

MT SWIB

STATE WORKFORCE INNOVATION BOARD

New Member Orientation, Site Tour, and Board Meeting

April 26, 2022

<https://mt->

[gov.zoom.us/j/83314547794?pwd=RU5mS1F30TltQlFOMmQzay9hdWFHZz09](https://mt-gov.zoom.us/j/83314547794?pwd=RU5mS1F30TltQlFOMmQzay9hdWFHZz09)

Meeting ID: 833 1454 7794 | Password: SWIB

406 444 9999 – Dial by Telephone

Montana State University – Bozeman, MT

Strand Union Building – Rooms 233/235

751 Grant Street; Bozeman, MT 59717

MEMBERS PRESENT: Governor Greg Gianforte, Dylan Klapmeier (Designee), Paul Hopfauf (Chair), Dean Bentley (Vice-Chair), Senator Jason Small, Superintendent Elsie Arntzen, Mary Heller (Designee), Pat Nelson (Designee), Chanda Hermanson (Designee), Commissioner Mary Armstrong, Commissioner Mike McGinley, Adam Gilbertson, Jason Palin, Debora Poteet, Paddy Fleming, Heather O’Hara, David Smith, Bo Bruinsma, Bill Collins, Quinton Queer, Jim Wonnacott, Director Scott Osterman (Ex-Officio), Brock Tessman (Designee / Ex-Officio)

MEMBERS EXCUSED: Jeaneen Campbell, Steven Nicholls, and Representative Ed Buttrey

STAFF: Wesley Feist and Sarah Swanson

PRESENTERS: Tori Sproles and Bill Leininger

WELCOME (10:00 a.m.): Chair Hopfauf welcomed the group for Orientation-Onboarding

INTRODUCTIONS: Chair Hopfauf asked all members present to introduce themselves, the name of representing organization, and goals for SWIB involvement.

ORIENTATION-ONBOARDING (11:00 a.m.): Wesley Feist delivered an Orientation-Onboarding with newly developed Orientation-Onboarding Guide and accompanying presentation.

LUNCH (12:30 p.m.): The group was served lunch and brief introductions occurred for those who joined during or after orientation-onboarding.

CASE FOR CHANGE PRESENTATION (1:00 p.m.): Sarah Swanson and Dylan Klapmeier presented the Case for Change Presentation. Commissioner Armstrong asked how schools provide credit. Sarah Swanson replied that School Boards will determine their own policy on credit. Bo Bruinsma explained how Billings Public Schools executes work-

based learning experiences. A conversation among board members continued about methods to utilize the materials from the presentation and how a student can rely on adjacent school districts if experience is not possible within their home district. Brock Tessman gave examples of state collaborations and how the presentation materials can make an impact, if adopted by state and local partners.

CHILDCARE CHALLENGES, SOLUTIONS, AND OPPORTUNITIES PRESENTATION (2:00 p.m.):

Tori Sproles presented the Childcare Presentation.

A conversation occurred about how the Case for Change materials may help with childcare workforce struggles. Jacque Treaster described how Kansas is exploring models to host childcare on secondary and post-secondary campuses, utilizing existing facilities and students for space and workforce. Adam Gilbertson asked how smaller companies can utilize a co-op model. Tori explained a model in Bozeman called “slot care” with Zoot Enterprises where organizations will all go in together for overhead costs where a certain number of employees from each organization may reserve and occupy a place with childcare facility.

HOUSING CHALLENGES, SOLUTIONS, AND OPPORTUNITIES PRESENTATION (2:30 p.m.):

Bill Leininger discussed statewide housing challenges, solutions, and opportunities. A conversation occurred of alternative housing models and interest rate variations that provide or restrict access.

DEPART FOR MANUFACTURING/CONSTRUCTION TOUR AT KENYON NOBLE (3:00 p.m.):

The group departed for manufacturing/construction tour at Kenyon Noble Lumber & Hardware in Belgrade.

MANUFACTURING/CONSTRUCTION TOUR AT KENYON NOBLE (3:30 p.m.):

The group toured Kenyon Noble Lumber & Hardware and learned the workforce challenges and how it therefore challenges the construction and housing industry. The group was guided by the Lead Truss Designer, Alana Edwards through the facility.

