



CITY OF DETROIT MAYOR'S WORKFORCE DEVELOPMENT BOARD

Thursday, August 09, 2018, 10:00 am-12:00pm
Location: Randolph CTC
17101 Hubbell, Detroit MI 48235

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

Call to Order:

The meeting of the City of Detroit Mayor's Workforce Development Board was called to order at 10:12 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 June 11, 2018. A motion was made and supported to adopt the Draft Minutes. Motion carried unanimously.

Co-Chairs Report: Cynthia Pasky and Chair Dave Meador

Cindy Pasky welcomed everyone in attendance and introduced special guest, Mayor Mike Duggan.

Mayor Duggan:

Thanked the board members for their involvement. The Mayor mentioned the importance of the journey to transform Randolph and the shortage of construction trade workers. The partnership with Randolph is critical and has become a national model. Working with Dr Vitti to increase enrollment, all targets have been met to date. We are seeing value in that the grads from the pre-apprenticeship programs are having their graduates placed in the construction trades. The corporate support is creating pathways for the people of Detroit. The pipeline had to be fixed. Right now, we are experiencing the highest number of employed Detroiters over the past few years. The senior level corporate support is so important and thanked Cindy, Dave, Jeff and this board for their ongoing support.

Cindy Pasky:

We have two new members to this board, John Fox, from Beaumont Health and Dr. Curtis Ivery, from Wayne County Community College. A special thank you to Mayor Duggan who has supported the efforts of this board from the beginning.

Dave Meador:

In spite of all the challenges, Detroit is at an eight year high for employment. The unemployed numbers are coming down slowly. Training enrollment is up. When students leave the training, they obtaining employment. We spent time identifying barriers. Developed a solution for people who didn't have high school diplomas, and addressed Driver's Responsibility Fees. We are continuing to work on auto insurance and professional licenses. There is no rhyme nor reason for licensing parameters. For example, someone can hang drywall but can't paint it. The "good moral character" clause is problematic for many trying to find jobs. We will be looking at Professional Licensing Reform in Michigan going forward.



Executive Director's Report: Jeff Donofrio, Executive Director, Workforce Development

Our Career Education Advisory Council (CEAC) has been formed and will serve as the Detroit Talent Consortium for the Marshall Plan. The focus is on innovation in education primarily in the K-12 level. The CEAC will meet for the first time on Sept 17th and will work through Wayne RESA and DPSCD.

At Randolph CTE Center, two new classes are being offered this fall: welding and painting, decorating & drywall. Qualified instructors are in place across all the trades to start the school year. There were 110 graduates from Randolph last year. Eighty percent of them enrolled in the Detroit Promise and/or Grow Detroit's Young Talent (GDYT). There are 232 adults in seven certification pre-apprenticeship programs and we are on track to hit our target of 300 enrolled.

Breithaupt CTC: Construction on building improvements is underway. Employers are reviewing curriculum to ensure there is a pathway to a job. Adult training programs are being developed and will launch fall/winter. Programs at Breithaupt include: automotive technology and repair, welding, mechatronics, culinary arts and hospitality, and cosmetology. Qualified instructors have been hired, industry liaisons are identified and the equipment to start classes are in place. Enrollment at the renovated schools is increasing both for youth and adults and we partnering with DPSCD for the third CTE Center, Golightly, next year.

Driver's Responsibility Fees: 5,000 people signed up for the ten hour training online to forgive their fees and the additional cost (\$125) to obtain their license. Fourteen hundred have completed the program either online or at the One Stops.

Ashley Reiser, guest speaker, was able to obtain her license after 14 years with a suspended license. She did the online training and was thrilled to get her license back. After receiving her license, she had multiple job offers that would provide a raise and some benefits. Her current employer decided to give her the raise and benefits to keep her. She has also helped five of her co-workers get their fees removed. She works in a Drug Abuse center and is helping their clientele go through the process to get their licenses reinstated.

We also have Delvon Ali, who is currently in college with Detroit Promise. He is currently attending Oakland Community College through Detroit Promise. He went to Cass Tech High School and had a hard time getting his GPA high enough to get a scholarship. He chose going into GDYT and was placed at Lear Corporation so he was going to school and working. He uses his career coach, Ashley (from Detroit Promise program), to help him navigate the things he doesn't know.

