

**Workforce Development Board  
Meeting Minutes  
September 21, 2023**

**CALL TO ORDER:** Workforce Development Board Chair, Lisa Godfrey, called the meeting to order at 9:00 a.m. at the Three Rivers Area Chamber of Commerce, 1116 N. Main Street, Three Rivers, Michigan.

Individuals attending in-person and virtually, introduced themselves.

**WDB Members Present:**

John Fiore (MRS)	Brian O'Donnell (PS)	
Lisa Godfrey (PS)*	Charles Rose/Jose Orozco (CBO) <sup>∇</sup>	* Exec Committee
Randall Hazelbaker (PS)* <sup>∇</sup>	Dustin Scharer, for	<sup>∇</sup> Attended Virtually
Dave Maurer (PS)* <sup>∇</sup>	Kris Jenkins (Educ)*	
Jackie Murray (PS)*	Frank Tecumseh (PS)*	

**WDB Members Absent**

Morris Applebey (Labor)	Alan Ives (PS)	David Sutherland (PS)
Kathi Cain-Babbitt (Labor)	Lisa Johansen (DOC)	Elizabeth Van Dussen (PS)
Jill Bland (Econ Dev)	Derek King (PS)	Dr. Paul Watson (Educ)
Karen Doubleday (DHHS)	Karla Meeks (PS)	Ken Willcutt (Labor)
Jessica Eyster (PS)	Dave Pawloski (Labor)	
Jeff Hepler (PS)	Sabrina Radenovic (PS)	
Jared Hoffmaster (PS)	Windy Rea (Job Corps)	

**Center for Workforce Innovation and Solutions / Michigan Works! / Upjohn Institute Staff Present:**

Jakki Bungart-Bibb	Amy Meyers
Mike Horrigan <sup>∇</sup>	Shelby Springett

**Michigan Works! Services / Program Staff Present:**

Jim Benton (YOU/KRESA)	Betsy Sanchez (ERN <sup>®</sup> /Upjohn)	Barb Travis (MWSW/Upjohn)
Paige Daniels (YOU/KRESA) <sup>∇</sup>	Jeana Hamilton (MWSW/Upjohn)	
Kelli Jenkins (MWSW/Upjohn)	Amanda Sutherland (YOU/KRESA) <sup>∇</sup>	

**Guests Present:**

Dan Reid (Media) <sup>∇</sup>	Matthew Jenkins
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**RECOGNITION  
Shining Star Awards**

Amy Meyers presented the Michigan Works! Southwest's Shining Star Awards for the months of May, June, July, and August 2023. She expressed a congratulations to each recipient for their accomplishment.

**May Shining Star** - Jeana Hamilton was recognized as the May Shining Star. Amy Meyers reported Jenna Hamilton goes out of her way to make customers comfortable by greeting everyone with a smile and a pleasant voice and by consistently maintaining a positive attitude. She is a top-notch multi-tasker, serving multiple customers at a time and never misses a step in the registration process, or for any other need in the service center. Ms. Hamilton is a team player, very knowledgeable, and willing to share that knowledge with her coworkers. Ms. Hamilton never misses an opportunity to make a referral that better assists Michigan Works! Southwest customers.

***June Shining Star*** - Devon Ivy (not present) was recognized as the June Shining Star. Ms. Meyers reported Devon Ivy is a Career Navigator in the Kalamazoo County Service Center. He continually goes above and beyond in his role, ensuring customers receive top quality service and attention with a cool and calm presence. Mr. Ivy displays great flexibility and attention to detail as well as providing exceptional customer service to all job seekers. When the Calhoun and St. Joseph County teams need support Mr. Ivy is always ready to assist. His hard work and dedication are truly appreciated and reflects the standards of Michigan Works! Southwest services.

