

Workforce Development Council Meeting
Regular Quarterly Meeting
October 4, 2006

AGENDA ITEMS

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|------|---|--|
| I. | Call to Order | Warren Lotsberg |
| II. | Approval of Minutes | |
| III. | Director's Report | Bill Molseed |
| IV. | New Business | |
| | A. WIA Annual Report | Bill Molseed |
| | B. Labor Market Information, Progress Report | Bernie Moran, LMI Administrator |
| | C. Apprenticeship | Pam Furher, IEC |
| | D. WIA Awards | |
| | E. Healthcare Workforce Summit | Deb Halling, SDDOL Paul Gough, Board of Regents Terisa Remelius, USD Mark Wilson, SDDOE |
| | F. Youth Program, Brookings | Deb Halling, SDDOL Laura Hoyt, Brookings Career Center Viola Richards, Brookings CLC Gayle Klinker, SElect High |
| | G. Order of Selection | Grady Kickul, SDDRS |
| V. | Adjournment | |

AGENDA ITEM # 1 CALL TO ORDER

The South Dakota Workforce Development Council (WDC) met at the Cedar Shore Resort in Oacoma on Wednesday, October 4, 2006. The meeting was called to order by Council Vice-Chair Pat Lund at 3:00 p.m. CT. Roll call was conducted, and a quorum was present.

Members Present

Pat Lund, Vice Chair
Patricia Kenner
Paul Gough
Helen Wegner

Cal Geis
George Rockhold
Mike Ryan
Roland Benson

Grady Kickul
D.J Mertens
Larry Tolzin

Members Absent

Warren Lotsberg, Chair
Wally Myers

George Cook
Shelley Stingley

Ann Gesick-Johnson

Others Present

Bill Molseed, Exec Director
Kari Porch
Don Reese
Teresa Johnson
Marcia Hess
Chris Paustian

Lori K Yost
Kim Olson
Pam Furher
Brian Riedel
Terisa Renelius
Mitch Richter

Maureen Nikolas
Bernie Moran
Kay Scheibe
Gloria Pluimer
Myron Winckler

AGENDA ITEM # 2 APPROVAL OF MINUTES

Cal Geis made a motion to approve the July 6, 2006, minutes. Larry Tolzin seconded the motion. **Motion passed.**

AGENDA ITEM # 3 DIRECTOR'S REPORT

Federal Legislation

On September 29, 2006, Congress recessed failing to act on the budget or Workforce Investment Act (WIA) reauthorization. However, a continuing resolution passed which would run through November 17. Congress reconvenes November 13 to complete business for the year. If no action is taken on WIA reauthorization during the lame duck session, the new Congress will have to start over in January. The South Dakota Department of Labor (SD DOL) has been waiting on WIA reauthorization for three years.

There are major differences between the House, Senate, and administration's versions of the WIA reauthorization bill. Current law allows the governor the broad authority to grandfather state boards existing prior to WIA. The House would eliminate the grandfathering provision and expand the board considerably. The Senate would keep the current law, allowing the grandfathering provision.

Current law provides separate funding streams for Wegner Peyser, WIA adult, WIA youth, and WIA dislocated workers. The House would move the WIA funds into a single funding stream with restrictions for utilizing the funds. The Senate would leave current law in place with separate funding streams, and the administration

proposes consolidating all funds into a single funding stream and using career advancement accounts.

Wegner Peyser is the authorizing legislation for core services provided through the states' departments of labor. The House repeals all of the Wegner Peyser Act except for sections relating back to labor market information. Essentially, it would do away with the South Dakota Career Centers (SDCC) and the services they have provided for many years. The Senate would keep the law as it currently is.

Current age eligibility for youth is 14 to 21. The House changes the eligible age to 16 to 24. The Senate changes the minimum age to 16. Currently, 30 percent of the funds must be used for out-of-school youth. The House maintains the current law. The Senate increases the requirement to 60 percent of the funds being used for out-of-school activities. The Senate also suggests individuals who are receiving free or reduced school lunch could be eligible.

Current law prohibits WIA funded organizations from discriminating in employment on the basis of religion, race, color, etc. The House exempts religious organizations. The Senate has no provision.

Current law has no provision for community based job training grants. The House and Senate versions include language allowing the Secretary of Labor to establish and implement the Community-Based Job Training Grants Demonstration Program. Community colleges are the only eligible entities. To be eligible for competitive grants, applicants must work with the local workforce investment system and a business, businesses, or for an industry association. South Dakota technical institutions would be eligible.

The Carl Perkins legislation was passed and sent to the president for signature. Section 1-18 was authorized but not funded by the law. It has some impact on the population the SD DOL serves. Section 1-18 has references to the occupational and employment information.