BOARD MEMBER NETWORKING RECEPTION (5:30 p.m.)

Board members networked with one another and the governor to encourage more collaboration among the group.

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Board Meeting

April 27, 2022

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MEMBERS EXCUSED: Jeaneen Campbell and Steven Nicholls

STAFF: Wesley Feist, Sarah Swanson, Rhonda Huseby, Barb Wagner, and Roy Valdez

PRESENTERS: Leif Ibsen, Jane Bernard, and Molly Kimmel

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

ROLL CALL: Wesley Feist conducted roll call and established a quorum.

GOVERNOR’S WELCOME: Governor Gianforte welcomes the group and thanked them for their work with the SWIB. The governor provided a vision for workforce in Montana and to continue creating \$50K per year jobs. He also emphasized the importance to maintain our Montana way of life. Some items focused on of importance are the education and workforce pipeline and the utilization of organizations such as Built Montana and Accelerate Montana. The governor favors employer specific workforce pipelines. The governor encouraged the SWIB to be a conduit for his 2023 legislative agenda for the Comeback Montana 2.0 Campaign. He would like to see proposals for workforce solutions. The governor then opened the floor for conversation.

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

Dean Bentley moved, and Deb Poteet seconded a motion to approve the agenda.

The motion carried.

JUNE 16, 2021 MINUTES: Chair Hopfauf asked for a motion to approve the draft meeting minutes from the June 16, 2021 meeting.

Paddy Fleming moved, and Adam Gilbertson seconded a motion to approve the June 16, 2021 meeting minutes.

The motion carried.

BOARD COMMENT: Mr. Bentley commented that he and other board members are interested in helping with training models and other upskilling that can break down silos and provide cross-training opportunities.

UPDATE ON MONTANA'S ECONOMY (9:30 a.m.):

Ahead of schedule, Chair Hopfauf moved to begin the economic update presentation. Barb Wagner presented the on the state of Montana's economy. The group paused the presentation for a SNAP E&T presentation.

SNAP E&T PRESENTATION (10:00 a.m.):

Director Adam Meier presented the SNAP E&T presentation.

Pat Nelson asked what the population eligible for SNAP E&T benefits in Montana. Mr. Meier identified that approximately 15,000 Montana's are eligible.

CONTINUATION OF UPDATE ON MONTANA'S ECONOMY (10:30 a.m.):

Barb Wagner continued the presentation on the state of Montana's economy.

At the conclusion of the presentation, a conversation began about the slides and how the information contextualizes workforce needs and challenges. Ms. Armstrong asked how many workers are working for out-of-state organizations? Ms. Wagner indicated that the data is not great for that. Bo Bruinsma asked about unemployed youth. Ms. Wagner indicated that data is for 16 years of age and above. Ms. Wagner indicated that she will do more research and email Mr. Bruinsma with more specific data. Ms. Wagner showed the group where to look at inbound migration at: www.lmi.mt.gov. A conversation then continued about employment and labor participation.

DESK MONITORING REVIEW (10:50 a.m.):

Mr. Feist provided information about the Summer 2021 Desk Monitoring Review. Three items were discussed: SWIB Membership, By-law update for a vacancy notification policy, and tribal MOUs in process. Mr. Feist identified that the membership issue will be resolved with the current roster of members. The by-laws will be updated with a proper vacancy notification policy, notifying the governor's office with notice.

Additionally, that two of the four MOUs are approved. Senator Small asked what tribal partners have signed MOUs. Mr. Feist indicated that Little Bighorn College and the Montana United Indian Association have signed agreements. Senator Small then asked who the tribal liaison for the agreements is. Mr. Feist indicated that he was unaware, and that question is better suited for Mr. Pat Nelson or Ms. Erin Weisgerber with the MT DLI. Senator Small asked if the Director of Indian Affairs could be involved to help.

