of the hospital. Central Montana Medical Center works with the Montana University System, Lewistown's K-12 system, national recruitment networks, and regional networks to recruit medical professionals. Central Montana Medical Center doesn't have as many challenges with recruitment and retention of healthcare professionals as some rural hospitals do so they don't currently use registered apprenticeship to meet some workforce needs.

Kristin Tessman, Rebecca Morgan, and Madeline Boehm were able to discuss the healthcare workforce throughout Montana and the impact the projected shortages will have on rural healthcare facilities throughout the state.

ADJOURNMENT:

Chair Rose adjourned the meeting at 5:00.

Thursday, June 13, 2019
Calvert Hotel
Lewistown, MT

MEMBERS PRESENT: Loren Rose (Chair), Casey Blumenthal (Vice Chair), Dean Bentley, Scott Eychner (Designee), Brock Tessman (Designee), Karen Baumgart, Asta So, Commissioner Mike McGinley, Rebecca Morgan, Katie Madsen (Designee), Becky Bey, Jennifer Kobza, Nicholas Domitrovich (Designee), Ken Fichtler (Designee), and Commissioner Jane Weber

MEMBERS EXCUSED: Al Ekblad, Grover Wallace, Miles McCarvel, Barry Reddick, 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 PERFORMANCE TARGETS:

Ms. Suzanne Ferguson with the Montana Department of Labor & Industry gave the board an overview of statewide performance for WIOA programs. Currently there are no sanctions or penalties for meeting performance and the report she gave reflects up to the quarter ending on March 31, 2019. 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 three 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 2020, which will fund new provider contracts put in place after the RFP process and designed with the new funding model developed by the Budget Committee and approved by the full SWIB at its November 2018 meeting.

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

Ms. Blumenthal moved and Ms. Weber seconded a motion approve the WIOA Funding for PY19.

The motion carried.

DISABILITY WORKFORCE PANEL:

Jennifer Kobza, a SWIB board member moderated a panel discussion about disability employment and best practices and implementation on fully integrated employment models in other states. The panel consisted of:

- Elizabeth Sightler, Director, Champlain Community Services, Vermont
- Michelle Paya, Director of Supported Employment, Way2Work, Vermont
- Tom Osborn, Executive Director, North Central Independent Living Services, Inc., Black Eagle
- Celina Cline, Vocational Rehabilitation Counselor, Havre

As Montana continues to evolve with its coordination of services through the public workforce system, which includes coordination with the state's vocational rehabilitation program and providers serving those with disabilities, it's important for workforce professionals and board members to understand the landscape of disability employment in Montana and the best practices happening in other states. Elizabeth Sightler and Michelle Paya discussed Vermont's integrated employment model for those with disabilities and Celina Cline and Tom Osborn were able to provide an overview of Montana's disability employment landscape.

Vocational Rehabilitation programs no longer fund employment support for sheltered workshops or jobs that offer sub-minimum wages. However, Montana currently supports employment for individuals with disabilities in approximately 12 sheltered workshops using other funding streams that support disability employment. There is a need to coordinate between the best practices administered under the Vocational Rehabilitation program and other programs serving disabled people throughout the state. Models like Vermont are achieved through coordination with service providers and agencies serving the disabled. The board will continue supporting integrated employment models and encourage policy makers to review current practices and find ways to better serve disabled Montanans.

PERKINS V STATE PLAN:

Jacque Treaster presented information on the planning for the Perkins V State Plan. The Perkins program is the federal funding stream that supports career and technical education throughout the state. With the reauthorization of the Perkins program there are new provisions for program design and coordination with workforce programs administered under WIOA and the use of labor market information to ensure students receive education and training related to occupations in their area. The plan will come before the board at its November meeting and the board will have the opportunity to comment on the plan.

APPRENTICESHIP ADVISORY COUNCIL UPDATE:

Dean Bentley gave an update on the Apprenticeship Advisory Council that continues to meet regularly, with its last meeting taking place on March 19. Dean let the board know that the council is getting ready to approve the first round of Apprenticeship Grants that are designed to help new sponsors start an apprenticeship program and assist current sponsors grow their programs. The total grant funding of \$150,000 must be expended by October 31, 2020. In addition to the grant program, the council also continues receiving updates on the alignment of work-based learning initiatives and pre-apprenticeship programs.

ADJOURNMENT:

Chair Rose adjourned the meeting at 12:45 PM.