

Time: 8:30 a.m. – 10:30 a.m.
Location: 440 East Congress, 4th Floor, Conference Room 4R, Detroit
Facilitating: Cal Sharp, Chairman

Directors Present: Cal Sharp, Dr. George Swan III, David Carroll, Larry Steward, Dr. Veronica Madrigal, Kenyetta Bridges, Alice Thompson, Al Nelson
Directors Absent: Saunteel Jenkins, Art Dudley
Staff Present: Pamela Moore, Jose Reyes, Stephanie Nixon, L'Tanya Clegg, Kristin Bailey, Alessia Baker-Giles, Robert Shimkoski, Robin Johnston, Chauncey Samuel

Proceedings

The Meeting of the Detroit Employment Solutions Corporation (DESC) Board was called to order at 8:35 a.m. by Chairman Cal Sharp. A motion was made by Director Alice Thompson to approve the Draft Agenda of December 10, 2014, and Draft Minutes of September 30, 2014, supported by Director George Swan. Motion Carried Unanimously.

DESC CEO Report

Ms. Pamela Moore, President/CEO, DESC, provided the following updates from her CEO Report:

Audit and Finance

Audit and Finance Committee – Abraham and Gaffney is currently on site finalizing the annual audit. Cycle II responses to findings on DB Grant's profit, bonuses and incentives have been submitted to the State and staff is awaiting a determination that will resolve all findings. Cycle III is completed and DESC is currently responding to certain issues noted by the State.

Program Year 2014-15 Budget – DESC has expended 36% of the approved FY 2014 budget through November 2014 and all line items are on target.

Insurance –DESC has increased its liability insurance for employed youth on DESC payroll.

Strategic Planning

Planning Activities – DESC is submitting an application for a \$300K pilot for the Aspen Disconnect Youth Project that will provide a career pathway for Jobs for America's Graduates (JAG) students at Cody and Osborn that are at risk of dropping out. The pilot will focus on credentialing, training and job placement for older youth. CVS is an employer partner. DESC will also shop the concept to USA Funds, the philanthropic JAG funder, which is also interested in funding a career pathway initiative.

Strategic Planning Committee – The committee met on November 10th and reviewed priorities and strategies from the Full Board Planning Session.

Program Services

Performance – DESC met all first quarter WIA measures for Program Year 2014. PATH work participation is now at 64% (50% required). Although DESC continues to meet federal measures, wages continue to be below livable wage standards and therefore many customers are not being exited from the WIA system. WIA service delivery quality, which must improve going forward (timely assessments, increased supportive services, improved case management, and integration of programs), is being addressed through our continuous improvement exercise led by Mr. Jose Reyes (Chief Operating Officer, DESC). It involves weekly meetings, reviewing all functions across the agency focused on process improvement in order to realize greater efficiencies to improve outcomes in our One-Stop system.

Detroit Registered Apprenticeship Program (D-RAP) – Jobs for the Future extended a November 21st invitation to speak to the Executive Branch and Senate representatives in Washington on our D-RAP program. To date, 158

apprentices have been placed into employment in skilled trades, construction, pharmacy and culinary sectors with an average wage of \$17/hr. In January 2015, DESC will expand its focus on IT occupations.

Youth Program Innovation – DESC will oversee Detroit’s Jobs for America’s Graduates (JAG) with 180 young people inside Osborn and Cody High Schools. It is a rewarding program working with these youth that are at-risk of dropping out of school. The goal is to get the youth engaged and ensure that they graduate on time.

The Aspen Institute Opportunity Youth Grant – DESC will begin a pilot program beginning January 2015 with thirty disconnected youth referred from various partner community-based organizations. These youth will receive wraparound support services, assessments, career guidance and basic skills remediation, leading to post-secondary enrollment, training and placement in high-demand career pathways.

Grand Circus Detroit – DESC has a great relationship with Grand Circus. At the next Board meeting, Mr. Robin Johnson, Communications Manager, DESC, will share a video which is currently in development.

City Of Detroit’s General Services Department Partnership – Twenty youth are being trained in tree artistry, shelter maintenance, snow removal and pesticides and will be provided to landscaping contractors as apprentices through D-RAP.

Communications

Ms. Moore met with Mr. Hiram Jackson of the Michigan Chronicle, who would like to help DESC get the word out about the agency’s services. This is a big opportunity for the organization. Also, Ms. Moore briefly discussed the idea of hiring a brand specialist to assist with refining DESC’s core brand identity. In addition, she mentioned that a One-Stop Services video is being edited and will be available soon.

