

State Workforce Investment Board (SWIB)
March 2, 2012
Minutes AMENDED and APPROVED April 6, 2012
Frances Perkins Conference Room
Maine Department of Labor
Augusta Maine

Topic	Introduction of State Workforce Investment Board Members and Guests; Approval of the Minutes
	<p>Present: Fred Webber, Chair; Wayne Holmquist; Scott Good; Ed McKersie; Leo (Chip) Roche; Joanne Harris; Susan Corbett; Kevin Healey; Steve Pound; Representative Amy Volk; Representative Peter Johnson; Tom Davis; Gary McGrane; Don Berry; Craig Larrabee; Tracey Cooley; Gerard Salvo; Mel Clarrage; Peter Paré; Carolyn Lockwood; Liz Ray; Dan Muth; Barbara Woodlee; William Burney; Renee Kelly; Margaret Harvey; John Butera; Garret Oswald, SWIB Director; and Maine Department of Labor Commissioner Robert Winglass</p> <p>Present by telephone: Terry Young</p> <p>Absent with notice: Mark Adams (proxy provided), Gail Senese</p> <p>Absent: Senator Thomas Martin Jr., Senator Garrett Mason, John Leavitt, Deb Neuman</p>
Discussion	<p>Steve Pound stated that he will not vote to approve the January 27, 2012 meeting minutes as presented because the comment section of the minutes did not include answers to those questions. Steve said that the lack of detail did not allow for the full intent of the concerns to be captured and therefore could be taken out of context. He also clarified that he wants to be listed according to his affiliation with Cianbro Corporation rather than his affiliation with the Central-Western Maine Local Workforce Investment Board so as not to diminish or prejudice in any way the questions he posed regarding workforce development. Steve stated that he requestd “notes” and did not receive them. Chip Roche and Tom Davis would prefer that the minutes contain little narrative and instead reflect attendance, motions, votes, and actions. Tracey Cooley would like to see a little narrative in the minutes and she advised that the minutes should be marked “DRAFT” until approved.</p>
Conclusion	<p>Wayne Holmquist moved to accept the minutes; Ed McKersie seconded the motion. The minutes were approved by a vote of 13 for, 5 opposed, and 1 abstention.</p>

Topic	SWIB Chair Report: Fred Webber		
<p>Discussion</p>	<p>Fred described his and Commissioner Winglass' meeting with Holly O'Brien, Director of the US Department of Labor's (USDOL) Region I office in Boston, where she reinforced that the SWIB is the Governor's Board and has the authority to recommend policy. She also reinforced that Maine is following the correct process for restructuring and filing necessary waivers. In response to a question, Garret Oswald informed the SWIB that Maine is waiting to receive the official instructions from the USDOL on the state's WIA Workforce Investment Act Strategic Plan. Garret said that this time, the USDOL is asking states to submit a five year plan and that the deadline is probably September of 2012, but he is waiting for the official word on this. He mentioned that states are strongly encouraged to submit "unified plans." During conversation about performance measures, Steve Duval of the Maine DOL Bureau of Employment Services advised that the state could reduce the current seventeen performance measures to nine "common measures" that would reflect performance among educational institutions and employment programs. Fred Webber emphasized that Maine wants measures "that make sense to us." Gary McGrane requested that we see the current plan so we can improve it rather than "starting from scratch." Garret referred the SWIB to the Maine Jobs Council website to view the current plan as well as past plans.</p>		
<p>Action Items: Garret will send the website containing the state's WIA Strategic Plans to the SWIB members. www.state.me.us/labor/mjc/documents/strategicplan07.pdf</p>	<p>Person responsible: Garret Oswald</p>	<p>Deadline: Immediately</p>	

Topic	Governor’s Plan to Restructure the Workforce Development System		
Discussion	This section of the meeting included public comments and responses. Please see the attached for a full accounting of this section of the meeting. After a break in the discussion during which Glen Mills presented demographic information, Chair Fred Webber asked each SWIB member around the table to make a comment. Those comments are also in the attached account at the end of the minutes.		
Conclusion			
Action Items:	The comments and responses will be officially recorded in the minutes of this meeting.	Person responsible: Garret Oswald	Deadline: At least one week prior to April 6, 2012

Topic	Demographics of Maine’s Unemployed: Glen Mills, CWRI		
Discussion	Glen Mills of the Center for Workforce Research and Information presented “The Demographics of Employment, Unemployment, and Labor Force Participation in Maine” which contained graphs detailing educational attainment, age, gender, industry, and employment data.		
Conclusion	Glen is available if anyone has questions or comments. Glen.a.mills@maine.gov 621-5192		

Topic	Many Flags One Campus: Alan Hinsey		
Discussion	In the interest of time, Mr. Hinsey graciously agreed to postpone his presentation until the next SWIB meeting.		
Conclusion	Mr. Hinsey’s presentation on Many Flags One Campus will be on the agenda for the April 6, 2012 meeting.		