SKILLBRIDGE PRESENTATION (11:40 a.m.):

Leif Ibsen and Jane Bernard presented on SkillBridge and their experiences as a transitioning service member and employer sponsor, respectively. At the conclusion of the presentation a conversation ensued about liability, training, locations, and how to take advantage of the opportunity for individual organizations.

NEW BUSINESS ITEMS REVIEW AND VOTES (12:52 p.m.)

SWIB BYLAW UPDATE TO INCLUDE A VACANCY NOTIFICATION PROCEDURE:

Mr. Feist explained the finding and verbiage for the by-law update. There were no questions.

Mr. McGinley moved, and Ms. O'Hara seconded a motion to approve by-law update Article II, Section 202.5.

The motion carried.

SWIB BYLAW UPDATE TO UPDATE THE NUMBER OF ANNUAL MEETING TIMES:

Mr. Feist explained the finding and verbiage for the by-law update. Past meeting minutes did not describe the conversation of meeting times per year. Additionally, Mr. Feist explained that documents within MT DLI were not conclusive as to the number of meetings required annually.

David Smith spoke up that he is a proponent of increasing meeting times annually, especially based on the governor's comments and work needed. Ms. Armstrong also spoke up as a proponent, based on the emphasis that the board has weeks/months – not years for action. Mr. Bruinsma expressed a desire for condensed content when meetings are remote. Mary Heller agreed that much work is needed and committees need to be formed strategically to bring necessary information to the board. Mr. Smith discussed a legislative committee and what are the next steps. He expressed a need to put work in ahead of the 2023 legislative session. Mr. Bentley expressed a desire to make a commitment to attend 75% of meetings in person, or $\frac{3}{4}$ annually. He also expressed a need for four annual meetings.

Mr. Bentley moved, and Senator Small seconded a motion to approve the by-law update Article III, Section 301.1.

The motion carried.

SWIB BYLAW UPDATE TO UPDATE TERMS FROM TWO YEARS TO THREE YEARS:

Mr. Feist explained a desire to create more consistency with the board, along with resilience to prevent large gaps in board membership. If approved, terms will be staggered to allow a majority of the board to remain intact at all times.

Mr. Bentley expressed how important continuity is.

Mr. Gilbertson moved with the direction for the board chair and board director to identify the policy that works best, Mr. Fleming seconded a motion to approve the by-law update Article II, Section 202.2.

The motion carried.

REALLOCATION WAIVER REVIEW:

Mr. Feist explained the request for a reallocation waiver within the 2022 State Plan Modification. It was explained that this waiver will allow for carry-over funds to be reallocated to programs or projects most in need for the state or specific communities,

rather than the current model of reallocation to the service providers. Mr. McGinley asked how the funding will be reallocated. Job Services Bureau Chief Rhonda Huseby and Workforce Programs Director Roy Valdez explained the title sections for adult, youth, and dislocated worker more in depth. It was also explained that the funding within each section must remain in the section for those specific populations. Scott Osterman mentioned that some of the funding may be contractually obligated and limited. Mr. Bentley asked if the reallocation method would be equitable to MaCO District. Ms. Huseby indicated there are many reallocation methods, which could be to MaCO Districts, most need, or providers. Ms. O'Hara asked if financial reports could be provided to show where funding is going. Ms. Armstrong asked if part of the reporting can indicate why money was unspent in the first place. Mr. Bentley explained that he is a proponent of this reallocation and curious if some reasons for more recent unspent funds was due to COVID-19, program difficulties, or locations. Ms. Huseby identified that MT DLI has no discretion on initial allocation. However, the reallocation waiver would be discretionary and allow for targeted use and flexibility. Mr. Feist also mentioned that this is a request for approval by the board, and US DOL approval is still needed to implement. Jacque Treaster asked if a district is struggling to spend money, is there technical assistance available...? Ms. Huseby indicated that yes, technical assistance is available. Mr. Gilbertson asked if there is a consolidated report on spending. Mr. Feist indicated that currently he was unaware of there is one. Mr. Bentley identified that in a past meeting Erin Weisgerber presented. Ms. Huseby identified that the current reporting process will not show pledged money, until money is spent. Mr. Gilbertson asked if this report can be seen. Ms. Huseby mentioned that this is not currently consistent and not a system in place to currently track. Mr. Bentley agreed that program funding is volatile, so there is financial uncertainty. Mr. Bentley also asked what happens if this agenda item is not approved. Mr. Feist said the current reallocation model will remain. Ms. Armstrong asked what the annual amount for reallocation typically is. Mr. Feist read aloud the amounts from PY20 Adult Program - \$342,768, Youth Program - \$270,665, and Dislocated Worker - \$48,065. Mr. Gilbertson asked if the reports can also identify areas of success and concern.