Major Projects

DESC continues to work with the M1 Rail project as well as demolition projects.

Ms. Moore also noted that there will be less money to spend on in-school youth as more money is being moved to the 18 – 24 population.

One-Stop Report

Mr. Richard Acosta, Director, One-Stop Services, discussed the importance of reviewing relevant data and its impact on our services. He noted that fewer people are now coming in that have less than a high school diploma, and that more customers now either have a high school diploma or some college experience. In addition, he stated that the number of degreed professionals visiting the centers has increased.

Overall, 82% of the people that walk through the doors are unemployed and of that 82%, 50% have been unemployed for at least a year. Mr. Acosta noted that this is a huge number, noting that if someone worked but has been out of work for a year or more, it is very difficult to re-join the labor force. The average unemployment time period for the dislocated population is 166 days, which is about the time an individual’s benefits are set to expire. He noted that the more engaged a customer is with a One-Stop Center, the more likely he or she is to get placed with a job opportunity.

New Training Programs:

Diesel Mechanic Training with the City of Detroit – will put twenty-five people through training, which will probably begin late January 2015.

Auto Technicians for Rouse – Rouse Enterprise is looking to hire 100 auto technicians this year. The first pilot group of seven auto technicians started this week.

On-Star – This is a big opportunity where the employer has already made a commitment up front by hiring the participants on a full-time basis for a year.

In January, the agency will expand D-RAP services, putting approximately 100 people through training.

The actual wage for the month of November was close to \$12.00/hour, coming up from \$10.08 last year. When we talk about special populations (veterans, older citizens, returning citizens and persons with disabilities), about 37% of the placement totals are from the special populations. Brief discussion ensued on the low veteran numbers and what could be done to better reach and serve this population.

Director Nelson inquired as to whether the agency has data on households with two individuals availing themselves of the agency's services. Ms. Stephanie Nixon, Director of Program and Service Innovation, DESC, noted that PATH tracks two parent households and that she would be able to obtain this data for the Board.

Discussion ensued regarding fund development and how the agency could make more of a positive impact in the community. In addition, Director Nelson stated that DESC should be in the forefront regarding anything dealing with best practices in workforce training, and that the agency should be proactive with making recommendations.

Items for Review/Approval

Ms. Kristin Bailey, Compliance Manager, DESC, stated that the 2015 Board calendar is included in packets today for Board review and approval. A motion was made by Director Kenyetta Bridges to approve the 2015 Board calendar, supported by Director Larry Steward. Motion Carried Unanimously.

Brief discussion ensued regarding current committees. Director Swan recommended establishing an Education and Youth Committee under the DESC Board in light of upcoming changes regarding the Education and Youth Advisory Council on the Detroit Workforce Development Board (DWDB). Ms. Moore recommended that staff discuss upcoming changes regarding the Council with the State of Michigan before the Board makes a final decision on modifying the committee structure. A motion was made by Director Nelson that the name of the Compensation Committee be changed to the Organization and Compensation Committee, and that the Education and Youth Advisory Council, pending additional conversation with the State, move under the DESC Board and become the Education and Youth Advisory Committee with the chair position open until the next meeting, supported by Chair Sharp. Motion Carried Unanimously.

Brief discussion ensued about committee membership. A motion was made by Director Swan to approve the committee structure and membership as discussed at last DESC Board Annual Meeting, supported by Chair Sharp. Motion Carried Unanimously. The Board recommended that the Audit and Finance Committee seat vacancy be filled temporarily until a new member is appointed to the Board. Director Nelson agreed to temporarily serve on the Audit and Finance Committee until a new member is appointed.

Discussion: Development of 2015-2016 Strategic Plan

Mr. Larry Good, Consultant, Corporation for a Skilled Workforce, briefly reviewed the draft version of the Strategic Plan 2015-2016 Priorities. Mr. Good shared that the Strategic Planning Committee reviewed and made some revisions to the original draft. A motion was made by Director Swan to approve the Strategic Plan 2015 – 2016 Priorities as presented and forward to the DWDB for final approval, supported by Director Nelson. Motion Carried Unanimously.

Discussion: Grant Associates Contract

Ms. Moore updated the Board on the Grant Associates contract. Brief discussion ensued regarding management of the One-Stop service centers in the future.

Discussion: Governance Agreement

The Board briefly discussed the Governance Agreement and no action is needed on this document at present.

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Public Comment

No public comment was presented before the Board.

Adjournment

With no further business to come before the DESC Board, the meeting was adjourned at 10:20 a.m.

Prepared by: L'Tanya Clegg