Topic	Adjourn		
Discussion	Chair Fred Webber asked if anyone was opposed to adjourning the meeting.		
Conclusion	Hearing no objections, the meeting adjourned at 12:10 PM.		

Comments and Responses during the Discussion of the Governor's Plan to Restructure the Workforce Development System during the State Workforce Investment Board meeting on March 2, 2012.

Comments made by Guests are indicated by a (G) after the person's name.

- Ryan Pelletier (G): Will the WIB Directors have input into the Plan?
- Garret Oswald: The SWIB members will have input.
- Ryan Pelletier (G): Yes or no?
- Fred Webber: You have input through the SWIB members. There are CLEOs and LWIB members on the SWIB.
- Mike Bourret (G): The Local WIBs put together local plans that are brought forward to the SWIB. If you get a "no" on the waiver, you will have to engage the LWIBs.
- Garret Oswald: The waiver is not about the designation of local workforce investment areas.
- Steve Duval (G): The SWIB's plan becomes a blueprint for the LWIBs as they develop local plans that align with the state plan.
- Mike Bourret (G): It's always been a collaborative process. That's what I'm getting at.
- Garret Oswald: The CLEOs met with the Governor and expressed their concerns about the Chambers of Commerce. The Governor has been given customers' names and placement figures provided by the LWIBs. The Governor is trying to respond to the CLEOs' concerns about the local Chambers' capacity. Steve Wallace of the Maine Association of Chamber of Commerce Executives (MACCE) is contacting all the Chambers; he's talked to about one-third of them and they have supported the restructuring. We'll also have meetings with the Portland and Bangor Chamber executives.
- Renee Kelly: Which Chambers have expressed concerns? Bangor sent a letter.
- Garret Oswald: That letter was about another waiver.
- Renee Kelly: Who were the twenty who were there [at the meeting between Chamber Executives and the Governor]?
- John Butera: We can get you the list.
- Peter Johnson: Is there a clear statement of what the Chambers were asked?
- Garret Oswald: We've done that.
- Tom Davis: I'm concerned that this SWIB isn't getting all the information. We had some questions about the Chambers; we've received nothing. I contacted some Chambers; they haven't received anything.
- John Butera: It was decided that Steve Wallace would do the outreach to the Chambers.
- Garret Oswald: We have two meetings scheduled and there will be another. He has 69 Chambers to contact. It's in progress. The information isn't available yet.
- Steve Pound: Who does MACCE answer to? John Porter was invited but he didn't come?
- John Butera: There was a problem with the email.
- Tracey Cooley: Are we talking about clients migrating over to the Chambers? I can't picture what this looks like.
- Garret: There are 69 local Chambers, with a number of them in each region. We're asking the Chambers to work together to convene and facilitate meetings. If we increase to eight areas, meeting four times a year, we've effectively doubled the input by doubling the number of meetings. The regions receive tourism dollars from the Department of Economic and Community Development. They're familiar with invoicing, etc. They're essentially fiscal agents of the state. They'll be reimbursed for their SWIB related expenses. The benefit to

them is they can cast their new wider. The new areas don't have five, six counties clumped together.