WIA Restructure

Last April, as a result of continual decreases in federal funding, the WDC set in motion a plan to restructure the delivery of the WIA programs throughout the state. The WIA adult and dislocated worker programs would become the responsibility of the SDCCs starting July 1, 2007. July 1, 2006 to June 30, 2007 would be a transition year. This would allow the SDCCs to learn the activities performed by the Career Learning Centers (CLC), and allow the SD DOL to provide necessary training to the SDCC staff. The youth programs remained unchanged for the current year, but a plan was put into motion to give consideration to a redesign with options to be considered; (1) a plan to leave the youth program as it is, (2) make some minor adjustments, or (3) go in a totally new direction. The decision is difficult because of the success of the current program. The SD DOL and the CLCs are working together to come up with a plan.

Boxelder Job Corps Center

The Boxelder Job Corps Center was reviewed by the USDOL Regional Office. The Center received an average rating. The SD DOL involvement at the Boxelder Job Corps Center received an excellent review. The SD DOL heard the Regional Office comment that they could not believe the professionalism of the SD DOL employee at the Center and the impact she has throughout the state in the Job Corps program.

The SD DOL is in the last year of a five-year contract. Currently, South Dakota is the last state department to hold the outreach and admissions career transition services contract. The contract provides for staff in the SD DOL office and the SDCC offices to recruit individuals and promote the Job Corps program. It also provides for the SD DOL and SDCCs to provide career transmission and placement services for individuals upon completion of their training in Job Corps.

Nationally, when a state's contracts come up for bid they are going to private sector bidders. Sometime this spring the SD DOL expects a solicitation for this contract to be put out for bids. The SD DOL will be putting together an aggressive proposal and will be asking for support from the WDC.

Ellsworth Air Force Base (EAFB)

The Labor Market Study and Assessing the Training Needs of Selected Industries in the Black Hills Area were the final reports completed by the SD DOL and Black Hills Vision from funding received when EAFB was on the closure list.

WDC Reappointments

Governor Rounds recently announced the reappointment of Helen Wegner, George Cook, Wallace Myers, and Dave Mertens to the WDC.

AGENDA ITEM # 4 NEW BUSINESS

AGENDA ITEM # 4A WIA Annual Report

Bill Molseed provided the WIA Annual Report. The SD DOL exceeded 16 of the 17 performance measures but did not meet the Adult Entered Employment Rate. However, it was reported at 97.4 percent of the negotiated criteria which is well within the 80 percent allowed. The report also showed expenditures of \$5 million for WIA. With the National Emergency Grant (NEG) and Trade Adjustment Assistance Act (TAA) money the actual expenditures are closer to \$8 million.

AGENDA ITEM # 4B Labor Market Information Center (LMIC), Progress Report

Bernie Moran, Administrator of LMIC, provided an overview of the progress report for program year 2005 (July 1, 2005 – June 30, 2006). LMIC is required to maintain and produce the Workforce Information Database, the Employer Database, and Industry and Occupational Projections. The Workforce Information Database stores

vast amounts of workforce information. All states are required to maintain this database for consistency in the delivery of workforce information across the nation. The Employer Database is a comprehensive database with detailed information for over 10 million businesses across the nation. The Industry and Occupational Projections are used in the career planning products.

LMIC produces four career planning products using Workforce Investment Grant dollars. South Dakota Hot Careers is a four-page brochure featuring high-demand and high-wage occupations. South Dakota Careerways provides career information for high school students. South Dakota CareerWise is used by the adult job seekers. A bookmark featuring Internet addresses for job and career seekers and a pocket resume are widely distributed to the SDCCs for their clients.

The Workforce Information Grant also funds the Community Labor Profile, an on-line application located on the LMIC website. It provides a labor profile for specific geographic areas. Clients can select from predetermined areas based on commuting patterns from the 2000 Census. The SDCCs use this information for employer hosting, and it is widely used by economic development groups. The profile provides a wide range of information including labor supply, labor force, commuting time, education levels, job opportunities, and SDCC job application information for specific areas.

LMIC produces and distributes Career Wonders featuring activities for students in grades 5-8, Career Aware featuring activities for students in grades 3-4, Career Peeks providing activities for students in grades K-2, and Helping Your Child Win at the Game of Life, a Career Planning Guide for Parents. The publications are funded from the American Career Networks Grant. Unfortunately, this is the last year these products will be produced because funding has been discontinued.

Besides career publications, LMIC produces an occupational wage publication, an employee benefit survey, and the monthly e-Labor Bulletin.

LMIC tracks all the information they provide in an Access database. They track the information by type of information provided, and by the type of request. In program year 2005, the LMIC answered 22,000 requests for information. Over 50 percent of these requests came from businesses and economic development groups.

