



CITY OF DETROIT

MAYOR'S WORKFORCE DEVELOPMENT BOARD

Tuesday, December 19th, 2019
10:00am-12:00pm
Location: Detroit Public Safety Headquarters
1301 Third Avenue, Detroit, MI 48226

Proposed Meeting Minutes

Co-Chairs: Cindy Pasky & Dave Meador

Call to Order

Co-Chair Cindy Pasky called the Mayor's Workforce Development Board Meeting to order.

Approval of Agenda

Co-Chair Cindy Pasky asked for a motion to approve the Draft Agenda as presented.

Approval of September 11th, 2019 Meeting Minutes

REPORTS

Co-Chair's Report - Cindy Pasky & Dave Meador

Dave Meador announced two new board members, Jocelyn Benson and Jeff Donofrio. Announced changes in Committee Structure. Now have an Education Advisory Committee with Conrad Mallett, Dr. Vitti, and Tonya Allen.

Acknowledged the Partnership between U of M Poverty Solutions. Brings a degree of creditability to have this team do the work we're doing.

Executive Director's Report - Nicole Sherard-Freeman

Patrick Cooney and Josh Rivera will walk us through Detroit's Labor Market since 2014. This first look at data by CSW was the first pass in quite some time. We've built an infrastructure since that time and would like to understand more deeply the jobs market.

We want to understand what the distribution of jobs is across our five target industries. By more deeply understanding the job market and the impact of AI, we'll be able to take a meaningful step forward toward defining career pathways more clearly. We want to help jobseekers connect with opportunities today with an eye towards positions available in the next 3-4 years. We believe this is an important foundation in getting Detroiters ready to pivot. We want to be part of the mindset shift. We want Detroit to be a national model.

At the last meeting, there were 39,000 Detroiters interested in FCA jobs. We held over 400 job readiness events. 12,500 Detroiters completed the application process. More than 3,500 Detroiters will be invited to interviews for FCA that started today.

We'll continue to dive in to make sure Detroiters are ready for FCA opportunities. FCA has been very upfront about what they're looking for, and we'll be leaning into opportunities. FCA has invited us to join them in recruiting suppliers to come to Detroit.

Detroit at Work career centers - pleased to report that all 8 career centers are now open. We'll have grand openings in early 2020. Human-Centered Design and trauma-informed care has shaped our work. We'll be opening space at WCCD in early 2020.

We'll have 300 adults in Randolph by the end of program year. Our goal is to have 200 at Breithaupt. Work at Golightly and Southeastern is underway - in place in Fall 2020.

Ballmer Foundation has contributed \$1 million, Ford has contributed \$1M and FCA has contributed \$4 million to our \$10 million fundraising effort at Golightly and Southeastern.

We're staying ahead of SNAP and Medicaid work requirements. We are using our DAW Career Centers, our marketing and outreach to directly reach out to those who will be required to show evidence of their work requirements. We have a plan to aggressively outreach starting in January.

Our initial assessment of what the SNAP requirement mean is that able bodied adults without dependents will need to meet more work requirements to keep their benefits. We will connect SNAP recipients to opportunities.

Conrad Mallet: Nicole and her team are very proactive people. A lot of what we do is plan, advise, and provide direction and support. A lot of what we do has immediate consequence. Board should be impressed that we have an infrastructure in place. This is consequential work.

Cindy Pasky: As the work rules change, there isn't additional funding that comes down for training to accommodate these requirements. We're still going to have a plan to serve these individuals.

NEW BUSINESS

PRESENTATIONS

Career Education Advisory and Youth Committee (CEAC) Conrad Mallet, Tonya Allen and Dr. Nikolai Vitti, Committee Co-Chairs

Conrad Mallet highlighted that we want to make sure we set appropriate benchmarks. We want to honestly present to this group what the state of affairs are, and what this group is doing collectively to address to issue. In the reconstitution in the committee, there are 3 things we want to focus on: we're going to focused on getting the right members of the committee, using data to ground us (we reviewed data on young people from 14-24 and looking at the denominator as well as the numerator), and lastly focusing on building out the strategy and weaving them together. We want to think about the Detroit Public School Community District and their effort to building out career pathways at each of their schools.

