

**City of Detroit – Workforce Development Board of Directors**

**Friday, October 23, 2015 – 1 PM**

**Detroit Athletic Club  
645 Madison Avenue  
Detroit, MI 48226**

**MINUTES**

**MEMBERS PRESENT**

Cynthia Pasky, David Meador, Mike Aaron, Dr. Colleen Allen, Tonya Allen, Rick Blocker, Paula Brown, John Carter, Matt Cullen, David Dauch, Joe Daughtery, Tom Finelli, Mark Gaffney, Joe Hinrichs, Wright Lassiter, II, Thomas Lewand, Jr., Steve Marquardt, Rod Miller, Joe Mullany, Mark Reuss, Andra Rush, Calvin Sharp, Matt Simoncini, Toney Stewart, Brigadier General Michael A. Stone, Alice Thompson, Bishop Edgar Vann, Frank Venegas, Carla Walker-Miller, and Steven White

**MEMBERS PARTICIPATED VIA CONFERENCE BRIDGE/WEBEX:**

LaJune Montgomery Tabron

**MEMBERS ABSENT**

David Egner, John A. James, Jean Meyer, Jimmy Settles, Michelle Sourie Robinson, Roy Wilson

**STAFF PRESENT**

Mayor Mike Duggan, Jeff Donofrio, Amanda Ellis, Ellen Ha, Tom Lewand Sr., Nicole Stallings

**GUESTS**

J. Michael Bernard, Corporate Finance Attorney, Dykema  
Laura Hughes, Vice President, Community, Strategic Staffing Solutions  
John E. James, President, James Group International  
Chauncy Lennon, Managing Director, Global Philanthropy, JPMorgan Chase  
Pamela Moore, Pres./CEO, Detroit Employment Solutions  
Nicole Sherard-Freeman, Sr. Fellow & Sr. Director, Sustainable Communities  
Danielle Waddall, Project Officer & Regional TAT Lead, US Department of Labor-Employment & Training

**CALL TO ORDER**

THE FIRST MEETING OF THE WORKFORCE DEVELOPMENT BOARD OF THE CITY OF DETROIT WAS CALLED TO ORDER BY THE HONORABLE MIKE DUGGAN at 1:02 PM.

**ROLL CALL**

Board, staff and guests were introduced and a quorum was present.

### **ELECTION OF BOARD CHAIRS**

Mayor Duggan requested a motion for Cynthia J. Pasky and David E. Meador to serve as Co-Chairs of the board. **Motion was made by Matt Cullen and supported by Matt Simoncini. Motion passed.**

### **APPROVAL OF AGENDA**

Chair Pasky asked for an adoption of the agenda as presented. **A motion was made and seconded to adopt the agenda. The motion carried.**

### **CURRENT STATE OF DETROIT WORKFORCE DEVELOPMENT**

Chair Pasky invited Chauncy Lennon and Nicole Sherard-Freeman to provide a presentation.

Mr. Lennon informed the board that there are roughly 75,000 unemployed job-seekers in Detroit and another 175,000 not working or looking for work. A large portion of Detroit residents not in the labor force have less than a high school diploma and skills that are poorly matched to available jobs. More than 300 entities are focused on workforce development but lack alignment and common goals. Employer engagement in the system is low and stakeholders lack job opportunities and hiring trends information. Workforce development should simultaneously serve the supply and demand sides. Mr. Lennon reviewed strategies to address current needs and informed the board that workforce development is a second chance system for many.

Ms. Sherard-Freeman spoke on the Labor Force and Job Market. Detroit residents participate less in the labor market compared to both those in neighboring counties and across the country. Low educational attainment is a driver of low labor market participation. Detroit has too few jobs to match the skill sets of its residents. There needs to be coordination of funding, investments, partners and programs. Committed CEO community, strong leadership across workforce system and unprecedented interest in unconventional collaboration will be the recipe for success of this initiative.

### **OUR ASPIRATION FOR DETROIT'S WORKFORCE**

Chair Meador explained to the board the near term aspiration to drive economic development for jobs. The CFW report serves as the board's North Star. The report articulates best the architecture of putting people to work and removing structural barriers. The uniting behind a "One Detroit" approach will ensure alignment of vision, goals, metrics, resources and initiatives. Use of this Board to set and monitor strategies and outcomes will provide the strong organizational structure to an extreme complexity. Chair Meador proceeded to review the framework simplifying the initiative which displayed links between supply and demand.

