

**MINUTES OF THE  
WORKFORCE DEVELOPMENT BOARD**

February 28, 2019

The Macomb/St. Clair Workforce Development Board met at 3:00 p.m. Thursday, February 28, 2019 at Clinton Township Michigan Works Career Center with the following members present:

(☑ denotes private sector):

**AT ROLL CALL:**

- ✓ Patricia Anger
- ✓ Karen Arondoski  
Dan Casey  
Jason Dahl
- ✓ Sharise Eckenrode
- ✓ Jennifer Gavin  
Lee Graham
- ✓ Carter Hitesman
- ✓ Lindsey Hoover

- Christol James
- ✓ Peter Keating
- ✓ Mike Kramer  
Monika Leasure  
Bill Peterson  
Jim Sawyer  
Erin Smith  
Maria Zardis

**ARRIVED AFTER ROLL CALL**

Tanise Hill

**MEMBERS ABSENT:**

- ✓ Hannah Costello  
April Fidler
- ✓ Ann Forster
- ✓ Joe Keppler

- Jim Peltier  
Val Nunn
- ✓ Sam Serra
- ✓ Charles Shaw

**OTHERS PRESENT:**

John Bierbusse, Executive Director  
Thomas Heuerman, BSBP  
Scott Palmer, Ford NGL

**Macomb/St. Clair Workforce Development Board  
February 28, 2019**

**1. Call to Order**

Chairman Michael Kramer called the meeting to order at 3:00 p.m.

**2. Roll Call**

Roll call was taken with 17 members present (8 private sector).

**3. Approval of Previous Minutes**

**MONIKA LEASURE MOVED TO APPROVE THE JANUARY 24, 2019 MINUTES AS PRESENTED;  
SUPPORT BY DAN CASEY. MOTION CARRIED UNANIMOUSLY.**

**4. Chairperson's Report**

The Chairman had nothing to report

**5. Standing Committee Reports**

**A. INDIVIDUALS WITH DISABILITIES COMMITTEE**

**1. Meeting of February 12, 2019**

**a. Informational Items**

**i. Update on Staff Training, At Your Service and Training Provided by BSBP**

Christol James, Committee Chair, reported on career center staff training that was completed over the past year. She stated that the internet-based training, At Your Service, is a platform for front line staff towards providing better customer service and understanding best practices for working with customers who have disabilities. This training gave practical information on how to comply with WIOA and ADA requirements. There was 100% participation from 108 staff.

Secondly Ms. James reported on training provided by Bureau of Services for Blind Persons (BSBP). This training consisted of half day sessions at each career center. The training involved role playing exercises using googles that simulated varying degrees of blindness. These exercises were designed to help staff empathize with customers by having a better understanding of barriers faced by those with vision loss. Ms. James reported that the energy level, knowledge and personal experiences of the presenters led to an interactive and engaging presentation.

*Tanise Hill arrived*

**ii. Adaptive Equipment/Software Update**

Ms. James gave the Board information on the personal FM listening systems that have been purchased for hearing loss customers visiting the career centers. She explained that the spoken word is amplified through a microphone into a headset worn by the customer. This device helps to eliminate background noise. Ms. James then talked about the assistive work stations that are installed at all centers. These are equipped with Job Access with Speech (JAWS) software, a screen reader developed for computer users whose vision loss prevents them from seeing screen content or navigating with a mouse. She said that an added benefit of JAWS is that it is helpful to customers with learning disabilities. She also stated that the assistive work stations can be raised or lowered to meet the needs of customers in a wheel chair.

**iii. Michigan Works! Career Center Accessibility Update**

In 2018 WIOA legislation mandated that all MWAs complete an Accessibility Self-Certification Checklist. With assistance from Michigan Rehabilitation Services (MRS) and Bureau of Services for Blind Persons (BSBP) a report was completed.

**Macomb/St. Clair Workforce Development Board  
February 28, 2019**

Ms. James informed members that JAWS/Zoom text screen readers have been installed and landlords have begun addressing building compliance issues. To date four out of five career centers are ADA compliant. Ms. James noted that some changes being made go above and beyond what is required.