***July Shining Star*** - Betsy Sanchez was recognized as the July Shining Star. Ms. Meyers reported Betsy Sanchez is an Employer Resource Network® (ERN®) Success Coach. She is a detailed, team and customer focused employee, who customers feel safe with, resulting in her ability to form long-lasting relationships with those she serves, which is imperative when addressing barriers to employment. Ms. Sanchez is a tremendous support to the ERN® success coach team, even while leading a team of coaches and serving seven ERN® employers with hundreds of employees, she remains accessible and available to meet her coworkers' needs as they arise. Ms. Sanchez makes continual efforts to always keep one foot forward with a smile on her face and makes those around her feel supported. Her continuous hard work and dedication is true to the Michigan Works! Southwest mission.

***August Shining Star*** - Kelli Jenkins was recognized as the August Shining Star. Ms. Meyers reported Kelli Jenkins is the go-to person to assist with the data entry for Employment Services and is willing to step in and assist in a moment's notice. She always maintains a positive attitude with both customers and co-workers. Ms. Jenkins does not hesitate to ask questions and uses great problem-solving skills to navigate any issues that may arise. She demonstrates a willingness to learn new things and consistently goes above and beyond to solve problems and provide excellent service to Michigan Works! Southwest customers.

### **Michigan Works! Association's Awards**

***Annual Shining Star Award*** - Jackie Murray reported Barb Travis was recognized as the Shining Star representing Michigan Works! Southwest at the Michigan Works! Association's annual conference which was held early this month. Ms. Travis has been the Calhoun County Site Manager since July 1, 2023. Prior to serving in this capacity, she spent over five years as a Career Coach and Lead Career Coach in Battle Creek's Neighborhood Employment HUBs program, which provides neighborhood-based workforce development services, including community service placement, job placement, employability skills building, and connections to training opportunities. With her guidance and commitment to true collaboration and partnership, the Neighborhood Employment HUBs have established countless partnerships and relationships resulting in positive outcomes for job seekers, employers, and community organizations. Most notable were the critical connections with neighborhood associations made by Ms. Travis, creating enhanced partnerships for all of Michigan Works! Southwest and the community members served. She is relied upon by co-workers and management for her thoughtful connections to many stakeholders, resulting in positive outcomes for the Michigan Works! Southwest system. Some of her accomplishments include providing job readiness and employability skill building services to inmates, as well as employment placement and barrier removal assistance to individuals upon conclusion of their incarceration, establishing a formalized process with the local court system to navigate the payment of fines and fees for customers, serving on the planning committee for the implementation of expungement fairs, and developing procedures and implementing streamlined processes for programs. Ms. Travis is passionate about customer service and assisting underserved populations with achieving their goals. As a result of her continued commitment to excellence, staff, co-workers, and managers describe Ms. Travis as empathetic, helpful, kind, and hard working. Her positivity and spirit are contagious, and her communication skills are exemplary. Ms. Travis is energetic in her communications and thoughtful in her message delivery, she does not shy away from difficult conversations and always handles them with grace and respect. Barb Travis' hard work and dedication to the Michigan Works! Southwest mission and exemplary service to customers is why staff are honored to have her represent Michigan Works! Southwest as the 2023 MW Association's Shining Star.

***Christine Quinn Excellence in Leadership Award*** – Jackie Murray reported the Christine Quinn Excellence in Leadership Award remembers Christine Quinn, who passed away in 2020 and was Michigan's workforce champion in the U.S. Department of Labor, serving as a strong advocate for our system for decades. Special thanks to Oakland County Michigan Works! for sponsoring this and the other Challenge of Excellence Awards. This year's honoree is Jakki Bungart-Bibb of Michigan Works! Southwest. In her role as director of Michigan Works! Southwest, Ms. Bibb leads and oversees workforce development programs and services across four counties. Using her 25 years of workforce

experience, she has continued to scale the success of her organization and the Michigan Works! system. Her tenure has included the growth of the successful Neighborhood Employment HUBs that have provided employment and training support for job seekers in Battle Creek, serving over 1,600 individuals between June 2017 and September 2020 with support from the Woman's Co-Op, Kellogg Community College, the W.K. Kellogg Foundation, and Goodwill Industries of Central Michigan's Heartland. Ms. Bibb embodies the spirit and collaboration required for effective partnership, following along the path of many successful workforce development leaders that have come before her, such as Christine Quinn. Congratulations were expressed to Jakki Bungart-Bibb as the 2023 Christine Quinn Excellence in Leadership Award Winner.