### **BOARD FRAMEWORK**

Tom Lewand reviewed the board framework and informed the board that it will go beyond what has been outlined. There is more in the pipeline.

## **DETROIT EMPLOYMENT SOLUTIONS CORPORATION (DESC) OVERVIEW**

Pamela Moore provided an overview and snapshot of programs related to the federal and state matrix. High demand sectors are looked at and cultivated. The working poor, low skilled, low education is disproportionately impacted with lack of skills to fill in-demand jobs. Businesses are a priority customer of DESC and the goal is to be attached. Although challenged with a \$340K deficit this current initiative creates hope and real opportunity.

## **ETA ACTIVITIES**

Danielle Waddall commented on the \$5M grant awarded to develop innovative job training strategies and work opportunities for at-risk youth and young adults in Detroit. A large number of young Americans risk falling behind. Without specific actions to combat the problem, critically high jobless rates can lead to despair. To address this issue, the U.S. Department of Labor made \$5M available to the state of Michigan to fund a demonstration project for youth in Detroit. Administered by the Detroit Employment Solutions Corp., the grant will create work opportunities for disadvantaged youth and individuals returning from jails and prison. Major employers will help employ approximately 2,000 youth and formerly incarcerated individuals under this grant.

Chair Pasky thanked Ms. Waddall for her presentation. She also noted the success of the Montgomery jail re-entry program.

## **AREAS OF SPECIAL INTEREST**

Jeff Donofrio informed the board that he will be contacting them in the next few weeks to discuss needs. He reviewed the areas of special needs matrix.

Chair Pasky thanked Mr. Donofrio as well as all supporting the effort. She informed the board that he will be their go to person related to the board. She explained to the board that in order not to reinvent the wheel with this group, all employers are needed at the table. Will need CEOs at the table to lead engagement.

Mayor Duggan provided an overview of how the system works with 300 agencies pulled together with a single database that will track training, interviews, date of hire, employer feedback and if necessary track re-training. Creating one single system, and with the talent in the room, can change employment in Detroit.

## **LEGAL & COMPLIANCE CONSIDERATIONS**

J. Michael Bernard informed the board that as a public body the Michigan Freedom of Information Act (FOIA) set requirements for disclosure of public records. Mr. Bernard invited Ellen Ha to further explain. Ms. Ha informed the board that there is a legal mechanism to request info from a public body. FOIA act allows people to find out what a public body is doing. If a request is received there needs to be a response within five (5) business days -15 with an extension. Board business is subject to disclosure. Time is of the essence and violation of statute can be very expensive. Mr. Donofrio will be responsible in managing all requests related to this board. Mr. Bernard added that there can be no proxies and no action by written consent of this board.

## **BOARD COMMENTS**

Chair Pasky opened the floor for questions for board members. Matt Simoncini inquired what can be done to bring jobs back from Mexico and Silicon Valley. How will Focus:HOPE be factored into this board's mission? Tonya Allen inquired as to how to ensure youth are integrated into this effort.

Following board comments, Chair Meador informed the board that the WFD body will meet quarterly. Mr. Donofrio will work with committee chairs. Special interests committees will need to meet regularly.

## **PUBLIC COMMENTS**

Chair Pasky announced the public comments session and open the floor for public to speak. Ida Byrd Hill: Where did the database come from for the 300+ partnering organizations and how were they categorized? She also stressed the importance of an HR Committee being developed. Cindy informed Ms. Byrd that process starts next week in which there will be another review of the organizations and also CEO's will ensure there is HR engagement. Rev. Wendell Anthony: Have other entities other than the 300 been considered for training? Cindy Pasky informed Rev. Anthony that created capacity with what is current and expand.

As no additional comments were made, Chair Pasky closed the public comments session.

***Members of public are invited for comment(s). NO action may be taken on a matter during public comments until the matter itself has been included on an agenda as an item for possible action, and properly noticed.***

**Adjournment:** There being no other business, Chairs Pasky and Meador requested adjournment of meeting. Meeting adjourned at 4:26 p.m.

Respectfully submitted,

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Jeff Donofrio