



CITY OF DETROIT **MAYOR'S WORKFORCE DEVELOPMENT BOARD**

Monday, June 3, 10:00 a.m.
Location: Breithaupt Career and Technical Center
9300 Hubbell Street, Detroit, MI 48228

Meeting Minutes ***Co-Chairs: Cindy Pasky & Dave Meador***

Call to Order:

The meeting of the City of Detroit –Workforce Development Board was called to order at 10:00 am by Workforce Development Board Co-Chair Cindy Pasky.

Approval of Agenda:

Chair Pasky asked for a motion to approve the Draft Agenda as presented. A motion was made and supported to adopt the draft as presented. Motion carried unanimously.

Approval of Draft Minutes from March 2019 Meeting:

Chair Pasky asked for a motion to approve the Draft Minutes of the March 8, 2019 meeting. A motion was made and supported to adopt the Draft Minutes. Motion carried unanimously.

REPORTS:

Co-Chair Report: Cynthia Pasky and Dave Meador

Chair Meador highlighted the Mayor's recent speech at the Mackinac Policy Conference. Workforce was major component of the speech and many other conversations during the Conference. Our shared progress in employing Detroiters has become a centerpiece of the Mayor's agenda for the future of the City. The Chairs also noted the recent rise in employment of Detroit residents. It is now at a 9-year high point.

Executive Director's Report: Jeff Donofrio, Executive Director Workforce Development, City of Detroit

Grow Detroit's Young Talent Update. The GDYT 2019 summer is underway. We are on track to exceed our 8,000 goal for placements. More than 250 students are participating in the CAP program this year and all of the required funding has been secured. Overall funding and our work readiness goals are also on track. Thank you to everyone who has contributed to the program.

CTE Update.

We have wrapped up the second school year at Randolph. This spring, we held an Apprenticeship Exploration Day with MUST, hosted an event for National Apprenticeship Signing Day (modeled after National College Signing Day), and held a Completers Ceremony for 2019 graduates. We've added to our list of industry partners, including: IBEW Local 58, Bricklayers Local 2, Operating Engineers Local 324, Carpenters Council Local 687, RAM Construction, City of Detroit GSD, and DTE Energy. Jay Williams of DTE Energy and Dannis Mitchell of Barton Malow have been working to launch the Randolph Alumni Association and will host an event for alumni. The team is working with DPSCD to continue our focus on



enrollment efforts for the upcoming 2019-2020 school year.

We are pleased to welcome you to the renovated Breithaupt CTE Center. The focus here will be on Retail and Customer Service careers. We have raised \$10M for 3-5 years of support. There are several partners lined up by industry including a newly created Chef's Council, the Quicken Loans Family of Companies, GM, Ford, and a number of large Automotive Dealers. The opening celebration was held this spring and featured a great student speaker who highlighted the value of her CTE experience at Breithaupt as part of the Cosmetology program. Adult training at Breithaupt will include Robotics, Hospitality, and Automotive Repair. Next year, we'll be adding an adult culinary program. We like to sincerely thank GM and Ford for their donation of new vehicles – the first new cars donated to the program since 2004.

We are starting planning efforts for our third and final CTE center – Golightly. Programs, scope and marketing are being finalized. Through the community benefits process for the FCA expansion, FCA has committed to a \$4M donation to the CTE partnership with a focus on advanced manufacturing programs at Golightly and Southeastern.

FCA Hiring Update: Nicole Stallings Bates, Director of Employer Engagement

Fiat Chrysler Automobiles is expanding their presence on the east side of Detroit near the Jefferson North Assembly Plant. As part of the development deal with the City, and after weeks of meeting with the community, they have signed a community benefits agreement. As part of this agreement, Detroit residents will have first access to 100% of the jobs after any UAW commitments. There will be 4,950 new jobs created through this project, with the majority being Production Operator positions. These are full-time jobs with benefits starting over \$17/hour. Detroit residents will have one month of early access to apply to these new jobs, with the first two weeks being reserved for residents in the Impact Area. The impact area covers the three zip codes nearest the development: 48213, 48124, and 48215. The workforce team launched a city-wide awareness and information campaign to ensure Detroit residents know these jobs are available to them specifically before they will open to the public. Detroit at Work will offer pre- and post-application training support to make sure as many Detroit residents get these jobs as possible.

