

\*Proposed Meeting Minutes\*

**CAREER & EDUCATION ADVISORY COUNCIL**

Thursday, August 19, 2021

Location: Zoom Meeting

**Chair: Alycia Meriweather, Detroit Public Schools Community District**

**Co-Chair: Maria Woodruff-Wright, The Skillman Foundation**

Attendees:

- Members – Alycia Meriweather, Maria Woodruff-Wright, Diane Antishin, Mark Gaffney, and Ron Stallworth
- Invited Guests – Amanda Smith, Punita Thurman
- Staff – Dana Williams, Chardae Caine, Rachel May, and Robert Shimkoski

**Call to Order**

The meeting of the Career & Education Advisory Council was called to order at 3:27pm by Chairperson Meriweather.

**Approval of Minutes**

Motion to accept by Ron Stallworth; seconded by Mark Gaffney. Motion passed.

**Opening Remarks**

*Maria Woodruff-Wright:* We have had a number of discussions between last meeting and this meeting, with both CEAC members and staff, which has led to the agenda before you.

*Alycia Meriweather:* We are bringing education and business together with this formal entity. Meriweather also reviewed the roles and responsibilities of CEAC and the Adopted CEAC Metrics from May 2020. The metrics will be updated once GDYT is complete.

**Roundtable Update**

*Ron Stallworth (Stellantis):* Alycia has been working with members of our team to develop a manufacturing program at Southeastern High School. That's a very important initiative for the company and a point of pride amongst our leadership. Enrollment at the school has increased and we are hoping that's because residents see the value and investment of the additional program. Stellantis is also working with Dr. Ivery from Wayne County Community College District (WCCCD) on implementation of a mechatronics program. The Community Benefits Agreement required a lower level program, but in discussions with the school, we see a need for a more robust program in the skilled trade that is extremely portable to individuals who could graduate from Southeastern and go to WCCCD and then leave the college with the ability to work anywhere in the country, bringing together mechanical and electrical work.

*Diane Antishin (DTE Energy):* Today was the last day of the IMPACT (Individuals Making Positive Action for Communities Together) for Cody High School students. During a summer internship, the students

are supported by peer advisors, some retirees from DTE Energy, and do community-based projects around Cody High, but also are learning about careers in energy, and strengthening their resume and interview skills, learning about financial literacy, and other basic skills. A number are planning careers at DTE Energy and are better equipped with information on how to do that. We have other summer student programs that are much broader as well, for students going to college or looking for Skilled Trades work at DTE. 100 students + another 500 interns/apprenticeships.

In May, DTE launched the Detroit Tree Trim Academy. Cohorts of 10 individuals go through 6-8 week training program in which they receive stipends while learning and are ready to start apprenticeship programs at \$18 per hour. 60 individuals will have completed the academy by the end of the year. For more information go to: <https://empoweringmichigan.com/tree-trim-academy/>

*Mark Gaffney (AFL-CIO; Wayne State University Board of Governors)* Freshman enrollment for this term was down 11%. We expect that number to get better, but we are sure enrollment will be down. Outreach for high school students last year was not as effective because of virtual learning; this is true for universities across the country. Across the country, community college enrollment is also down which is surprising because historically during a recession individuals go back to school

Most building and construction trade unions (electricians, plumbers, HVAC, pipes) are running their schools. In times of economic downturns, unions may skip a school year, but just prior to last year building was going well.

How we link students and those individuals with some experience to formal established apprenticeship programs is a challenge. Detroit at Work has a program called Access for All and partner with some of the unions, but there are about 50% who are not affiliated. Randolph is a good connector, some classes are taught by the same people – that pipeline is working, but for those who have not gone through CTE programming, it is a challenge. More unions are needed to participate.

*Maria (Skillman Foundation):* We have been funding projects that help this work – with GDYT, DPSCD, and other school districts; grants distributed to prepare for work when they graduate or expose them to other opportunities to work; exposure and connection

*Alycia Meriweather (Detroit Public Schools Community District)* The one thing that has not already been mentioned is that SER Metro and DPSCD are now officially affiliated. Traditionally, 80% of their clients are former DPSCD students (last school attended). DPSCD is the diploma-issuing institution now.

