



**National Association of State Workforce Board Chairs' Winter Meeting and
Workforce Development Symposium**

Washington, DC - March 5th – March 8th

NOTES

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Workforce Development Symposium – Thursday March 5th

Keynote Address: Changes in the Economy and Washington: Implications for States

Speaker: Ray Scheppach, Executive Director, National Governors Association

- This recession is going to lead to an economy that is worse than the 1980s, but many people still don't fully understand how bad it could be.
- Some economists have predicted that the unemployment rate could reach 9 percent this year. Without the ARRA some economists have suggested that the rate could be 11 percent in 2010 and with even with the ARRA it may reach 10 percent in 2010.
- Whether we can fix economy depends on whether we can fix the banking problem.
- Estimate for state shortfalls is \$250 billion over the next two years. State balanced budget requirement makes the recession deeper.
- \$600 billion of the ARRA will go to states in 4 categories:
 1. *Flexible funds* - Medicaid – the federal government will pick up 8-10% of federal money to pay for the program so that states collect that money. In the state stabilization for education provision there is major flexible funding going to offset a lot, but states will still have to offset shortfall.
 2. *Categorical grants* – formula and discretionary. There is less than \$100 billion for highways, etc. Very little flexibility – primarily to create jobs – won't offset cuts. Categorical grants will have an impact over next 3 years.
 3. *Safety nets* – TANF, welfare, UI, food stamps. \$40 billion to strengthen/increase benefits. These three categories are the short-run stimulative portion of ARRA.
 4. *Broadband* – health IT, alternative energy, R&D. States need to develop vision in these areas. With some of these there is no existing program providing states with an opportunity to be strategic.
- The GAO is going to be in the field in 16 states to help with transparency and accountability.
- On the NGA website there are 10 points encouraging Governors to create czars/teams, one in each area to help implement the ARRA.
- What is the world going to look like when we come out of the recession?
 - Small countries will be limited on trade and capital flow.
 - Industries will be much more concentrated worldwide – losing firms in banking, etc.
 - Governments are going to play a bigger role and move more towards a regulated economy.
 - There will be slower economic growth and increased international competition.
 - In the future there will be a consolidation of the banks and things will be much more regulated industry, and public ownership in firms.
 - Regional drivers of an economy will change, such as Wall Street, Silicon Valley. DC will become the economic capital because of more regulation.
 - To fight the economic downturn, economists all agree that in the short-run the policy is to throw everything you've got at it. The long-run strategy is to build in deficits.

Q&A

- What will be the impact on inflation? Answer: It depends on where the world economy goes. But, we know how to get rid of inflation (i.e. the Fed).
- We are going to see more international and domestic competition for firms. There is still more confidence in the US government.
- States with ARRA “czars” or committees – FL, CO, WA, OH, IL, WI, MA, AL, MI, NY, PA, MD, MN (other states have since named czars)

Congressional Panel: Changes in Washington and Economic Stimulus: Implications for Workforce Development

Panelists: Geri Fiala, Majority Staff Director, Subcommittee on Employment and Workplace Safety, Committee on Health, Education, Labor and Pensions (HELP)

Kelly Hastings, Staff to Senator Enzi, Ranking Member, Senate Committee on Health, Education, Labor and Pensions (HELP)

Teri Bergman, Majority, Staff Assistant, House Committee on Appropriations, Subcommittee on Labor Health and Human Services, Education and Related Agencies

Teri Bergman:

- Money in ARRA is intended to be spent quickly and wisely.
- Job creation not possible under workforce development streams with the exception of youth summer and year-round employment where the age was raised to 24 years.
- WIBs may contract with community colleges and other eligible institutions for training in high growth jobs.
- If states can show new WIA money can go to training and not to building the institution, then states will be in good standing for WIA reauthorization. Example: “money is not for another resource room at a one-stop.”
- Congress views the 15% discretionary funds for Governors to incentivize behavior change.

