

**SD WORKFORCE DEVELOPMENT COUNCIL**  
**Regular Quarterly Meeting**  
**August 26, 2013**  
**1:30 p.m. CT**  
**Kneip Conference Room # 3**

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|-------------------------------------|--------------------------------------|---------------|
| A. Call to Order                    | Warren Lotsberg                      |               |
| B. Roll Call                        | Kari Porch                           |               |
| C. Approval of Minutes              | Warren Lotsberg                      |               |
| D. Director's Report                | Bill Molseed                         |               |
| E. New Business                     |                                      |               |
| 1. Election of Officers             | Warren Lotsberg                      | <b>Action</b> |
| 2. Disability Task Force            | Gaye Mattke                          |               |
| 3. Disability Employment Initiative | Kendra Ringstmeyer<br>Gloria Pluimer |               |
| 4. National Emergency Grant         | Bill McEntaffer                      |               |
| 5. WIA Performance                  | Bill Molseed                         |               |
| 6. NCRC Updates                     | Scott Kwasniewski<br>Barb Unruh      |               |
| F. Adjournment                      |                                      |               |

**AGENDA ITEM A      CALL TO ORDER**

The South Dakota Workforce Development Council (WDC) met in Pierre in Kneip Conference Room #3 on August 26, 2013. The meeting was called to order by Chairman Warren Lotsberg at 1:30 p.m. CDT.

**AGENDA ITEM B      ROLL CALL**

Roll call was conducted and a quorum was present.

Members Present

Warren Lotsberg, Chairman	Sarah Folsland	Mike Ryan
Paul Turman	Melody Schopp	David Westbrook
D.J. Mertens	Cal Geis	Randy Hanson
Nathan Lukkes	Gaye Mattke	

Members Absent

Tom Bohnet, Vice-Chairman	Wally Myers	David Giovannini
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Others Present

Bill Molseed	Kari Porch	Bill McEntaffer
Gloria Pluimer	Bruce Vogt	Heather Schopp
Kendra Ringstmeyer	Barb Unruh	Dawn Dovre
Bob Mercer	Julie Johnson	

**AGENDA ITEM C      APPROVAL OF MINUTES**

Cal Geis made a motion to approve the April 15, 2013 minutes. D. J. Mertens seconded the motion. **Motion passed.**

**AGENDA ITEM D      DIRECTOR’S REPORT**

Since our last meeting, much of our time was spent working on budgeting the funding we received from USDOL for the WIA programs.

After years of continued reductions in program budgets, the Sequestration cuts were applied across the board to the adult, youth and dislocated worker programs. Each received a -5.21 percent reduction.

Additional cuts were given to the dislocated worker program based on the good economic and employment conditions in South Dakota. This funding formula considers the number of unemployed and enrolled dislocated workers as a part of the funding formula. With a good state economy this translated to fewer dislocated workers and a corresponding budget cut. Combining the formula reduction with the Sequestration cuts, the dislocated worker program experienced a total reduction of -21.52 percent.

The WIA youth program still has adequate funding. This is helping us to maintain staffing in our local offices at a respectable level. However, we cannot use youth funds for adults and dislocated workers. This means local offices will concentrate on providing WIA services to youth in their service area. We now have an increased emphasis on helping our young people as they transition to employment or postsecondary education.

With reduced funding we are looking at grants to help provide employment and training services to specific target groups. We received an award for \$418,000 for the Dislocated Worker Training National Emergency Grant (DWT-NEG). This grant is to provide training services for long term unemployed or UI profiled dislocated workers. Bill McEntaffer will visit with you about this later in the agenda.

Aberdeen experienced a significant layoff when Northern Beef laid off their entire workforce as they moved into bankruptcy proceedings. Over 260 workers were laid off, with most of them not having had a paycheck for three to four weeks. We conducted a meeting for the workers to inform them of the job prospects in the Aberdeen area, and for other areas that have processing plants. If you watched television at the end of July you may have seen some of the tension from the workers directed at our team that put the workers meeting together. This was an angry and upset crowd, with some expecting us to be delivering their paychecks.