Alycia Meriweather commented that if we look at the connection between school and work, we should look at why what you're learning what you're learning. Stackable credits, work-based learning. Look at the coordination between workforce, business, and the school system. No systems operate in silos. An investment in a child gives dividends. We want to invest in a coordinated way. This is building on the work that we've been doing.

Leading with Data Part I: The Detroit Labor Market Recent Trends and Current Realities - Patrick Cooney and Joshua Rivera, University of Michigan Poverty Solutions

Highlighted the research partnership to leverage the resources of U of M to inform and enhance the City's work in poverty alleviation and economic mobility.

This report is the first look since the CSW report as a comprehensive labor market report. There's a team of fellows embedded at the City. Strongest partnership is with the Office of Workforce Development and support with data and research.

The report starts by looking at barriers faced for many years and what has been happening in more recent years. There's been a national recovery and changes to the labor force.

Team looked at the labor market disengagement, changing demographics in Detroit, barriers to work for those have never been college and have never been enrolled, and industries.

We know that there was a significant decline in employment and rise in unemployment during the recession based on ACS microdata. Since the recession, employment numbers are higher. The number of people not in the labor force is a stagnant/static number at about over a third whether in a recession and in economic recovery.

One common explanation for the current Labor Force Participation Rate (LFPR) is changing demographics. We looked at 18-64 (took off the table people above 64) and tried to focus on people in their prime working age. Over 55% of high school dropouts are not participating in the labor force. 40% of HS graduates with no education beyond high school also aren't in the labor force. Almost a third of those in their prime earning years (35-54) are out of the labor force.

Black women have relatively high LFPR when compared to Black men (who are missing from the data set primarily because incarceration rates) also higher than White women in the City.

Barriers to work – We looked at 190,000 Detroiters who never enrolled in college and aren't currently enrolled. Specific barriers included: disability, ownership of a car, not finishing HS, and custody of a small child at home. 65% of this group faced 1 or more barriers to work. Facing any 1 barrier dramatically reduces someone's likelihood of participating in the workforce (either employed or looking for work). Three or more barriers has an 85% non-participation rate.

Other notable statistics:

- About 1/4 of this population reports a disability.
- Over a third report no HS diploma
- Nearly a fourth report no car.
- About 1/2 have not worked in the previous year.

The ACS is the source of this data and doesn't ask about Mental health. It's one the limitations of the survey. We know that mental health issues are under-reported. You can think of this as a lower bound of the role that disability might play given that it undercounts mental health.

Part of the missing individuals are people who have moved into the gray economy. How can we start to put some definition around this? There are maybe some barriers that we could try to move at the policy-level to ease the burdens and effects of state-level restrictions. People might be working multiple part-time jobs.

Also distinguish people in the workforce without disabilities and those with disabilities. People with disabilities find it difficult to navigate. People once on SSI are under strong scrutiny.

Bill Robinson - SSI and SSDI, benefits counseling is important. Once you lose the benefits it becomes difficult to get back into this space. It's difficult to fill out the required forms.

Can't emphasize enough how important it is to get ahead - some families begin to become dependent on these benefits. It then becomes a disincentive to start working because it'll be a loss of benefits.

In the paper, divided into 6 types of disabilities. Hearing and vision difficulties might need some transition into care and then be able to get a job.

Detroit lags in labor force non-participation rate when compared to similar cities, such as Baltimore, Cleveland, Milwaukee, Philadelphia, Pittsburgh, and St. Louis.

Trends in Wages and Job Flow

Three critical times: pre-recession, 2008-2011, and then the recovery from 2016-17. Over time, wages are being concentrated in the lower to middle wage areas. This is likely due to increases in minimum wage. There's a decrease in the lower ranges. There isn't much movement in higher wages. This might be a result of industry mismatch.

Difference between where Detroiters live and where they work. Suburban workers are able to travel to get to higher wage jobs in metro Detroit.

Of those Detroit residents, only 31% live and work in the city. More and more Detroit residents are having to work in the suburbs for low wages service sector jobs.

According to this data, there are 57,000 Detroiters who live and work in Detroit.