Geri Fiala:

- Regarding the employment and re-employment grants to link to job banks, states should consider listing all jobs created in ARRA.
- Senator Murray’s framework is that this is an opportunity to help unemployed and underemployed find new jobs and stay in the middle class.
- It is important for states to address gender, race, and other inequity issues so people can access the middle class.
- The Senator believes it is essential to invest in re-training to enhance productivity.
- Senator Murray and Senator Stabenow wrote a colloquy to clarify congressional intent on certain aspects of the workforce provisions in the ARRA. A link to the colloquy is available at: <http://www.workforceatm.org/sections/pdf/2009/Senators%20WIA%20Colloquy.pdf>
- ARRA funds should be spent with:
 - Emphasis on spending quickly and well, but must be accountable. Congress urged DOL to integrate reporting with spending.
 - Emphasis on youth and attainment of a work readiness credential. A work readiness credential is an appropriate measure of effectiveness.
 - Needs-based payments for low-skilled workers.
- Competitive Grant Program: - \$500 million for green jobs, \$250 million for health care – opportunity for WIB to look at emerging sectors and a regional level and make argument for investment.
- Senate held a listening in November 2008 for WIA reauthorization where various stakeholders (including NGA) responded to a series of questions posed by the Committee.
- It is critical for states to find a way to tell their stories and communicate these stories to Congress.

Kelly Hastings:

- Valuable to incentivize cross-training to coordinate systems in states ex: link ABE with workforce and ESL.
- 54% of ARRA jobs require post secondary education

Q&A

- Themes heard from the listening sessions (Geri Fiala):
 - There are three big populations – adults, dislocated, and youth
 - Disabled community has been a presence. Need to ensure the disabled population has access to one-stop centers and services in the community.
 - Focus on structural, sectoral approaches and incentives regionally
 - Concerns around contracting to leverage funds
 - What is the purpose of ABE?
- From appropriations perspective (Teri Bergman) – no one takes ownership of WIA. States need to get members of Congress to be champions. When Congress was writing the ARRA people were concerned the workforce system would not be able to spend the ARRA allotments. It is critical for states to prove to Congress they can spend the ARRA money effectively and efficiently. States should work with community colleges and LWIBS now on planning. Don't just wait for DOL guidance - planning should begin now.
- Will Congress join WIA and Perkins? Can't be explicit at this point, but we are listening to what people have to say.
- Be cautious about advocating a block grant and ending the "funding of silos." Funding streams should be invisible to consumers. The focus on funding program is kept high by advocates and the impetus for appropriations is to fund programs. If states lump everything into one block grant program they could lose that identity and support from advocates.
- "Congress cares less about WIA governance and more about people being served." To get the word out about system reform, workforce development community needs to show that it is a tool to increase US competitiveness.
- IL has a 40% training minimum. Suggested that Congress consider including strong language in WIA reauthorization about minimum amounts for training.
- Question about the continued funding of the Navigator program. Response was that these funds were viewed as seed funding and that states were to pick up the funding for these staff if they found them useful. Minnesota staff said that they have their Rehabilitation staff fully integrated into the one-stops and it has worked well.

Discussion: Federal Interpretation and Guidance on the Workforce Provisions of ARRA

Panelists: Raymond Uhalde, Senior Advisor to the Secretary of Labor for Economic Stimulus

Gay Gilbert, Administrator, Office of Workforce Investments, ETA

Dale Ziegler, Deputy Administrator, Office of Workforce Security

Byron Zuidema, Regional Administrator, ETA and Member on Economic Stimulus Implementation Team

Ray Uhalde:

- He is temporarily at DOL to help implement ARRA at ETA for 3-6 months He has been asked to hit timelines laid out in ARRA and insert the new Secretary's priorities on implementation of ARRA.
- DOL has acquired signatures from all 50 Govs to implement \$25 extra weekly UI compensation.
- There is an agreement between DOL and Treasury to issue guidance on extended UI.
- The TAA office will be sending a letter to 400 current petitioners letting them know about the change in the law so they can decide whether they want to file their petition under current law, or the revised law which goes into effect on May 18, 2009. (The new program includes an expansion of eligibility and benefits.)
- Several UI Program Letters (guidance) have already been issued by ETA to the states.

- ETA recently sent out Training and Employment Notice (TEN) that provides the vision and philosophy and timeline for implementation of ARRA funds under the jurisdiction of ETA (WIA and ES). A link can be found at: <http://wdr.doleta.gov/directives/attach/TEN/ten2008/TEN30-08.pdf>
- TEN provisions affect transparent, rapid train/employment, and make fundamental program changes. Spend ARRA with 07-08 money you already have so you increase the capacity of services. Congress expects we will increase services by 50 percent to adult workers.
- Fully expect to see substantial increase in services and formula programs will be cognizant of provisions in TEN and link to transportation, broadband, healthcare innovations, become part of building the pipeline to infrastructure spending.
- Spending of ARRA funds should be the heaviest over the next 12-18 months.
- It will be important to establish a new partnerships and a better system. Congress wants a better partnership with community colleges and to better serve low-income populations.
- Their philosophy is that, “This is the time for a comprehensive system that serves the American people.”
- Set of reviews going out to regional offices to work in consultation to find strengths and shortcomings at state, local, and federal level.