**iv. Report on Services to the Disabled**

The committee chair provided members of the board with an updated Disability Summary chart comparing overall participant numbers and the number of individuals who self-report as disabled in 2018 to numbers reported in 2017. She noted that overall the number of participants served declined in 2018 which is most likely due to stable employment opportunities and the percentage of those who self-identify as disabled remains low. This may be because customers who are job searching may not be willing to identify disabilities. The largest percentage of participants who self-identify as having a disability as a barrier to finding employment comes from the Youth population, age 16-24, at 20.5% in 2018 compared to 9.5% in PY 2017. She believes this population doesn't assign the same stigma to that label as does the larger population.

**B. ONE-STOP COMMITTEE**

**1. Meeting of February 19, 2019**

**a. Recommendation to Approve Memorandum of Understanding (MOU) between South Eastern Michigan Indians, Inc. and Macomb/St. Clair Workforce Development Board**

Tanise Hill, Committee Chair, reported that Macomb/St. Clair and the South Eastern Michigan Indians, Inc. agreed to negotiate a Memorandum of Understanding (MOU) to ensure coordination and delivery of workforce services in the Macomb/St. Clair service delivery area. The MOU lists the procedures agreed upon between both agencies. The MOU states that the partner and Macomb/St. Clair Michigan Works! agree to share costs of funding the One Stop according to the proportionate benefit received. Ms. Hill noted that under Infrastructure Costs in Part III, this MOU states that Native American programs as required partners are encouraged but are not required to contribute to infrastructure costs under WIOA legislation. Due to the small number of Native Americans in our service area, it would not be cost effective to require the payment of any infrastructure cost to Macomb/St. Clair.

**MONIKA LEASURE MOVED TO APPROVE THE MOU BETWEEN SOUTH EASTERN MICHIGAN INDIANS, INC AND M/SCWDB; SUPPORT BY ERIN SMITH. MOTION CARRIED UNANIMOUSLY.**

**b. Informational Items**

**i. Progress Report on Business Resource Network (BRN)**

Ms. Hill gave an update on the recruitment of companies with high rates of employee turnover into the Business Resource Network (BRN). To date, four companies have signed on to receive services through September 30, 2019. Those companies are Gage Bilt in Clinton Township, Rassey Industries, Inc. in Shelby Township, Binson's Medical Equipment and Supplies in Warren and PTM Corporation in Fair Haven.

To increase productivity and reduce absenteeism among employees, three success coaches have been hired to assist employees within the BRN in finding solutions to obstacles affecting absenteeism. Success Coaches are building a network of community resources that will provide services to meet employee needs.

The Success Coaches continue to promote the program to employers. An informational breakfast is planned for St. Clair County on March 5<sup>th</sup> and Macomb County on March 7<sup>th</sup> with a short presentation about the Business Resource Network program, an open discussion followed by Q&A, handouts and promotional items, and a chance to meet with the Success Coaches. Ms. Hoover from Binson's Medical Equipment and

**Macomb/St. Clair Workforce Development Board  
February 28, 2019**

Supplies offered to have a representative from her company attend the Macomb County session to explain the benefits her company is receiving through this program.

Since BRN is a pilot program, it is hoped that businesses will see the value in continuing to support the Success Coaches once funding ends on September 30<sup>th</sup>. Members viewed a chart showing what it would cost employers to "purchase" hours of a Success Coach's time from two hours per week at \$3,744 a year up to thirty-six hours per week for a total of \$67,392 per year.

**ii. Report on Offender Success Program**

Ms. Hill reported on the FY 2018 Offender Success program. She explained that 2018 was the first year of a performance-based contract with the State's Michigan Department of Corrections. The base-line for performance measures will be set during the first year.

The Offender Success program aims to reduce offender recidivism by implementing services and opportunities for parolees to obtain employment and become self-sufficient. There are four service categories available to parolees when referred by their parole officer. During 2018 three hundred sixty parolees received transitional housing. The average length of stay was 59 days. Eighty-two parolees received employment readiness services through workforce development assistance. Of those parolees, thirty-two became employed at an average wage of \$12.09 per hour. Six hundred and thirty-five parolees received social supports such as clothing vouchers, hygiene kits, identification documents and public transportation. Fifty parolees received domestic violence programming, cognitive behavioral programming, medical services, and prescriptions. Statistics show that Michigan's recidivism rate dropped from 40% in 2005 when the program began to 28.1% in 2017.