### **Michigan Restaurant & Lodging Association Overview (Amanda Smith, Executive Vice President, Education)**

*Introduction:* We were looking at how COVID has impacted businesses, specifically small businesses and the restaurant industry. That's what led to some of this discussion and presentation.

*Amanda Smith:* The Hospitality industry has suffered greatly. On July 27, 2021, it was reported that there were 91,600 open positions inside the hospitality industry. When you bring together restaurant and lodging together, it is the second largest employer in the state only to Government agencies. 89% of membership survey respondents (about 3,000 participants) stated they were operating less day parts because they cannot fully staff their business – meaning closed on two days, not doing dinner service, or two-night stay requirement. Amanda's role is the Educational foundation, the 501c3 arm, all workforce

development programming. Some programs have been in place for years. DPSCD has one program, the Foundations and Restaurant Management and Culinary Arts Curriculum, which is part of the Pro-State program and is a combination of industry, postsecondary, and schools (CTE). Two levels and tries to bring industry into the classroom.

The Detroit Restaurant and Lodging Association Chapter has been able to assist with education initiatives related to the industry as well – through GDYT and the CTE programs.

Students who have 400 work hours and have taken level 1 and 2 tests are eligible to receive a Certificate of Achievement (COA). Essentially, this allows for advanced placement into courses at various culinary schools across the state such as Henry Ford Community College and Ferris State University. That same COA aligns with the restaurant manager apprentice, so a pre-apprenticeship program. There are 72 different tasks that the student learns within the 400 hours that directly align with the apprenticeship program. One option is to create a registered youth apprenticeship program utilizing these 72 tasks.

Recently, Amanda met with the DPSCD Hospitality instructors and introduced them to Hospitality and Tourism Management (HTM). HTM is more hotel/lodging and special attractions focused and they will be a pilot location for this program. Funding for this program was provided by the DTE Foundation and the Michigan Department of Education Career & Technical Office.

Restaurant Ready was originally designed for opportunity youth but has transformed into any category of people who have been displaced. The Association has a partnership in place with Spectrum Services. Methodist Christian Housing Society will also become a partner. The Restaurant Ready programs are taught by community-based organizations because they provide wraparound services.

*Q: What other ideas or programs in place related to vacancies within larger businesses, what outside of the high school connections do you have?*

In the process of opening a training institute. We don't have a tourism-centric/event management-centric, but the HTM program can assist with parades, Belle Isle, and casino events. Food Safety and Manager Training done across the state. Management and leadership experience is what association members have said they lost the most.

*Q: What does the industry attribute to the loss of workers?*

The second shut down is when people left the industry, many went to use degrees they had but were not utilizing; some left for states who did not have a second shut down. \$45 million in relief funds and \$3.5 million in private funding were provided to motivate employees to return. For some it is not beneficial to return to work, the last amount of extra funding ends after Labor Day so we will see that impact the number of open positions. Concern over their overall health is also a factor.

*Q: What is your track record with programs like Restaurant Ready and having young people go into management positions and make more money?*

Restaurant Ready is just to get employability skills, basic entry level. The industry itself has a low-salary start, but the earning potential increases depending on skills and management opportunities that each person takes. The ability to eliminate food waste and communicate with others are important factors.

*Q: Are you seeing any signs of positive growth?*

When we measure domestic tourism, the sky is the limit. When we talk to businesses across the state, they are seeing great travel – people are ready to travel, but maybe not travel internationally or get on a plane so local/domestic travel is helping.

**Public Comment**

No public comment was given.

**Adjourn**

The City of Detroit's Emergency Order connected to COVID-19 allowing public meetings to take place in a virtual vs. in-person format has now lapsed. Moving forward, CEAC meetings will transition to an in-person format with more details to follow. The next meeting will be held on December 16, 2021.

Motion to adjourn at 3:02PM by Maria Woodruff-Wright; seconded by Mark Gaffney. Motion passed.