McGregor Fund report has similar findings: geospatial mismatch (we add to this overall point in that some of the employment growth is due to population changes - the 34-54 age group is decreasing).

As a takeaway, it gives us a number to deal with (140,000 - takes into account a group that we normally undercount). It doesn't account for what we call "missing people." 8-point percentage gap between Black men and Black women. This is due to early mortality and incarceration.

Not a lot of disconnected have small children in the home.

Nicole Sherard-Freeman commented that this report does not reflect FCA opportunities, it would increase the number of decently-paying, low-skilled requirements that are on the pathway. We estimate that we're bringing another 2,500 jobs across 8 suppliers. An apparel manufacturing company may be coming to Detroit that we expect to work with. We're trying to close the gap from all angles. This will help to close the mismatch as these jobs require a high school diploma or less.

Andra Rush (Rush Trucking), took have you had a felony off the app and needing a HS diploma. They prepay education for whatever you study.

When you look at entry level healthcare positions, when you add the benefits, it changes what the hourly wage should really be considered. Important to acknowledge because it's a huge piece.

Disability plays a major role.

Tonya Allen commented that we need targeted universalism - there may be groups based on data that if we move this group, we make conditions better for everyone

Disabilities Committee – Colleen Allen

The vision is that businesses will see the benefit in hiring from the disability talent pool. We want to create a more aligned and connected system that meetings the needs of PWD business partners.

This is an untapped talent pool that deserves an opportunity. We need employers to open their doors to this population. 8 out of 10 adults in Detroit who have a disability do not work. 24% of those not in the labor force have a disability.

There are several myths around hiring individuals with disabilities.

There are several benefits to hiring individuals with disabilities. They bring a level of innovation not found with other populations, reduced turnover, greater productivity, marketing advantages, reduction of absenteeism, local employees, and improved shareholder value.

The Accenture study found that 28% higher revenue and 20 higher economic profit margins.

Colleen Allen discussed effective practices to recruit and hire. There have been studies around what practices help a company move the needle on disability hiring.

Targeted temporary work programs increases likelihood of hiring 5.7 times, strong senior management commitment increases 4.8 times.

Colleen included a couple case studies. Motor City Casino representative discussed partnership with Autism Alliance of Michigan. Have positions on the gaming floor, in the back of house. Has one who is an accounting clerk who has moved up levels and is working on becoming an accountant. Faced pushback in the beginning

Amazon contracted JVS to be their staffing agency for people with disabilities - all the positions that we're filling have the same expectations of anyone else. Part of this is helping individuals through the HR/hiring process. They help support those not ready secure other opportunities.

When that person is ready, they have job orders. Up to filling 15 jobs per months. These positions are for people of all disabilities. They have placed 47 people since April.

Individual with a cognitive impairment, her job is looking at a computer screen and found that there is a best practice used in other facilities that could be adopted at that plant to increase productivity and support employees with disabilities

Carla Walker-Miller is in the beginning of adopting measures to support hiring people with disabilities. Two years ago they made the decision to ban the box.

Supply side is often isn't coordinated and doesn't understand how businesses work. Most of the focus is on the supply side. We have to get the demand side involved.

Bill Robinson shared his experience: as a C-suite executive in Atlanta, his company didn't know how to treat someone with disabilities. Currently the Director of Bureau for Blind Persons that is part of State Government, a sister agency to MRS.

Public Comment

Chair Cindy Pasky asked for public comment.

Adjournment

Chair Cindy Pasky asked for a motion to adjourn.

Attendees

Cindy Pasky, Co-Chair

Dave Meador, Co-Chair

Nicole Sherard-Freeman, Executive Director

John Carter, John James, Conrad Mallet, Andra Rush, Calvin Sharp, Carla Walker-Miller, Alessandro DiNello, Mike Haller, Bruce Dall, Mike McLauchlan, Mark Gaffney, Toney Stewart, Nia Winston, Faye Nelson, Alice Thompson, Edgar Vann, Dr. Darienne Driver Hudson, Dr. Roy Wilson, Alycia Meriweather, Marita Grobbel, Dr. Colleen Allen, and Bill Robinson