Ms. Hill also told members about Vocational Village a first of its kind skilled trades training programs for prisoners who wish to complete career and technical education. The first Vocational Village site opened in 2016 at Handlon Correctional Facility in Ionia. A second site opened in 2017 at Parnall Correctional Facility in Jackson. Prisoners can obtain nationally recognized certifications in carpentry, plumbing, CNC machining, welding, automotive technology, electrical, robotics, CDL and masonry. Macomb County has 20 Vocational Village Graduates, with 14 employed while St. Clair County has 7 graduates with 4 employed. Members of the committee were encouraged to visit a Vocational Village.

**iii. Plant Closure Report**

The State's Talent Investment Agency (TIA) has been notified of the permanent layoff of 1,298 salaried employees at the GM Technical Center in Warren. Employees were notified that they no longer need to report to work as of February 4, 2019 although they will continue to be employed with wages and benefits through April 9, 2019. TIA has asked for a list of affected workers and will file a TAA petition with the U.S. Department of Labor. Once the list of workers is received, a worker orientation will be scheduled to explain TAA benefits.

**iv. Report on Service Center Activities**

Ms. Hill provided charts to Board members showing the number of people visiting Michigan Works Career Centers over the past twelve years in Macomb and St. Clair Counties. The charts show the highest numbers during the recession years of 2008 and 2009 and high activity each year during the months of November, December and January due to the lay-off of seasonal and holiday workers.

The pie chart shows that the busiest career center this past year was the Clinton Twp. Center with 29% of the traffic. The Warren location had the second highest number of registrants at 25% of the total. This was due to

**Macomb/St. Clair Workforce Development Board  
February 28, 2019**

the fact that between January and mid-April, the Roseville Center remained closed because of the 2017 fire. Port Huron and Mt. Clemens are the smallest centers and receive the least traffic.

In 2018 the total number of visits made to the five Michigan Works! Service Centers totaled 97,119. This includes job seekers who came to register for services and returned to conduct job searches, attend workshops, meet with career planners, and/or business services staff, and participate in PATH program activities.

**6. Executive Director's Report**

**a. Career and Education Advisory Council (CEAC) Meeting Report**

Monika Leasure, Chair of the Career, and Education Advisory Council (CEAC), presented an update to Board Members on the CEAC which is made up of members who represent business and education focusing on talent development in the region. She highlighted the council's areas of responsibility in advising Workforce Development Boards on career and education related items. She listed meeting agenda items and informed members that meetings are held three times per year. She provided a copy of the Macomb/St. Clair CEAC Bylaws and informed the Board that minutes of the previous meetings are available upon request.

**b. Presentation on Ford Next Generation Learning (NGL)**

Mr. Bierbusse introduced Scott Palmer, Community Coach with Ford Next Generation Learning (NGL), who spoke to members on career and interest-themed academies that is the NGL model for preparing secondary students for success in the 21-century economy. Ford NGL is a comprehensive community initiative that brings together educators, employers, and community leaders to implement a proven model for transforming secondary schools. Results of the academy-based model show increased high school graduation rates, increased academic achievement, improved preparation for college, careers and for life which ultimately increases earning potential and strengthens the talent pipeline in those communities. Ford NGL is supported by the Ford Motor Company Fund, the philanthropic arm of Ford Motor Company,

Prior to the meeting Mr. Palmer shared with members a link to two videos on the Academies at Romeo High School, the first Ford NGL community in Michigan. Romeo Community Schools partnered with the Macomb County Department of Planning & Economic Development to implement four college and career academies at Romeo High School. Students enter the Ninth Grade Academy where they explore career options and prepare to select from the Academy of Health, Human and Public Services, Academy of Design, Engineering and Manufacturing and the Academy of Business, Entrepreneurship and Innovations for grades 10 - 12. The academies don't change what is being taught so much as they change how it's being taught. The result is that students receive hands-on exposure to different career paths helping them to make informed career choices.

**7. Other Business**

Maria Zardis informed members that Macomb County Planning and Economic Development is now accepting applications for Macomb Business Awards.

**8. Hearing of the Public**

There were no comments from the public

**9. Scheduling of Next Meeting**

The next general meeting is scheduled for **3:00 pm, Thursday, March 28, 2019**. Members will be notified.

**Macomb/St. Clair Workforce Development Board  
February 28, 2019**

**10. Adjournment**

**WILLIAM PETERSON MOVED TO ADJOURN; SUPPORT BY TANISE HILL. MOTION CARRIED.** The meeting adjourned at 4:15 p.m.

Respectfully submitted,



Jean Wurmlinger,  
Recording Secretary