



# **CITY OF DETROIT**

## **MAYOR'S WORKFORCE DEVELOPMENT BOARD**

Monday, December 17, 2018

10:00 am-12:00pm

Location: Detroit Public Safety HQ

1301 Third Ave, Detroit MI 48226

### **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 10:08 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 November, 2017 Meeting:**

Chair Pasky asked for a motion to approve the Draft Minutes of the August 9, 2018. A motion was made and supported to adopt the Draft Minutes. Motion carried unanimously.

#### **REPORTS:**

##### **Co-Chair Report: Cynthia Pasky**

Cindy Pasky welcomed everyone in attendance and pointed to the publication, Putting Detroit Back to Work, which reviews progress made since 2015. Encouraged everyone to take back this information to their teams and committees. Chair Pasky updated on GDYT successes. We will hold our number at 8000 for 2019. Working to connect jobs to these opportunities and tying also to Detroit Promise.

##### **Jeff Donofrio, Executive Director Workforce Development, City of Detroit**

###### Updates

Introduced new Board members: Dr Darienne Driver, Nia Winston, and Bill Robinson. Congratulations to Nicole Sherard Freeman, CEO of Detroit Employment Solutions who was named to Crain's "Notable Women in Nonprofits" for 2018.

Reviewing key metrics on progress in the city re: employment, median household income, and poverty rates. (Poverty down, employment & household income up). All good indicators on sustaining our goals. 2019 will continue our three areas of focus: expand training aligned with career pathways, continue to identify and remove barriers, and working to drive system redesign. Risks to our progress could include slowdown in the economy, Federal funding cuts, and shifts in the nature of work (tech advances).

Carla Wright-Miller commented on drug testing being a challenge for her company. Four of ten fail the drug test. Helpful to know about cessation programs. Cindy Pasky stated that we have to continue to offer access to opportunities-companies can look at changing their process. Can candidates reapply for example? Don't eliminate talent pool, keep them in front of you.

##### **Guest Speaker: Charity Dean, Director of City of Detroit's Civil Rights Inclusion and Opportunity(CRIO) Department**

CRIO has the following responsibilities:

- Investigate claims of discrimination



- Certify ownership of business that are doing business in Detroit
- Compliance monitoring and approval of abatements

We enforce the Executive Order (EO) on construction projects and Community Ordinance Benefit (CBO) making sure all promises are kept. Although EO was put in place by Mayor Coleman Young, it wasn't enforced until 2015. We have initiated a contractor outreach program in collaboration with DESC that will work with employers looking to hire Detroiters. Every new project will be able to use this program to help find a Detroit with proper skills. We have seen a 25% rise in the number of hours Detroiters are working and approximately \$6M in fees collected and provided to workforce efforts in the city. Currently monitoring 26 projects in the city. We've also developed the STEP program with the unions to increase the number of apprenticeship opportunities for Detroiters seeking to become carpenters, plumbers, & electricians.

Conrad Mallett asks about the Gordie Howe International Bridge project. Jeff Donofrio states that DESC and the City are working with Bridging North America to determine hiring needs now. Nicole Sherard Freeman stated that right now they are developing the staffing plan for the bridge work both for skilled and non-skilled trades.

Wright Lassiter asked about progress towards employing more Detroiters on construction projects? Charity Dean said some projects are closer to 51% but that there are stages of projects for each development and her department tries to measure their progress by incremental positive changes.

Bishop Vann inquired about the diversity of the employers-is that also being tracked. Charity replied that yes and her department is trying to streamline the process. Their website has all projects listed and the City contracts are vigorously monitored.

#### **Improving Foundational Skills/Barriers Committee: Dr Colleen Allen, Hilarie Chambers, Chioke Mose Telesford**

The Committee is identifying barriers for Detroiters and determining what policies or procedures are standing in the way of employment. 2019 goals are to increase Detroiters earning a diploma, link foundational skills with occupation specific training, education around drug testing, and addressing the systematic gaps in delivering foundational skill at scale. Example: estimated 90K Detroiters that don't have high school diplomas and another 110K that have diplomas but have other gaps like poor reading skills or lack of transportation.

Discussed impact of marijuana legalization, including examples from others states that recently legalized. Committee will look to educate employers and jobs seekers to make sure this doesn't become a barrier to employment.

#### **CTE Update: Nicole Stallings & Rachel Perschetz,**

Ms. Stallings and Ms Perschetz reviewed past and future plans for all three DPSCD CTE Centers: Randolph, Breithaupt & GoLightly. Courses have been added to Randolph (welding & painting, drywall & decorating) along with adult programs. Breithaupt construction is complete with adult courses to start early next year. Employers have reviewed the curriculum to ensure appropriate occupational skills. Golightly upgrades will start in 2019. All work aligns with DPSCD Living Plan. Will look at increased marketing to increase enrollment in 2019.

Alycia Meriweather said DPSCD is looking at how to add additional industry certifications. Thanked the board for efforts on behalf of the CTE schools. The students are impacted positively by the renovations. We are all investing in future generations.

Jeff Donofrio asked for straw poll/show of hands to continue support of the CTE efforts. Yes by a unanimous show of hands.

#### **Employer Spotlight – Healthcare: Jan Harrington-Davis, Henry Ford Health System**

Ms. Harrington-Davis gave a brief overview of the programs developed to help Detroiters able to move into and up in the HFHS system. She identified how they overcame hiring barriers and worked to develop credentials for incumbent workers.



Nicole Stallings and Jeff Donofrio presented Ms. Harrington-Davis with the first Detroit at Work Workforce Champion award.

**Board Discussion:**

Discussion led by Ms. Pasky (and included Bishop Vann, Wright Lassiter, Dr. Ivery, Conrad Mallett, Bill Robinson, Dr. Allen) on the legalization of marijuana and effects of business. Insights offered included: Need to have conversation up front with employees and potential employees. HR must be tied in.

Jeff Donofrio asked by a show of hands if this is a subject that the Board should be addressing in 2019. Yes by a unanimous show of hands.

**Public Comments:**

Ida Bird Hill, Uplift Inc provided comment.

**Adjournment:**

With no further business to come before the City of Detroit- Workforce Development Board, Chair Pasky requested adjournment of the meeting. The meeting was adjourned at 11:50 am. Motion carried unanimously.

**Board Attendees:**

Cindy Pasky, Co-chair

Carla Walker Miller, Dr. Driver, Rick Blocker, Nia Winston, Conrad Mallett, Steven White, Dr. Curtis Ivery, Bishop Edgar Vann, Dr. Colleen Allen, Hilarie Chambers, BG Michael Stone, Alice Thompson, John James Jr, Bill Robinson, Mike Haller, Wright Lassiter, Cal Sharp

Staff:

Jeff Donofrio, Executive Director