

MEETING:	DESC Executive Committee Conference Call	DATE:	May 28, 2019
VIA TELEPHONE:	DESC Executive Committee Members: Cal Sharp, Chris Uhl, Alice Thompson, Maria Woodruff-Wright. DESC Staff: Michelle Rafferty, Nicole Sherard-Freeman, Elizabeth Hennessey. Guests/Presenters: None.	CALLED TO ORDER:	12:01 PM
ABSENT:	Excused: Jeff Donofrio. Unexcused: None.	ADJOURNED:	12:34 PM
FACILITATOR:	Cal Sharp, Interim Corporate Board Chair	DATE MINUTES APPROVED/ADOPTED:	June 25, 2019

ITEM	DISCUSSION	OUTCOME/ACTION ITEM(S)
<p>I. Welcome and Introductions</p> <ul style="list-style-type: none"> Approval of Agenda, Meeting Minutes of 02/12/2019 	<p>Cal Sharp, Interim Corporate Board Chair called meeting to order at 12:01 am, welcomed everyone to the meeting and took roll.</p> <p>Cal Sharp, called for a motion to approve the Agenda, meeting minutes.</p> <p style="text-align: center;">Motioned: Alice Thompson Supported: Chris Uhl Motion Carried. Passed/Approved Unanimously.</p>	
<p>II. Chair Report</p>	<p>Cal Sharp commented on the commitment that this group should be more of a strategic body. Our vision is for the Detroiters that are seeking jobs. We can add value as we begin to make the new System Redesign changes and we implement the new IT solution, Launchpad. Our role is to ask, "Are we achieving what we thought we would?" We can be more open to each other in addressing that. We will be looking for that open feedback as we move forward as the members of the Executive Committee.</p> <p>Cal Sharp opened the floor to Nicole Sherard-Freeman for comments.</p> <p>I have been charged with thinking through how we might grow the dialogue as the Executive Committee, not just as strategies, but looking at external factors we might consider, and at some point, to report to the Board. We suggest reading "Living on \$2 a Day", and I can make suggestions for chapters that struck me as resonating strongly to the work we are doing, and how the work we are doing on the FCA front ties into that.</p>	
<p>III. System Redesign Next Phase</p>	<p>Cal Sharp turned the meeting over to Nicole Sherard-Freeman and Michelle Rafferty for what he termed discussion of "Phase Two".</p>	

Nicole Sherard-Freeman described what she is asking Michelle to share with the Committee today. We were moving forward full steam ahead with the work we've been discussing but have found ourselves in the very fortunate position of having to rethink the order in which we do things as a direct result of securing the FCA deal. To recap the Mayor's Flashpoint interview, he is expecting Detroit at Work to deliver in the next 90 days, 4,950 jobs, the majority of them will be production operation, our job is to get 15,000 Detroiters ready for the priority period that Detroit will have when FCA opens the application officially in August and September. This is first priority now, because Detroit has never had the opportunity to get priority in the way that we do with this agreement, for the first four weeks they will accept only Detroit applications through Detroit at Work. If we get you ready to meet all FCA's requirements, that gets you first place in line before the application is opened to the general public. They want 20,000 applications to fill 5,000 jobs. As of this morning, we've had 18,000 interest submissions through DetroitAtWork.com. We are off to a good start, but we have to re-think the go live dates on our Career Centers.

Nicole Sherard-Freeman turned the meeting over to Michelle Rafferty

This is a great problem to have, we had to make a shift in mindset. We need to rework our insights in how we are going to bring on our human centered design consultant, and have our centers be trained in that and the other requirements of the funding. We will have three career centers in place and will have a new center on July 1. Most of the other centers were not going to go live until October first, we really need as much support as we can get to prepare and practice for the application process. We have already had discussions around the negotiation process. We have asked that if we provide funds, would the additional centers be able to start sooner. And all but one said yes, we are working on modifying our launch plan, being certain that we we're not over stretching our capacity or the centers capacity, because this is going to be a tremendous lift. We will figure out this week where we can find resources for that.

Cal Sharp asked, can you define what it means to get a Detroit FCA ready?

Michelle Rafferty responded we can on a high level. You must have a high school diploma or GED, you have to pass a drug screen, pass a physical exam, pass through an assessment program that includes some math and mechanical reasoning and personality questions. One of our charges is that, with marijuana being legal, that does not mean that they don't have to worry about that for a drug test. We must ensure that we give people the opportunity to practice for and positively get through the application process.

Chris Uhl asked is there funding coming from FCA to aid in this process? Nicole Sherard Freeman answered that the State set aside \$6.3 million, \$5.8 million comes to DESC for Detroiters, the other \$500,000 goes to SEMCA for skilled trades outside of Detroit once the application opens to the public, but the is funding from FCA, \$500,000 for the promise another \$1 million for activities that haven't been named yet.

Chris Uhl asked how much of a gap is there between when the application goes live to the point when, if they haven't filled the gap, and they go to other people? Do we have enough time to get people through the process, before they go to other people? Nicole Sherard-Freeman answered; we will make this happen. After the end of four weeks if they have 20,000 applicants, they will close the process and will only have Detroiters. If they only have 15,000 Detroiters, then they will open it to non-Detroiters and there will be 5,000 outside applicants. The interview to hire ratio is 1:4. The other never before

Alice Thompson asked that Nicole Sherard-Freeman send some of the articles that she mentioned to the Executive Committee members.

	<p>approach, FCA is willing to give conditional offers, with one of the conditions being you must go through the Detroit at Work job readiness training program.</p> <p>Committee discussion ensued.</p> <p>Michelle Rafferty continued, we are targeting information sessions end of June or beginning of July.</p> <p>Chris Uhl counseled that the FCA team keep a close eye on the capacity, since this is such a big lift in a short amount of time, and this is a very public process. Nicole Sherard-Freeman responded that there was an offer going out to an external candidate as a project manager who has Lean/Six Sigma background, who will have the support of our team and the Mayor's office, and the project team will consist of eight folks.</p> <p>Alice Thompson asked how are we paying for this? Nicole Sherard-Freeman answered we have \$5.8 million from the state, 10% goes to admin fees, we are expecting higher than normal WIOA allocations, and Ralph Wilson Jr. Foundation is committing to fund part of the Detroit at Work dedicated FCA team.</p>	
IV. Public Comment	None	
V. Adjournment.	Motion: Chris Uhl Motion Passed/Approved.	

DRAFT SUBMITTED BY: Elizabeth Hennessey

Printed Name: Elizabeth Hennessey

Title: Executive Assistant to CEO & President

Signature: /s/ Elizabeth Hennessey

Date: June 21, 2019

DATE MINUTES APPROVED/ADOPTED: June 25, 2019 Initials: EMH

NEXT MEETING: June 25, 2019 at 9:45 AM