When some realized we did not have money for them, and that bankruptcy could be a long process, the meeting quickly became a time to vent their frustrations. Some walked out, while others became very loud and direct in sharing their opinions of the employer. However, for those who stayed we were able to provide some valuable information to help with their job transition. In fact, one of the more boisterous individuals afterwards made a point to thank us for coming and hearing their concerns.

The good news is Aberdeen does have good jobs, and many of these Northern Beef workers have already been placed and are now working. Some have left the area for other processing facilities, while others are considering their options. The DLR local office is working diligently to help these workers.

The employment and training programs have endured three very intensive federal on-site reviews. This is in addition to other recent reviews of other DLR programs.

The WIA adult/dislocated worker programs, the WIA youth program, and the Disability Employment Initiative were scrutinized by the Regional Office over the last few months. The consistent comment we heard from these three reviews was a very positive statement recognizing our participants are receiving a quality service from the respective programs.

Throughout the intensive reviews, we found areas where we can improve. These include updating our program policies, adjusting our local monitors to be more consistent with the federal model of reviews, and improve on our file documentation for program and fiscal services.

We are waiting for the last letter of recommendations from the reviews with the official comments from the review team. We have started making the changes requested in the close out discussion. This will culminate in providing a staff training for our local delivery staff.

We negotiated WIA performance measures for PY 2013. We were approved at levels we believe are attainable and provide for continuous improvement. The proposal offered a discussion of the Sequestration budget cuts and the effect it will have on participant outcomes. Reduced funding presents reduced staff time and resources that can be implemented to serve our participants. Limited service capability due to funding restrictions is likely to lead to limited outcomes which DLR has acknowledged.

More on WIA performance will be presented later in today's agenda.

- Adults
  - Entered Employment = 80.0%
  - Employment Retention = 86.0%
  - Average Earning = \$11,000
- Dislocated
  - Entered Employment = 84.5%
  - Employment Retention = 93.0%
  - Average Earnings = \$15,245
- Youth
  - Employment/Education = 68.0%
  - Attained Degree/Credential = 57.5%
  - Literacy Numeracy Gain – 19.0%

Congress is in recess for the month of August. Both the House and Senate will return after Labor Day and the main focus will be the FY 2014 Appropriations bills as well as other pending legislation. Although WIA is mentioned as a primary item, others like the Education bills will take a priority.

The Senate, House, and Administration continue to work on WIA reauthorization. WIA has been up for reauthorization since 2003. I no longer make projections or guesses as to when or if it will happen. There has been some movement from both the House and Senate to bring the issue to the forefront. Items in both versions we are watching are the status of the 15 percent set-aside funds, the makeup of the state workforce board and returning to funding state agencies rather than moving funds to competitive grants targeting very specific populations.

## **AGENDA ITEM E      NEW BUSINESS**

### **AGENDA ITEM E1      ELECTION OF OFFICERS**

D. J. Mertens made a motion to retain the current slate of officers. Cal Geis seconded the motion. David Westbrook made a motion to seize nominations. D. J. Mertens seconded the motion. A roll call vote was taken to retain the current slate of officers. **Motion passed.**

### **AGENDA ITEM E2      DISABILITY TASK FORCE**

Gaye Mattke, Department of Human Services, Division of Blind and Visually Impaired provided information on the Employment Works Task Force. The Task Force was created to spearhead the Governors Employment Works Initiative. The goal of the Initiative is to make South Dakota an employment-first state by making employment the first priority and preferred outcome for individuals with disabilities. The taskforce consists of 35 members including individuals with disabilities and their family members, the business community, legislators, representatives of state government, service providers and nonprofit stakeholders

The Employment Works Taskforce held its first meeting on August 5. A second meeting was held on August 27, a third meeting is scheduled for September 16, and if necessary a fourth meeting will be held on October 18. The taskforce will provide the Governor with recommendations at the end of October. Information on the taskforce can be found on the Department of Human Services website.

### **AGENDA ITEM E3      DISABILITY EMPLOYMENT INITIATIVE**

Kendra Ringstmeyer, Department of Labor and Regulation program specialist, Heather Schopp, Black Hills Special Services Cooperative and Gloria Pluimer, Career Learning Center of the Black Hills, provided a PowerPoint Presentation and information on the South Dakota Disability Initiative Grant (DEI).