Q&A

- How can ETA help states with technical questions? ETA has established an e-mail address that was provided in the TEN for states and locals to use to submit questions. States should also raise questions through their respective ETA regional offices.
- Be as innovative as possible within the law. DOL can provide some waivers but not all areas are “waivable” (like eligibility). Be innovative with existing money AND formula money.
- There are preliminary conversations with Department of Energy staff to direct people to DOL for training because there is money coming through weatherization in ARRA.
- DOL met with EPA and they are amendable to DOL suggestion to list new jobs with state workforce agency job banks.
- States would like more information on why the approval process for National Emergency Grants (NEGs) takes so long (oftentimes the grant applications are sent back with little guidance on what needs to be changed.) Suggested that ETA provide additional technical assistance in this area.
- FL – Website and state job banks: States need documentation to demonstrate the kinds of jobs created and the people who became employed. It will make it easier to report the jobs created and would allow Governors to take ownership if ARRA jobs posted on State job banks.
- The State of OR proposed the governor require jobs to go on the state website, but there is push back from DOTs, etc. Can the federal government help with this? DOL – we are looking at this, but it does not have the authority to mandate this.
- The ARRA funds need to be expended by June 30, 2011 and ETA will be negotiating performance measures with the states. Recovery involves returning to employment. All of the states will be asked to modify their state plans to reflect the infusion of money that will encourage people to revisit their base funding. We don’t want people to “wait out” the recession. We want people to be re-trained for new and emerging jobs.
- Why isn’t DOL looking into more lay-off mitigation practices such as shared work? DOL - Shared Work requires the modification of state laws – 11 states currently have shared work. Unfortunately, adopting shared work would require legislative changes in many states and it is difficult to expedite such changes.
- Congress and the public will be very impatient about outcomes. Current WIA reporting does not lend itself to “quick reports on outcomes.” What is being done to create the reporting guidelines? DOL -ETA is reviewing and developing reporting guidelines for the use of ARRA funds. States were encouraged to provide ideas/suggestions to Byron Zuidema at zuidema.byron@dol.gov.

- Are states going to have to track the results to the individual? ETA doesn't know yet.
- Reporting occurs quarterly under the WIA, and it is likely that states will be asked to report some type of information on a monthly basis. Congress and the American public are anxious to hear about how things are going. As an example, Byron Zuidema posed the question: What if ETA asks states to report 10 days after the end of the month? There is a tension between what we can ask states to report on, etc. Also, we have to balance the expectations from recovery.gov and Congress.
- The issue of how ETA will define obligations vs. expenditures was raised by a state. The obligations line could help tell that story. What is ETA doing about this? ETA officials said that there are on-going discussions on this issue. The White House is requiring a monthly financial report for ARRA funds, so ETA must decide how best to provide this information without being too burdensome on the states/locals.
- Is there an expectation that the service delivery system will be better because of the ARRA? ETA – Absolutely!
- In terms of tracking the dollars, states want to increase efficiencies. However, if they need to get the dollars on the streets effectively and track them – it is difficult because they are not aligned. States are in operational mode now, and don't have a lot of time to set up systems. DOL – those aspects are not mutually exclusive. In the 21st century we need to say we are an industry that can put people to work quickly and track changes. The federal government can look at tension points between these two themes and then work on them.
- Waivers – DOL -there are three areas that DOL can't grant waivers. One of these areas is the transferability between adult and dislocated worker funding. Current law allows for 20 percent transferability and this will continue, but ETA will not grant any waivers to increase the 20 percent transferability for the ARRA funds.
- There is a lot of demand about how many people are actually being hired. Also pressure to count green jobs specifically. Are there other requirements outside of the workforce system for counting jobs? DOL – had a meeting with EPA to discuss some of this.
- Is the in-state distribution to local areas the same as the regular distribution except the dislocated adults? DOL – Yes.
- DOL – states should be cranking out numbers and plans to implement the money – specifically on summer and youth. What is going to make or break this is the media attention on summer jobs, training programs, etc. Need to match training programs with labor market trends in areas. The media programs are going to get the attention. Most of the accountability is going to be around the media attention. Expect it and act accordingly.
- Openness is key going forward. As we go forward – will we receive guidance from DOL to make sure states are on the right track, etc. It would be helpful to get feedback throughout this process. DOL – Great idea. DOL will reinstate a recurring meeting with national workforce associations (NGA, NASWA, Conference of Mayors, League of Cities, National Assoc. of Counties) to provide information. We all sink or swim together. We are going to try to be as open as we can throughout the process.
- Several states have instituted career readiness certificates. Can the stimulus money be used for career readiness certificates? DOL - Things authorized by WIA are allowed – so yes. However, it needs to be part of your Recovery Act activity.
- Can you give us an update on the new TAA legislation? DOL – we are putting out a letter to the petitioners very soon so they can make a decision where they want to file. A response is required by 30 days before May 18th to have guidance in effect. DOL is trying to get stimulus implementation money for staff to design the reforms. They don't have the near term deadlines, but will have guidance out soon.