Jakki Bungart-Bibb thanked the Michigan Works! Southwest team and stated that she was humbled by the award, honored to receive it, and that all the credit should go to her team. A video of Ms. Bibb's award recognition was shared with members at the meeting. Lisa Godfrey agreed that Ms. Bibb has a great team, but teams need great leaders and noted that Ms. Bibb is a great leader.

### **TRANSPARENCY & INTEGRITY OF WDB DECISIONS**

Amy Meyers asked members present if there were any items on the agenda for which a conflict of interest or a potential conflict of interest exists; and if so, the conflict should be declared at this time. There were none.

### **PUBLIC TIME**

None.

### **APPROVAL OF MINUTES** (*Exhibit A*)

**Motion made by Frank Tecumseh and supported by Brian O'Donnell to approve the August 17, 2023 Workforce Development Board Executive Committee meeting minutes. Motion carried.**

### **COMMITTEE REPORTS**

There were no committee reports.

### **NEW BUSINESS**

#### **Election of Chair and Vice Chair**

**Motion made by Frank Tecumseh and supported by John Fiore to appoint Jackie Murray as WDB Chair and Brian O'Donnell as Vice Chair for a one-year term to begin October 1, 2023 and ending on September 30, 2024. Motion carried.**

Jakki Bungart-Bibb thanked Lisa Godfrey for her over thirty years of service to the Board and that she hoped Ms. Godfrey would continue to serve as a private sector representative. Lisa Godfrey expressed her thanks and noted that the accomplishments of the Board over the years have been enjoyable to see and be a part of.

### **WDB 2024 Meeting Calendar** (*Exhibit B*)

Amy Meyers presented a draft 2024 WDB meeting calendar for Board consideration and approval. She reported that the day of the month, the 3rd Thursday, and the time, from 9-10:30 a.m., are the same as the current year's meetings. The locations for the quarterly meetings would rotate around the four counties and the locations for the Executive Committee meetings are divided between Kalamazoo and Battle Creek.

**Motion made by Brian O'Donnell and supported by Jackie Murray to approve the 2024 WDB meeting calendar as presented. Motion carried.**

### **STAFF REPORTS**

#### **Business Services Activities** (*Exhibit C*)

Amy Meyers provided an update on the Business Services Dashboard that included information regarding the current unemployment rates, job demand, the Going PRO Talent Fund, and employers served. She noted that a link to the Dashboard would be sent to members in the meeting follow-up email.

**Unemployment Rates** - Ms. Meyers reported the updated unemployment rates for July 2023 were noted on the second page of the Dashboard. The Michigan Unemployment rate was reported to be 3.6%, with the national rate at 3.6% and the rate for the four counties in the Michigan Works! Southwest service area ranged from 4.3% to 4.9%. St. Joseph County was at 4.7%, Kalamazoo County was at 4.3%, Branch County was at 4.3%, and Calhoun County was at 4.9%.

**Job Demand** - The third page of the dashboard showed details of job demand in the Michigan Works! Southwest services area. For the second month in a row, registered nurses were not at the top, instead RNs were a close second to retail salesperson for a total of 14,924 ads which is a 10.6% decrease from last month. Employers with the most openings aligned closely with the occupations with the most openings.

**Going PRO Talent Fund** - One update will be added to the Going PRO Talent Fund numbers displayed on page four of the Dashboard. Yesterday, Michigan Works! Southwest received notice of one additional Going PRO Talent Fund award. This company is in Calhoun County and will be awarded \$31,500. Ashley Iovieno is currently presenting at a Going PRO information session with Southwest Michigan First on details for the FY24 Cycle I grant application and thus, was not able to attend today's WDB meeting. The application period for FY24 Cycle I will open on October 9, 2023 and run until October 27, 2023. In addition to holding one-on-one meetings with employers, additional information sessions for employers are currently being organized.

