

MT SWIB

STATE WORKFORCE INNOVATION BOARD

WIOA Committee Meeting
September 25, 2024
8:00 a.m.
Zoom Meeting

MEETING MINUTES

COMMITTEE MEMBERS PRESENT: Heather O'Hara, Elsie Arntzen, Sarah Swanson, Chanda Hermanson, Jennifer Cronk, Mike McGinley, Amber Terry

ADDITIONAL SWIB MEMBERS: Adam Gilbertson

MEMBERS ABSENT: None

STAFF: Jennifer Owen, Crystal Armstrong, Katie Madsen

CALL TO ORDER (8:00 a.m.): Chair O'Hara called the meeting to order. A quorum was found. The meeting agenda was approved as presented on a unanimous voice vote.

PUBLIC COMMENT ON AGENDA ITEMS (8:02 a.m.): None.

UPDATE ON SILLWATER MINE RESPONSE (8:02 a.m.): Commissioner Swanson updated Committee on layoffs. Stillwater is the only producing palladium mine in the country. Average salary is \$100,000+ annually - big impact to a lot of families. DLI/JSO is setting up satellite offices in Columbus, Lewistown, Big Timber. May do additional offices. Staffing from Billings and Bozeman offices. Waiting on info from SS HR to do skill-matching, as was done during forest products layoffs. Helps to identify existing positions where skills match and flag skill gaps. Working with feds to submit a Dislocated Worker application. Similar to Seeley Lake - \$1.8M received. Layoff of this magnitude will be around \$10M request. No LOS needed. Could be submitted next week. Coordinating with rapid response and career fairs. Schedule coming out at the end of this week. DLI will sponsor events (state agency hiring events) on weeks when community isn't hosting one. Also ensuring UI will be streamlined and ready.

Committee members discussed. Questions about impact on spouses and significant others finding work as well to cover. Yes, most families are single income. May trigger some people to return to the workforce at least short-term. Huge impact on local economy. Should SWIB help the community? Working with county commissioners to plan moving forward. Department of Revenue and DPHHS working together with DLI. Mine represents 30% of wage economy. Mike Hopkins is best point of contact. Outreach to other states for shift work. Many commissioners at NASWA are offering support for mine shift work in their states so people don't have to permanently move. Residual impact – business contracts, ripples throughout state. Economist department is working on projects of impacts throughout the region. Additional economist being

hired to build capacity (separate from this event). For many local heavy equipment dealers, mine is large client.

Action items for WIOA committee: refer recruiting employers to job fairs. Keep sharing resources that can help the community. Expect this to be heavy in November and last about a year in the community.

WIOA YOUTH CONTRACTS (8:15 a.m.): Chair O'Hara asked Jennifer to provide an update. Jennifer summarizes the situation: Youth providers are in final year of current RFP – performance metrics are consistently not being met. WSD has been providing ongoing T&TA to the contracted providers. Final year of funding will go out to providers with letter from the Department outlining expectations that performance must improve. Will have a call with all providers as well. Crystal discusses the support WSD has provided to contractors.

Current contract is with 9 providers – one is Jobs for Montana Graduates (JMG), other 8 are around the state. Some providers are making progress. Bozeman and Glendive (all of Eastern Montana) are really struggling. Puts overall funding at risk.

Next round of RFP will go out next year, need to consider scope, duration of contracts, metrics, ways to be innovative. Essential that a Sanctions Policy is in place to ensure accountability. Discussion about whether there will be a focus on out-of-state providers for next RFP. Montana procurement rules don't allow RFPs to be restricted by geography. There is no specific intent to select any specific bidder.

Discussion: Need to discuss demographics in the region – clarify how many are there to reach, especially in Eastern Montana. Current payment structure – reimbursement model. Letter to the providers/development of next RFP – role of the Committee is best focused on finalizing Sanction Policy and then helping review the RFP. Letter is waiting on governor approval. Topic for consideration: duration of less than 7 years. Committee would like to review metrics and performance against those metrics more frequently.

Overhead/administrative caps: difficult due to complexity of reaching youth, particularly OSY. Previously, we capped some programs around 30% administrative costs. Across programs, average spending varies between 10-40%. JMG has low costs, because they are in schools; compare to providers in very rural areas reaching OSY. Crystal will work with fiscal staff to provide additional details. Committee would like to understand best practices in other rural states, with respect to managing overhead costs. Katie Madsen set up a call with WIOA partners with Wyoming to explore strategies to work across programs to do better. Each quarter, State Commissioners meet. At last meeting in August, hearing that many other states are having challenges. Regional offices are sharing some best practices.

WIOA SANCTIONS POLICY (8:30 a.m.): Chair O'Hara asked Jennifer to review the policy draft with the Committee, highlighting the items that need some committee discussion. Mike discusses some history. Questions about where the funds might go if a contract were cancelled.

May be helpful to have WIOA committee monitoring more frequently – standing committee item of reviewing performance data. Discussion about an appeals process. Would need to be developed in more details. Can look to other DLI boards as a process. May need a secondary appeal to an entity outside of SWIB as well.

OPI would like to see more connection in the draft between performance metrics and policy.

Elsie Arntzen makes a motion to have the draft modified to include WIOA committee as reviewing the materials and then forwarding to the Executive Committee. Chanda Hermanson seconds and the motion carries on a unanimous voice vote.

Discussion of other programs included: proposal includes those that align with WIOA title I only. Recommend not including state displaced homemaker. Other are all affiliated with WIOA but not part of core program. Have not had performance issues in those programs. Some of the metrics are the same, but they are not reported at part of the WIOA core programs.

Committee discussion focuses on core programs; can include others if necessary. Other programs do not have a sanctions policy, but all are structured a little differently.

Mike McGinley moves to remove non-WIOA programs. Motion is seconded and carries on a unanimous voice vote.

Chair O'Hara asks that this policy, as amended, be put on Full Board agenda for October.

AGENCY UPDATES & GENERAL COMMITTEE DISCUSSION (8:45 a.m.): Chair O'Hara discusses need for a standing meeting day and time. Committee members would like a survey mechanism to determine date and time. Committee will meet in October in person.

PUBLIC COMMENT ON NON-AGENDA ITEMS (9:09 a.m.): None

ADJOURNMENT (9:09 a.m.): Chair O'Hara adjourns the meeting.