- Is the letter to existing TAA petitioners to allow them to consider re-filing under the new law instead of the old? DOL - Yes. Petitioners will have to look at their circumstances and deadlines to decide what is the best/possible scenario for them.
- When we put together the state plan can we put together provisions just for the stimulus money? DOL – haven’t thought through this – need to have DOL look at it.
- DOL - Since 1994 the provision of UI benefits has been removed from the local areas/one-stops in most states. Remote claims are now predominant. Now the connectivity between the UI system and the reemployment/job training system has gone away – this is an area that needs to be looked at in more detail. There is \$250 M for reemployment services – LOOK AT INTEGRATING THE TWO SYSTEMS. New York, Nebraska and Missouri have good models – connectivity between UI, ES, etc. People shouldn’t hang up the phone and get off the internet without getting their services, etc. Need to restore relationship among these systems to assist the customer in a seamless way.

Note: Since the meeting, the following guidance has been issued by ETA related to ARRA Implementation:

- WIA and Wagner-Peyser Allotments: TEGL 13-08--
http://wdr.doleta.gov/directives/corr_doc.cfm?docn=2718
- Guidance for Implementation of the Workforce Investment Act and Wagner-Peyser Act Funding in the American Recovery and Reinvestment Act of 2009 and State Planning Requirements for Program Year 2009: TEGL-14-09--http://wdr.doleta.gov/directives/corr_doc.cfm?docn=2728

Workforce Development Symposium - Friday March 6th

Challenging Times and a Changing Economy

Panel 1: Green Economy: What is it? What is the role for states? What jobs are “green”?

Panelists: Mary Jo Waits, Director, Social, Economic, and Workforce Programs, NGA, Center for Best Practices

Stephanie McClellan, Policy Director to Governor Jack Markell, Delaware

Barbara Halsey, Executive Director, California Workforce Investment Board

Mary Jo Waits, NGA

Please view: [**PRESENTATION 1 – MJWAITS GREEN ECONOMY**](#)

Understanding the Green Economy

- Only a few states including WA and CA have conducted a comprehensive analysis of green jobs.
- There really isn’t a universally accepted definition of “green jobs”.
- A few years ago the talk was all about green energy, then green jobs, and now we are progressing to green economy. This is a bigger discussion and it is important to reframe the dialogue as economic policy issues. Now the people at the table to discuss this issue are expanding to bring different perspectives.
- The green economy is powered by different sources of energy and the challenge is to think strategically about the transition to the green economy.
- NGA suggests thinking in terms of a full blown strategy for your state, including the following:
 1. understand your economy;
 2. think about investing in R&D; and,
 3. deploy technology/energy efficiency economy wide.
- It is easier to identify core green industries, but it is harder to identify partially green firms.

- The biggest challenge is identifying the right people to have at the table and getting them there.

Stephanie McClellan – Delaware:

Please view: [PRESENTATION 2 – MCCLELLAN GREEN ECONOMY](#)

- Delaware’s green strategy focuses on:
 - “Climate prosperity” is generated when we use less, conserve and reuse more.
 - Green talent – quality of life attracts young people to live in a particular area, they want to be around other people like them, how do we attract these young people?
 - Assets of place and people
 - Talent Network – DE identified seven networks
 - Outcomes and impact – greens and grows the workforce; and creates new opportunities and sustainable prosperity
- Delaware is putting more ARRA money into energy efficiency. Budget of Delaware energy department is going from \$250K to \$26 million.