**Employers Served** - The last page of the Dashboard highlights the number of employers served and services provided, this data is up to date as of August 2023.

### Labor Market Information

**Michigan's Labor Market News** – Amy Meyers reported the September edition of the Labor Market Newsletter has not yet been released. Once available, a link to the publication will be sent to members in the meeting follow-up email.

### Operations Update & Dashboard (*Exhibit D*)

Amy Meyers reported on the Dashboard Report pertaining to the daily program operations. She noted that a link to the Dashboard would be sent to members in the meeting follow-up email. Page two of the Dashboard showed the Participation Rate for the *Partnership. Accountability. Training. Hope. (PATH)* program to be 46.0% as of August 31, 2023 along with a 45.2% employment rate. Page three of the Dashboard included data for the *Lean Earn and Provide (LEAP)* and *Barrier Removal Employment Success (BRES)* programs and services. LEAP has served 300 participants with an employment rate of 67.3% for the period October 1, 2022 through August 31, 2023. BRES has provided 377 individuals with services during the same period with the most common support services provided being expungement fees and housing and rental assistance. The *WIOA and Wagner-Peyser Performance* displayed on page four of the Dashboard is reflective of the first quarter of the program year that began July 1, 2023. *Employer Resource Network*<sup>®</sup> data was displayed on page five of the Dashboard, along with an employee testimonial. ERN<sup>®</sup> data included 27 employers served, with 2,540 services provided to 1,081 distinct employees and their families between October 1, 2022 and August 31, 2023.

In responding to a question regarding the PATH WPR goal, Amy Meyers reported staff are continuing to focus on meeting goals and balancing customer participation and that similar outcomes are being seen statewide. Jakki Bungart-Bibb reported that although MWSW is not alone in this trend, with an increased staff focus, there still is an opportunity to meet those goals.

### Director's Report

Jakki Bungart-Bibb provided updates on the UAW Strike, the potential government shutdown, the Notice of Proposed Rulemaking (NPRM) for Wagner-Peyser (W-P), and the Job Quality Academy.

**UAW Strike** - On September 15, 2023, the UAW began a limited and targeted, but historic "stand up strike" against the "Big Three" (GM, Ford and Stellantis) to reach a deal for new contracts that would include better wages, better benefits, and industry protections. Additional plants are planning to strike if serious progress is not made by this Friday. The state has provided estimates regarding downstream suppliers and the potential workforce impact statewide and locally. She stressed that these are estimates because the list provided was only focused on one NAICS code (motor vehicle parts manufacturing) and it could also include other suppliers in addition to the big three. Unofficial estimates are that



approximately 1,400 companies and close to 142,000 employees could be affected. Locally, this would be 37 companies and approximately 4,300 employees. A meeting is scheduled with the workforce development team at LEO and MEDC this afternoon to discuss the strike response and strategies to provide services to those affected both directly and indirectly.

**Potential Government Shutdown** - Ms. Bibb also reported on the potential government shutdown and noted that Congress has until September 30, 2023, when the federal fiscal year ends, to reach an agreement on next year's budget and prevent a government shutdown. A temporary stopgap bill was proposed the past Sunday that would have kept the government funded until October 31, 2023; however, the bill did not make it out of the House and it was expected to be rejected by the Senate even if it would have been passed by the House. She noted that although the threat of a government shutdown is not new to staff, what makes this one a bit different is that there is no support for a continuing resolution. In addressing how a government shutdown affects the federally funded work done locally to assist job seekers and employers, she reported that the effects are driven by how a shutdown is defined if it happens. If it does happen, the Employment and Training Administration (ETA) would provide direction to the states and the state would then provide direction to the local Michigan Works Agencies. She further reported that many of the federally funded programs are forward funded, which means that staff would continue operations and provide services. Impacts that could be seen would include individuals missing food stamp payments, and social security cards not being issued which could affect hiring. She added that since 1976, there have been 20 government shutdowns. The most recent was in December 2018; it lasted 34 days and was the longest shutdown in U.S. history.