- Fred Webber: If you can be the matchmaker between job openings and the job seekers, Wayne, I hope you see the logic in that proposition.
- Wayne Holmquist: I do.
- Steve Pound: We have many more meetings. I see LL Bean, Cianbro, Quirk around the table. Before this proposal, we approached local Chambers. Some of them didn't have the capacity. I haven't witnessed businesses not coming to the table.
- Garret Oswald: All of the meetings should still occur. The CLEO role is still the same. They still receive the funds at the county level. They'll still receive the funding. It's based on population; it's a formula. The CLEOs' role stays the same. Employer linkages, brokering, bringing the employers to the table. They'll bring all the partners to the table—education, employers, economic development, etc. This is what Chambers already do.
- Mike Bourret: I think you missed something. The CLEO function wouldn't stay the same. There's a list of functions; they will not have the same role. If you take the designation issue away it suggests that the local authority remains intact, but it's not. All the CLEOs are on record being opposed.
- Garret Oswald: This doesn't change the CLEOs' statutory function. In single WIB states, CLEOs have reached an agreement with the Governor.
- Steve Pound (speaking to Tom Davis): My understanding is that the CLEOs met with the Governor.
- Tom Davis: We held up on signing the letter. We didn't get a response after three weeks. We sent a letter to the feds. Not all the Chambers have been contacted.
- Fred Webber and Garret Oswald: We haven't seen the letter.
- Steve Pound: How does this letter get included?
- Tom Davis-Fred Webber-Ryan Pelletier—couldn't follow their conversation....
- Ryan Pelletier: Who gets the money for tourism from DECD? In Aroostook, the Chamber doesn't get this money.
- Garret Oswald: We'll get this clarified.
- Margaret Harvey: Some of this language we don't understand. I'd love to see the document, the plan.
- Garret Oswald: We're in the process of developing the plan. DOL would be responsible for the contracts—monitoring, contracting—not the Chambers. The SWIB will make the policy for the local regions. There will be a Youth Council at the state level. The other administrative functions would be absorbed by DOL and the SWIB. No one at the Chamber is expected to do it all. It's the same CareerCenters, the same service providers. The hope is to bring more businesses to the table. That's the basic difference here.

After a break, Chair Fred Webber asked each SWIB member around the table to comment.

- Joanne Harris: This is an emotional, volatile issue. We may want to know what the parameters are. What are the boundaries if we stay with the LWIBs, or CLEOs' fiduciary responsibility, Chambers? What is appropriate? What is the law? Bring in a third party. What worries me—the people who need the services will get short shrift.
- Scott Good: I appreciate that the first thing we have to talk about is structure. I'd like to see bullet points over the next year to understand what to expect.

- Ed McKersie: it's frustrating to hear all this—letters were sent; an email was sent and someone didn't get it.
- Leo (Chip) Roche: I hear frustration in the room. We need participation. Ultimately it's about ownership. If the plan is owned, it will happen. The process right now is top down. Chambers are good for retail and manufacturing. I'm listening for a couple things that will make or break sector strategies. We need someone who will live and breathe sector strategies, ride herd on employers. We need decision makers—the curriculum, RFPs, negotiate with vendors, hire and fire vendors. If that's not in place, sector strategies will not happen. Employers need to be able to recruit and place employees in programs. Employers need to hire graduates first. All the rest of this [measures, WIA] makes no difference to job seekers and employers.
- Steve Pound: I applaud the Governor for wanting more opportunities for training and skills development. I'm skeptical, worried, and concerned because we don't have a plan. We have to put personalities and baggage aside and use data to move forward. I'd be willing to work with others. Structure doesn't matter, we need policy, process, procedure. Unless we build trust and collaborations, it won't work. I don't think we can wait to help people for 4% savings [\$400,000 savings out of \$10 million in WIA funds].
- Garret Oswald: I've provided you with this report from California that explains the Workforce Investment Act system.
- Gerard Salvo: I remain open to the Chamber concept. Texas and New Mexico Chambers are engaged. I hope we're not driven by time. What's going to happen with those contracts? I'm concerned about the Chambers' learning curve.
- Representative Amy Volk: I feel like quite a newbie. I'm impatient with the pace. What am I supposed to be doing between the meetings in April and July? I'm concerned about the lack of buy-in from staff and how do we deal with this? I'm concerned that staff is wed to the current way and the administration is already locked in to their idea. The solution is in the middle. We need to direct services to the people who need to be retrained.
- Fred Webber: We will give a lot of thought to what you do between April and July.
- Peter Johnson: I agree with what others have said. I would include training and education. I believe strongly in vocational education, associates degrees, certificates. We need a strong link to business. The Chamber has a good access to business but I'm concerned about their capacity to link with education and training. There are others in Piscataquis County with better access. We have to have all of the voices pulling the wagon.
- Fred Webber: We need economic development to be included.
- Mel Clarrage: There does need to be some systemic change. Getting caught up in the minutiae and satisfying the feds take precedence over helping people. I hope we can start saying, "How does this help business, and how does this help the worker?" This is what we should focus on.
- Fred Webber: The trouble is we have to satisfy the feds because that's where the money comes from.
- Mel Clarrage: Let's figure out the most timely way to satisfy the funders and then get to helping people.
- Carolyn Lockwood: I agree with Mel but at some point people are hungry for the details. There has to be a clear charge to the Chambers. We have to be transparent, communicate openly. I'm not even in a place to consider whether we go with Chambers or stick with LWIBs.

