

March 15, 2018 Workforce Development Meeting

I. Call To Order

Chair Mark Massicotte called the meeting to order at 11:07 a.m. EST.

II. Roll Call

Present: Samantha Cameron, Bay Mills Community College; John Hamm, UPRLF; George Kinsella, EcoMarine; Mark Massicotte, L'Anse Manufacturing; Suzanne Pazdernik, Jacquart Fabric Products; Tony Retaskie, UP Construction Council; Chad Rowe, Aspirius Health Services; Roy Del Valle, Michigan Rehabilitation Services; Travis Carey, IUPATDC7; Joe Esbrook, Hiawatha Log Homes; David Goudreau, Northern Wings and Repair; Jeff Holt, Sault Ste. Marie Economic Development Corporation; George Kinsella, EcoMarine; Michelle LaJoie, CLM Community Action Agency; Dave Lord, OSF St. Francis Hospital and Medial Ctr;

Excused: Dave Anthony, Hannahville Indian Community/Northern Sun Winery; Julie Wonders, Iron Mountain-Kingsford Community Schools; Brad LeBouef, Systems Control; Jonathan Mead, UPCAP; Rodney Nelson, consulting;

Michigan Works! Staff: Bill Raymond; CEO; Cherilynn Lampinen, COO; Tracy Roberts, Office Manager; Corinna Peterson, Communications Manager; Nickie Lauerman, Administrative Specialist

III. Public Comment – No public comment

A. Introduction and staff updates

Bill Raymond asked for board members to introduce themselves so new board members could put faces to names. Current Board Members went around the table and introduced themselves. Bill asked new board members to introduce themselves and give a little bit of their background. Joe Esbook, a new board member, is the President of Hiawatha Log Homes and has 25 years experience in telecommunications. Esbrook sold his last business to Charter and got into the log home business. He was a previous employee at Six County Employment Alliance.

Travis Carey lives in Rapid River and graduated from Escanaba High School in 1994. He worked for BOSS for 7 years and he's been a business owner for 5 years.

Bill introduced Rodney Nelson as a new member from the Mackinac County area. Nelson was not present. He's been on a variety of boards and in Healthcare Administration. He does consulting now and is also on the Board of Trustees for Lake Superior State University. He was just appointed by governing board early last month.

Bill gave UPWARD Staff updates. Joe Zerbst moved to Director of Administration from Director of Workforce Services. Bill said we are now trying to fill the Director of Workforce Service Programs now.

Margot Anderson is new HR Manager. She was the City Manager in Wakefield previously and has worked at Nothern Hardwoods most recently. Anderson has a variety of experience and excellent background in Human Resources. She will be based in the Ontonagon/Houghton area.

Tracy Roberts is the new office manager and is providing a lot of support, office support, and Bill's assistant. Tracy introduced herself and gave some of her background. She is a Yooper and just relocated back from North Carolina. She used to work for Wake Forest Baptist Medical Center in project

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management. She wanted to move closer to home. She graduated Escanaba High School in 1994 and was in North Carolina for 20 years. She has a strong background in project management and is based in Escanaba. Bill welcomes all new board members and staff members.

No further public comment.

IV. Approval of Agenda

Motion to approve agenda was made by Tony Retaskie, seconded by Jon Hamm. Motion passed unanimously.

V. Approval of Minutes

Motion to approved both minutes was made by Tony, seconded by Michelle LaJoie. Motion approved unanimously.

VI. Financial Overview

Mark Massicotte asked what the major changes are in both reports and where are we at in the budget. Mark asked Bill what the biggest change is. Bill says no major changes, revenue up slightly and things are looking good. Cherilynn Lampinen agrees with Bill 100%. We are doing Work-Based Training Placements. She says our big push is people coming out of high school or college. She says summer tends to be our bigger push for On-the-Job Training and planning for classroom trainings. In May & June we see a big push and we are on track to expend funds & we are doing well. Funding has been staying fairly flat and we are looking managing grants to anticipate highs and lows and customer needs.

Tony Retaskie said we are about to see some massive layoff at the power company in Marquette that will affect us in many ways. He asked is there a way to budget for the shut-down of this power plant? He said some will retire if they are able to and some will need some help. Bill said we've had some conversation about it.

VII. Strategic Direction

Executive Director Goals:

Bill wants to have a strategic planning process that brings together many stakeholders to focus on what the future looks like for UPWARD. A request for proposals is under development.