South Dakota was chosen to receive funding through the DEI Grant during the second round of funding. South Dakota was one of 23 states to receive funding. The grant is a three year grant, and will serve individuals ages 18-24 with disabilities in seven counties in the Black Hills area. We received the funding in October 2011 through September 30, 2014 to expend the funds.

The goal of DEI is to improve the education, training, employment opportunities, and outcomes for youth with disabilities as a means of

economic self-sufficiency. The project has a comprehensive plan of improving employment outcomes by utilizing individualized plans and the leveraging of existing programs. DEI will improve linkages with transition planning teams and other services within the workforce development system to market and redirect the enrollment of out-of-school youth, youth transitioning from school to the adult workforce, and expand the capacity of the local one stop system.

DEI proposes a 20 percent increase in the number of youth with disabilities served in the DLR local offices through WIA and Wegner-Peyser, and will serve 200 through the DEI.

DEI will be the focus of the fall WIA Training on September 17-19, 2013.

#### **AGENDA ITEM E4      NATIONAL EMERGENCY GRANT**

Bill McEntaffer, Department of Labor and Regulation program specialist provided information on three National Emergency Grants. The On-the-Job Training (OJT) grant provided funding from July 1, 2011 through September 20, 2012. It provided dislocated workers with training while working with an employer to acquire the skills necessary for a job. Eighty one individuals participated in the program. Fifty one of the individuals participating retained employment with the employer providing the OJT. Thirteen of the individuals participating in the program took employment with another employer. The entered employment rate was 85 percent. The jobs obtained were office related, IT, sales, engineering, and manufacturing. The average wage of those hired by OJT employers was \$13.93 per hour

The Premier grant provided funding from July 1, 2012 through June 30, 2013. It provided training opportunities for individuals affected by the closure of First Premier Bank Card in Spearfish. The closure affected over 300 people. Ninety individuals enrolled in the program. Thirty eight participated in some type of training. The trainings varied from OJTs to assisting with the completion of bachelor degrees (assisted in completing four teaching degrees) and short-term trainings (Quickbooks). Sixty one individuals had employment when the grant ended. Three individuals still needed to finish their training. Sixteen of the completers were OJTs.

The Dislocated Worker Training (DWT) grant provided funding from July 1, 2013 through June 30, 2015. The priority is to serve those individuals considered long-term unemployed (27 weeks) or profiled (those determined they will use all their UI benefits). The grant can be used to provide training to earn a certificate/diploma/degree or through an OJT agreement. The goal of the Department of Labor and Regulation (DLR) is to enroll 60 participants. The DLR local office staff are working with

potential enrollees to see if the program is appropriate. DLR has been able to provide assistance to some of our current dislocated workers to complete their programs and are working with others to see what training opportunities are available.

#### **AGENDA ITEM E5      WIA PERFORMANCE**

Bill Molseed, workforce training administrator, provided a handout and information on WIA performance for PY 2012 (July 1, 2012 – June 30, 2013). The adult, dislocated worker and youth programs have nine performance measures. DLR met all nine measures (were within 80 percent of the negotiated goal) and exceeded seven of the nine (were above the negotiated goal).

The DEI grant has three performance measures. DLR goals were considerably higher than the other DEI states.

#### **AGENDA ITEM E6      NCRC UPDATE**

Barb Unruh, program specialist for the Department of Labor and Regulation, provided an update on the National Career Readiness Certificate (NCRC) program. The DLR began assessing individuals through the NCRC program in September 2009. As of August 26, 2013, 5,480 certificates have been issued.

An NCRC school pilot project was implemented for the 2012-2013 school year. The pilot project was very successful with DLR staff assessing 1,500 high school juniors and seniors. The DLR and the Department of Education hope to assess 4,000 juniors and seniors during the 2013-2014 school year.

#### **AGENDA ITEM F      ADJOURNMENT**

Cal Geis made a motion to adjourn the meeting at 3:11 p.m. D. J. Mertens seconded the motion. **Motion passed.**