- Tracey Cooley: I'm with Carolyn on the transparency. We need to be cognizant of who we're talking about. There are barriers for people who have to navigate the system; they come to the table with other issues, like mental health issues. What's the problem? Change happens. We have to be responsible with the tax payers' money. We have to understand what the restructuring is for.
- Fred Webber: We need more money for training and to be more connected to business. That's why this Board is so important.
- Don Berry: Information—we don't have it on paper. Supply information as timely as you can. The existing WIBs have a lot of talent and we should utilize them. Throwing them aside would be a mistake. I believe in the sector system, apprenticeship, puts the employer in charge of his training. This is the missing piece.
- William Burney: I agree with the third party facilitator. Catching up with the history is not the best use of time. Let's get the facilitation so we can get other things done. The restructuring issue needs to be resolved.
- Renee Kelly: More information would be incredibly helpful. Before that, we need to identify what problems need to be solved and the structure will follow. The restructuring doesn't seem to remedy the bifurcation of the employers and the job seekers.
- Dan Muth: Resolving the structure is important. It sounds like the support of the CLEOs is important and I'd like to understand it better. Are these seventeen measures right for what we need? If not, let's look at the regression model.
- Gary McGrane: As a CLEO, we have the same concerns as the Governor. We need to get the money to the jobseekers. It takes time. Wagner-Peyser, Vets, Adults and Dislocated Workers, Youth—are restricted [funds] and we do the best we can as CLEOs, as WIBs. Why CLEOs sent a letter to Jane Oates—we want to preserve what we have. Let's set policies, procedures to follow. The Maine Jobs Council waded through the weeds. We need some direction. The proposal isn't in the best interests of jobseekers, CLEOs, or employers. We need more money. It's our goal to get more money. We've gotten grants. We've lacked the support of private business. Till we decide to work together, we'll be at odds. I'm here to work on the state plan.
- Susan Corbett: I'm connected to everything. One of our Chambers is all volunteer. They don't even have a building. This structure scares me. Let's appreciate the fact that some chambers have more staff, more members, and more money. The rural areas don't have those resources. I'd like to see LWIBs work with Chambers to bring business to the table. Rural areas are different.
- Tom Davis: Trust and collaboration is the big issue. Information—we haven't been given it. That bothers me. The County Commissioners have an open mind. We thought the Governor should have talked to us before he tipped the pot over. I'm bothered by the idea that the Chambers are going to do this. Fred, is this a new idea? For some of them, yes. If you're going to change everything, you wouldn't want to take the chance that someone will work or not. What we have now works. It could be worked on, but I don't think the Chambers can do it. I want to make it better. I think the Governor is getting some bad information.
- Fred Webber: I talked with Chamber executives from Colorado and they said if we can make it work it will be a national model. We know some Chambers are stronger than others.
- Tom Davis: It's a whole different ball game in Colorado.
- Fred Webber: Talk to Vermont.
- Tom Davis: Vermont is unique.
- Fred Webber: Talk to Montana—a one WIB state.

- Tom Davis: Does Montana use the Chamber?
- Fred Webber: No.
- Wayne Holmquist: I don't understand all the intricacies. I've owned a lot of businesses in the state. If this SWIB wants to help people get jobs, my heart and soul is with the Chambers. I wonder how I missed knowing about the CareerCenters or a WIB. I went to a Chamber meeting and asked how many of them had ever heard of CareerCenters or WIBs and no one said they did. If you're missing the small businesses, they belong to the Chambers. You're likely to get a lot more employers with the Chambers.
- Steve Pound: That's why customized training is important.
- Leo (Chip) Roche: If this Board can figure out why employers aren't participating, half the battle is won.
- Peter Paré: The focus has been on the demand side, not the supply side. My view is the jobseeker. My measure: who's getting jobs? This is about jobseekers and employers. How many are getting trained? Is the money getting to the street? The challenge is for the people in this room to be objective.
- Mike Bourret (G): We find the Chambers are important. This Board could issue policies for the Chambers and the Boards. We haven't seen any numbers on this. Will Augusta have the laser focus we have? We've brought thirty million dollars to our areas. We were the ones the state came to at the last minute to help write the health care grant.
- Steve Pound: I'm willing to help broker the conversation.
- Garret Oswald: The reason we got involved in the grant is that the LWIB that was taking the lead pulled out. So we approached who we knew could do it. The state was asked to step in at the eleventh hour.
- Joanna Russell (G): We're the LWIB that pulled out. The reason we pulled out was that the Community Colleges pulled out.
- Commissioner Robert Winglass: I really do have an open mind.