The basic requirements are being 18 years or older, having a high school diploma or equivalent, being authorized to work in the US (and having ID), passing a math and mechanical reasoning assessment, and being able to pass a drug test and physical. Detroit at Work will be offering assessment prep, interview workshops, computers to complete applications across the city, and other resources candidates might need prior to applying. Additionally, a work readiness training program will be offered to those candidates who receive a conditional offer to ensure they are able to retain the job over time.

This month, the Detroit at Work information sessions will begin. In July, we will provide support for candidates as they prepare to apply. The application will open for Detroiters in late August or early September. We expect interviews to occur in October or November, with the first start dates likely in early 2020. Due to the length of the process, we have been very intentional about advising jobseekers not to quit their current positions while they complete the application process. Another important note is that we will offer early priority to Detroit residents for the life of the plant.

All of this work will be a great case study for the value of Detroit at Work. We are confident our work will result in a list of candidates that demonstrate archives a better application to hire ratio than FCA has seen in the past. We also believe that this work will allow more residents to access supportive services and give them more confidence in both themselves and the workforce system.

New Career Centers Rollout: Michelle Rafferty, Chief Operating Officer, DESC

As discussed in previous meetings, DESC has undertaken an 18-month system redesign process to



designed to increase access and improve efficiency across the workforce system. We are nearing the conclusion of this work, which is projected to have significant benefits. We will realize a cost savings of about 32% related to facilities, which will be redirected to barrier removal services. Detroit residents will have better access to services as the number of Career Centers increases from 3 to 8. These Centers will increase our capacity to serve residents from 28,000 to 35,000 annually while reducing case loads. Additionally, we are launching a Salesforce system called LaunchPad. LaunchPad will enable DESC and its partners to better track customer data and outcomes. We will also be able to better coordinate service delivery and implement data-driven LEAN design improvements. On the youth side, we are going from 2 service locations to 4 service locations for Out of School Youth, and 4 locations for In-school youth. We are confident these changes will help to increase access to services and improve the quality of services going forward.

Expungements Update: Chioke Mose-Telesford, Director of Systems Alignment and Policy

Across the country, roughly the same number of people will have a criminal record as attain a college diploma by age 23: 1 in 3 Americans. In the state of Michigan, approximately 1 Million children have at least one parent with a criminal record. And in Detroit, our estimate is that 150,000 Detroiters have a criminal record. So the issue of expungement has the potential to impact a large number of people. There are a number of negative consequences of a criminal record, including 80% of landlords excluding renters with backgrounds, being 50% less likely to get a call-back for entry level jobs. But critical to our work is data that shows an employed person with a record is twice as likely to avoid future issues with the law.

Expungement leads to a number of positive impacts including a 25% increase in income within a year and a 7% increase in employment outcomes. Michigan's current expungement law allows for no more than one felony and no more than 2 misdemeanors. It must be at least 5 years since the last conviction, release from incarceration, or discharge from probation or parole. No traffic offenses are eligible for expungement. Once completed, an expungement seals the criminal record from public record. Since May 2018, Project Clean Slate has expunged 206 records for Detroit residents. In the first six months of 2019, we have screened 1,380 residents, identified 289 eligible applicants, and already secured 5 expungements. We have integrated expungement into our existing workforce efforts by providing services at Detroit at Work career centers with dedicated attorneys. You can support this work by hiring at our expungement fairs, advocating for legislative change, and changing your hiring policies to become a background-friendly employer.

Public Comment: Cindy Pasky

None.

Adjournment

With no further business to come before the Mayor's Workforce Development Board Chair Pasky requested adjournment of the meeting. The meeting was adjourned at 12:00 pm. Motion carried

Attendees:

Cindy Pasky, Co-chair

Dave Meador, Co-chair

Jeff Donofrio, Executive Director

Hilarie Chambers, John Carter, David Dauch, Alessandro DiNello, Bill Dirksen, Dr. Darriene Driver, Mark Gaffney, Marita Grobbel, Mike Haller, Dr. Curtis Ivery, John James, Carla Walker-Miller, Bishop Edgar Vann, Alice Thompson, Roy Wilson, Alycia Meriweather for Dr. Vitti.