Reports: VIII

Governor's Talent Investment Board

Tony says he is 1 out of 2 Yoopers on this board and wants to give a quick overview about what was talked about at their last meeting. ALICE resolution was passed. ALICE are families that are the working poor. He said how do we help these people? GTIB passed a resolution in support of the Business Resource Networks. One concern of Tony's is does it provide anonymity for the employee if they need help. He says there is wording in the resolution that encourages anonymity. UI report has had some issues and they still have some strong concern. Tony said they are working hard to rectify UI problems. Michelle Beebe is the new UI director. She makes lots of trips to the Upper Peninsula. She's from Utah. Tony shares concern that in MI we have very low unemployment payout. He says when we have a shut

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down that affects 400-500 workers, lots of employees are working out of state because they get paid way less in Michigan unemployment. A lot of employees refuse to come back because pay is higher out of state. Tony talks about CEAC and gives background information. Tony says there is 5 million in CTE grants and equipment grants. 2 districts awarded in UP a CTE grant. They were the Dickinson ISD and Copper Country CCISD. Tony asks to please alert your ISD's to apply for next year's grant. Bill says our ISD's are awesome and the state was very impressed with the UP ISD's applications. Tony says GTIB passed a resolution September of last year: the K-12 awareness resolution. Tony says the resolution basically says that we as the GTIB want to ask other entities (boards) to be aware that this resolution is out here. Bill said he will email resolution to WDB members. Tony said local community colleges need to offer programs that there is a demand for in their specific area. Tony's term has on the GTIB expired. He was re-nominated. GTIB next meeting is in April. David Goudreau defined the ALICE acronym: Asset Limited Income Constrained Employed.

CEO Report:

Bill says he is working closely with economic developers and he is meeting NE & NW Wisconsin Bay Area agencies. Bill says he is working with Delta County EDA. NAWB meeting is coming up. Chad Rowe & Mark Massicotte will represent the board at the meeting in Washington DC and Bill & Cherilynn are attending as well.

Chair Report:

Mark reported on the Impact Awards saying that it was a great event and he is lucky to get to go on a regular basis. He said it's obvious how hard the Michigan Works! Association is working to generate success stories. Legislators are working hard and it's nice to see how far jobseekers have come. Mark says it was a very positive place to be and asks board members to make an effort to attend. Mark congratulates everyone involved. Mark moves on to the topic of Talent Tours and says he encourages each board member to support talent tours in your specific areas. He says we need to do this more and Mark wants to replicate Tony's program and have a Skilled Trades Day all throughout the UP instead of just Marquette. Mark moves on to the subject of Apprenticeship programs. He wants to alleviate shortages of Medical Assistance in HealthCare Industries. He says L'Anse Manufacturing has an apprenticeship program. Mark encourages board members to talk to their local service centers because he couldn't afford not to do it and there is assistance from Michigan Works! Tony Retaskie asked where the Impact Awards is and if it used to be called the Prosperity Awards. Tony wants to mention the Apprentice of the Year Awards and gives the background. A discussion of the importance of Apprenticeships followed.

IX: Performance Committee Report

Nobody has any questions. Bill proposes we do the 2017 Year in Review during lunch. Everyone agrees.

X: New Business

1: Skilled Trades Training Fund motion: Moved by: Chad Rowe, supported by David Goodreau. Motion passed unanimously.

2: Statewide Activities Funding for CRM: Moved by John Hamm, supported by Travis Carey. Motion passed unanimously.

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3: Partnership.Accountability.Training.Hope (PATH) Plan Motion: Moved by John Hamm, supported by Tony Retaskie. Motion passed unanimously

4: Trade Adjustment Assistance Plan Motion: Moved by Roy Del Valle, supported by Travis Carey, John Hamm abstains.

5: Career Educational Advisory Council Motion: Moved by David Lord, supported by Michelle LaJoie, motion passed unanimously.

6: Empire Mine Resolution: Bill asks if we want to do a letter of support from the board for Empire Mine Resolution. Motion is moved by John Hamm, supported by Tony Retaskie , motion passes unanimously. David Goudreau says ultimate transparency is good. Mark said he doesn't want letter of support to be held up to wait for a meeting. All in favor, Samantha Cameron said abstain. Mark says we need to look at the by-laws and update them.

B: Bill says the WDB meets all criteria, every spot is full, can add private sector individuals, 19 board members

C: Overview of Marshall Plan was shared, followed by a discussion among board members.

XI: Information Items – Presented for information only

XII: 2018 Meeting Schedule:

Next Meeting:

Presentation from Aquila Resources at May 17th meeting

Adjournment:

Joe Esbrook motions, Travis Carey seconded