AGENDA ITEM # 4C Apprenticeship

Pam Furher, Independent Electrical Contractors (IEC) of the Dakotas, explained how the federal apprenticeship program worked with the Association's training requirements. Member contractors run the program, many requiring employees to complete the training before employment. They do not want employees that are not willing to learn in the classroom. The contractors consistently review and update the program. They talk to the apprentices about what they need to learn, what they need to do on the job, and how they need to do it. The contractors pay for the

instructors to go through a two-day training at least twice a year and for all instructors to meet prior to the beginning of the school year for scheduling purposes.

By completing the curriculum offered through IEC, the apprentices learn the codes, the theories, the safety, and some implications. These are some of the things the employers do not have time to teach out in the field.

At the beginning of the training year, IEC places the apprentices into either the first or second year of training depending on their level of training. Some new employees are graduates of technical institutions while others don't know anything about electricity at all.

Some contractors pay the full tuition for apprentices, some pay part of the tuition based on the grade the apprentice receives in the classroom, and others do not pay any of the tuition. With a \$50,000 investment, the SD DOL partnered with 10 businesses and associations to provide approximately \$100 each for 460 individuals to complete training.

AGENDA ITEM # 4D WIA Awards

Bill Molseed thanked Patricia Kenner, Pat Lund, and Rollie Benson for volunteering to read the nominations before announcing the winners except for the Professional Staff Person. This award was kept a secret until the Awards Banquet. The Outstanding Adult Participant was Tesha Richards, Mitchell. Tesha was nominated by the Northern Hills SDCC and the CLC of the Black Hills. The Outstanding Youth Participant was Ashley Hallem, Brookings. Ashley worked through the SElect High Alternative School, the Brookings Area CLC and the Brookings SDCC. The Outstanding WIA Adult Program was the Medical Reimbursement Specialist Program. This program is operated by the Career Learning Center of the Black Hills. The Outstanding Youth Program was the Joe Foss Alternative High School in Sioux Falls. The Outstanding Large Business was Kolberg-Pioneer, Inc., Yankton. The Small Employer was A-1 Jet, LLC of Sioux Falls. The Outstanding Partner was the Customer Service Training Project, Southeast Technical Institute and the Joe Foss High School in Sioux Falls.

AGENDA ITEM # 4E Healthcare Workforce Summit

Deb Halling, SD DOL Program Specialist, explained the joint efforts of the SD DOL, Department of Health (DOH), Department of Education (DOE), and the Board of Regents (BOR) to inform individuals of the need for healthcare professionals in South Dakota. Last spring, the four departments combined their resources and mailing lists and sent invitations for a one-day Healthcare Workforce Summit in Pierre. Over 100 people attended. A national speaker discussed the national healthcare workforce crisis. Attendees then discussed recruitment and retention, student perception and awareness, capacity, how to move individuals from one level of healthcare to the next level, the availability of clinicals, and internships.

Terisa Remelius, Associate Vice President of Student Affairs and Dean of Students at the University of South Dakota (USD), reported on the student's interests in the healthcare profession, the types of healthcare professions offered at South Dakota universities, the universities offering the courses, and the Health Career Exploration and Wellness Fair.

George Rockhold, Office of Career and Technical Education, provided a letter and summary of the outcomes of the Healthcare Workforce Summit. It described the issues and the solutions derived from the work groups.

Mitch Richter representing South Dakota's four technical institutions explained the health careers offered at the Institutions.

AGENDA ITEM # 4F Youth Programs

Gayle Kinkler, SElect High; Viola Richards, Brookings Area CLC; and Laura Hoyt, Brookings SDCC discussed the youth programs within their offices and how the three programs work together to provide program delivery based on youths' needs.

AGENDA ITEM # 4G Order of Selection

Grady Kickul, Division of Rehabilitation Services (DRS) provided an update on the procedure giving priority for services to individuals with the most significant disabilities due to the decreasing financial resources. Priority categories include Category I (individuals with the most significant disabilities limiting them in two or more functional capacities), Category II (individuals with significant disabilities seriously limiting them in one function capacity), and Category III (individuals with disabilities).

There is no impact on the 4,000 individuals eligible and receiving services prior to the October 1, 2006, implementation. Individuals applying for services after the implementation date will be informed about how the procedures may affect the availability of services once eligibility is determined. Based upon the current financial situation, the DRS anticipates implementing the order of selection to Category II and III. Their goal is to begin serving the individuals in Category II as funds become available. Individuals first served in this category will be based upon their application date.

AGENDA ITEM # 5 ADJOURNMENT

The date for the next WDC meeting was not set at the time of the meeting.

Helen Wegner moved to adjourn the meeting at 5:45 p.m. CT. The motion was seconded by Patricia Kenner. **Motion passed.**