**Notice of Proposed Rulemaking (NPRM) Wagner-Peyser (W-P)** - Ms. Bibb reported there is still no word on the Proposed Rule affecting Wagner-Peyser services. Staff have heard unofficially that the final proposed rule is at the White House for review.

**Job Quality Academy Update** – Ms. Bibb reported Michigan Works! Southwest (MWSW) is one of 16 teams chosen nationwide to participate in the Job Quality Academy. The focus industry for MWSW is childcare. The Job Quality travel team will be in Washington D.C. next week to participate in Summit 2 at the U.S. Department of Labor. Staff will be submitting their draft action plan which will provide details proposing how MWSW intends to address the childcare challenges in the MWSW service area. Staff will spend two and a half days listening to presentations about job quality initiatives across the nation, as well as interacting with the other fifteen teams doing this work. She reported that staff are excited to participate in this initiative and what can be learned and potentially implemented locally. Staff also look forward to presenting the plan at a future board meeting.

In responding to a comment from Lisa Godfrey regarding recent news that over 70,000 childcare centers will be negatively affected with the expiration of COVID generated federal support, Ms. Bibb reported that Michigan Works! Southwest is lucky to have Pulse on the Center for Workforce Innovation and Solutions team and that Pulse staff are working on a plan to address this issue. The plan is due in December and MWSW is hoping to collaborate with Pulse on these efforts.

## **PROGRAM**

### ***Asset Limited, Income Constrained, Employed (ALICE) Update***

Alyssa Stewart, Chief Impact Officer, United Way of South Central Michigan provided a PowerPoint presentation pertaining to research on the Asset Limited, Income Constrained, Employed (ALICE) population. She reported this population includes hard working households whose earnings cannot keep up with the rising costs of necessities. They are above the federal poverty line, but below the ALICE survival budget threshold for their household. The presentation included data from the COVID years 2020 and 2021, examples of household ALICE budgets, statewide trends, number of ALICE households in the Michigan Works! Southwest service area, the impact of pandemic support that was provided in 2020 and 2021, the effects of future economic conditions will have on ALICE households, and the United for ALICE @ work strategies. Discussion followed that included funding to support ALICE research, where additional data can be found, the effects of government payments and support services on ALICE budgets, and wage increases. Mike Horrigan offered the Upjohn Institute's assistance in comparing supplemental poverty measures with ALICE data. A link to the presentation will be sent to members in the meeting follow-up email.

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**Labor Market Update**

Mike Horrigan, President of the Upjohn Institute, shared a PowerPoint presentation that included research on inflation, payroll employment trends, employment to population ratios and labor force participation rates, and labor shortages. Due to time constraints, a summary of the presentation was provided, and it was noted that a link to the full presentation would be sent to members in the meeting follow-up email.

**OLD BUSINESS**

None.

**PUBLIC TIME**

No comments

**MEMBERS' TIME**

Jose Orozco expressed his appreciation to the United Way for their presentation and the ALICE data. He encouraged others to explore the ALICE website at [UnitedForAlice.org](http://UnitedForAlice.org).

**UPCOMING MEETINGS**

Lisa Godfrey referred members to the list of upcoming WDB meetings that were listed on the agenda. The next meeting of the WDB Executive Committee is Thursday, October 19, 2023; and the next quarterly meeting of the full WDB is Thursday, November 16, 2023.

**ADJOURNMENT**

There being no other reports or business for the Board, the meeting adjourned at 10:32 a.m.

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Amy Meyers \_\_\_\_\_ Date

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Lisa Godfrey \_\_\_\_\_ Date

**APPROVED**

These minutes were approved on \_\_\_\_\_