GreenLight Fund Presentation

Rishi Moudgil, Executive Director, GreenLight Fund:

Greenlight is a non-profit, philanthropic company that is entrepreneurial, uses proven social impact programs and brings other successful programs where needed. Our first investment in Detroit is using Center for Employment Opportunities (CEO) as the vehicle to bring transitional jobs to Returning Citizens as of June, 2018 in an effort to reduce recidivism. Our mission is not to seek financial return, but social return, using a five step process which we refer to as venture philanthropy to choose proven programs that demonstrate our desired outcomes with data.

Margrit Allen, Center for Employment Opportunities:

CEO provides a structured, supervised, employment opportunity for Detroit's Returning Citizens. CEO finds contracts with companies that are willing to work with returning citizens. One third of all returning citizens from Wayne County end up in Detroit (approximately 2-3K annually). Over 76% are unemployed with no prospects. We take referrals from the Department of Corrections for citizens that are over 18 and provide them with a five-day work readiness training, work boots and a pay card. We provide transportation, feedback and pay daily. We retain our participants for one year and meet with them once per month after placement.

Our statistics show that we are reducing recidivism from 16%-22%. The cost of Returning Citizens touches



everyone and everywhere in the city. CEO started our first program in Detroit in June 2018 with a staff of five. We have graduated four classes so far. We are looking for partners - companies that can offer transitional work contracts. This is a good system as employers will be certain that the candidates CEO provides are work ready. Our goal is to grow our capacity to 150 by year end and to look ahead at 400-500 starting in 2019.

Hilarie Chambers asked if while they were in a transitional work program, if they were working on their GED or diploma. Ms. Allen stated that the primary effort is to stabilize the person and ensure work-readiness.

Dr. Colleen Allen asked if there are mental health issues based on the data from previous cohorts. Ms. Allen stated there are a number of attrition points for individuals throughout the program. We provide appropriate case management and direct support as situations present themselves.

Bishop Vann asked when participants receive the stipend. Ms. Allen stated that the daily stipend starts when they are placed in a job. CEO helps the participants also focus on more long term goals like housing and education.

Dr. Vitti asked if CEO has had any success in working with a school district in the past. Ms. Allen said no. Dr Vitti said there may be opportunity with the schools in non-instructional work.

Councilmember Janee Ayers mentioned that her Task Force for Returning Citizens for the City of Detroit has met and will work with the CEO group.

Detroit Promise: Greg Handel, Monica Rodriguez, & Chuck Wilbur of the Detroit Regional Chamber

Greg Handel: The goal of the Detroit Promise is to provide a tuition-free path to obtaining a degree for both students and adults. Currently, sixty percent of graduates leave the state. Right now there is no mechanism to pull them back. We are a "last dollar" scholarship. We make up the difference between any financial aid and full tuition. We work with both two year and four year institutions. In 2018, 75% of Detroit high school grads registered for the program (3630/5100). Twenty percent of those registering transferred to four year college.

Monica Rodriguez: College access equals College success. Our program is based on a relationship with a career counselor on campus which a student can see twice a month. Students that reach out for coaching help have a higher success rate. There are career coaches at the five local community colleges. We have created data that shows impact. We are also trying to package training with jobs.

Bishop Vann asked how this program is financed. Ms. Rodriguez stated that students choose where they want to go and then apply to the Detroit Promise program. 49% of these students are fully covered by Pell grants.

Chuck Wilbur: Detroit Promise is most successful in reaching low income students and providing support for success. All ten Promise zones in Michigan can offer full tuition or "gap" tuition.

CM Janee Ayers asked if there was a sunset clause on this legislation. Mr. Wilbur said there is no sunset clause. This bill is a bi-partisan piece of legislation and had the full support of the legislature. Kalamazoo was the original model. This effort is the cornerstone of future economic development. The legislation is written for high school graduates but there is a provision for GED students as well. Kalamazoo which was the model for our legislation has a 10 year window for students to "come back".

So far in the program, we have covered all 18 year old GED students who have registered. Next, we are looking to work with adults that have no post-secondary credentialing.

Ms. Walker-Miller commented that the students they deal with don't really believe they can go to college.



Current high school seniors are our main focus. We need to be more effective influencing these students.

CM Ayers asked when the coaches become involved with the students. Ms. Rodriguez stated the coaches become involved at the beginning of the process.

Cindy Pasky stated that the Workforce Team has created a buzz, removed barriers and try to ensure that people have access to jobs.

Public Comments

None

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 11:56 am. Motion carried unanimously.