Mr. Bentley moved with the request to provide quarterly financial board reports, Mr. McGinley seconded a motion to approve the reallocation waiver.

The motion carried.

STATE PLAN MODIFICATION REVIEW:

Mr. Feist explained the need to approve the 2022 State Plan Modifications. Mr. Feist pointed to some areas updated from original 2020 State Plan. There were no questions.

Mr. McGinley moved, and Mr. Smith seconded a motion to approve 2022 State Plan Modifications as presented.

The motion carried.

2022 WIOA REAUTHORIZATION DRAFT INFORMATION:

Mr. Feist explained the unlikelihood of reauthorization in 2022 and the feedback from Workforces Services Division and the National Association of State Workforce Agencies.

Information Only.

PUBLIC COMMENT:

Sarah Sadowski, Director of the Governor's Office of Community Service identified potential impact of WIOA to her office. She also identified that she follows the potential for reauthorization. She has also asked if it is possible to express to the National Governor's Association the need to integrate AmeriCorps work within WIOA and how AmeriCorps can count toward WIOA outcomes.

SWIB GOALS (1:05 p.m.):

Chair Hopfauf mentioned the required committees of Apprenticeship Advisory Council, Executive Committee, and WIOA Committee. He also mentioned that other committees are possible and have been mentioned. Mr. McGinley identified he has a continued interest in the WIOA Committee. Chair Hopfauf and Mr. Bentley expressed the importance of his knowledge to understand WIOA Policy. Mr. Smith expressed a need for a legislative committee, based on what the governor would like to see from the board. Ms. Heller expressed the need as well for legislative preparation. She asked if an education committee will be formed. If so, she would like to serve on it. Mr. Bentley identified that electronic proxy votes may be possible to bring committee items forward to the board. Mr. Gilbertson and Mr. Bruinsma discussed the possibility of a committee for systems' modernization or similar with potential items to be discussed within the committee. Ms. O'Hara asked if committee meetings are public. Chair Hopfauf indicated that yes, they are. Mr. Bentley mentioned that MT DLI has been supportive of hosting meetings virtually and/or in person. Chair Hopfauf identified that five committees seem to be the consensus. Executive, Apprenticeship Advisory Council, WIOA, a Legislative Taskforce, and an Education/System Modernization. Chair Hopfauf and Ms. Armstrong had a conversation about goals of committees. Chair Hopfauf and Mr. Gilbertson had a conversation about the importance of policy, and this is outlined through the focus areas and goals of the SWIB. Mr. Hopfauf told the group that summaries of each committee will be sent to members, and they can choose the one(s) of most interest. He also identified that a committee reporting process will need to be created.

MONTECH PRESENTATION (2:35 p.m.):

Molly Kimmel presented on MonTECH and mentioned the requirement to have a SWIB Member on advisor board. Mr. Feist identified that MonTECH advisory board interest will be sent with other committee assignment interest.

NEXT STEPS (3:00 p.m.):

Chair Hopfauf identified a July Meeting will be called. He asked for members to send potential agenda items to be sent, if interested. He also identified that a Doodle Poll will be sent for best dates to meet. Mr. Smith mentioned that the site visit was valuable and provides insight into community and important industries. Mr. Bentley agreed with Mr. Smith and mentioned the importance of local organizations hosting SWIB meetings. Ms. O'Hara was thankful for the meeting. Chair Hopfauf was thankful to the group and looks forward to the continued work together.

ADJOURNMENT (3:05 p.m.):

Chair Hopfauf adjourned the meeting at 3:05 p.m.