Barbara Halsey – California:

- In 2007 the California State WIB was charged with putting together a comprehensive plan for green jobs. In doing this the state focused on sector strategies.
- As part of the plan, CA created a Green Collar Jobs Council. Highlights include:
 - Since September 2008 – CA has been pulling together the council which consists of private sector members and members from the current state WIB.
 - Many organizations in CA were looking at workforce training but do not have a vehicle for the money.
 - The Green Collar Council is seen as a solution to workforce programs. Community Colleges, K-12, and the 49 LWIBS have begun to implement their “scoping plans.”
 - The Council has mapped out agencies that have some tie to funding green collar jobs, and businesses that have green job opportunities.
 - There is a one page business plan for the Council that can be found on their webpage at http://www.calwia.org/doc_files/Green%20Jobs%2067.pdf
- As a caution, don’t focus on a singular industry as green economy.

Q&A

- Be careful how you sell green economy. For example, we still need metal that comes from mills. Green materials don’t come from Home Depot.
- It’s not about eliminating jobs to gain green jobs. We don’t want to damage incumbent workers as we build a green economy.
- Why aren’t we mentioning nuclear? The Pew Study on the State will have tiers of green energy and nuclear power included in those tiers.

Panel 2 – Addressing the Worker Layoff Crisis through State Programs and Organizational Initiatives

Panelists:

Bruce Herman – Deputy Commissioner, New York State Department of Labor.

Jolene Jeffries – Director of Government Relations, Direct Employers Association.

Bruce Herman

Topic: New York’s Shared Work Program and lay-off Mitigation Efforts

Please view: [PRESENTATION 3 – HERMAN WORKER LAYOFF MITIGATION](#)

- In New York there is a one-on-one intensive level of service. Customers who visit one-stops must follow-up with system within 30 days of their first visit.
- The Overall challenge of WIA is how to get people in the door. New York State uses a stick approach. For example, if an individual is on UI, they must come to a one-stop. The carrot is the value of the services.
- The state merged WIA and workforce programs into Department of Workforce and Employment Services.
- Layoff aversion efforts going on in New York include:
 - Skills Training and Education Program (STEP) – they may put this on hold because they are not seeing employer enrollment.
 - Business services staff layoff aversion focus – the incumbent worker training program requires that if employee receives training with public money, that person must receive a pay raise. NY may put this on hold for awhile given the economy.
 - Early Alert/Layoff Aversion Pilot – in NY employers with 50 or more employees must give a 90 day notice (WARN) if they plan to lay people off. The federal minimum is 100 employees or less.
 - Shared Work Program – employers who may need to lay off workers instead decrease their hours and employees get UI for the hours they are not working. Under this initiative employers maintain integrity of their workforce. Currently there are over 16K workers and 600 employers in the program.
 - Targeted Employment Maintenance Program (TEMP) The case for Federally Funded Targeted Employment Maintenance Program – offers business a partial wage payment to retain workers at risk of layoff or to recall workers recently separated.

Jolene Jeffries

Topic: Rapid Re-employment Initiative

Please view: [PRESENTATION 4 – JEFFRIES RAPID REEMPLOYMENT](#)

- The DirectEmployers Association is owned and managed by a non-profit association of employers. Its mission is to provide a cost-effective national employment system that improves labor market efficiency and reflects our nation’s diverse workforce.
- Flagship service is the National Labor Exchange (NLX) – which is a website that performs a daily scrape for corporate jobs. States can upload their jobs or download the job postings to their state job banks.
- Large employers pay \$15k to join and it is free to everyone else.
- Benefits of the Rapid Re-employment System -
 - Nearly all the visible jobs in the economy are accessible through a single search, links to powerful career tool and to state workforce services, national resume database available to all job seekers and employers; small employers gain access to the national market, bilingual English/Spanish translation at both the National site and hosted state sites.
- The vision for the rapid re-employment system is for the site to be a central place for employers to input warn notices and then have the warn notices sent electronically to the state.
- For more information contact: Rich Berman rberman@aol.com; FAQ resource www.JobCentral.com/rri-faqs.asp

Q&A:

- How was the “stick” in NY been perceived for the 90-day WARN requirement? NY - The Commissioner of Labor has the right to take action if 90-day time notice period is violated. This isn’t a federal stick, because under federal law the individual can take action. NY doesn’t want to go after firms who violate the 90-day period. If a firm does violate they have a \$100 a day fine.

- Does the increase in pay requirement for people who receive training financed with public money apply to apprentice programs? NY - No, because they typically receive an incremental wage increase anyway. NY is coming out of an apprenticeship moratorium and using ARRA to expand pre-apprenticeship programs, especially for youth.
- If states require new jobs from ARRA to be on state job boards and then link to NLX would states be able to measure data on new jobs created by ARRA? Jeffries - There is discussion on this right now and possibly, yes.

Future Discussions for the Public Workforce Development System: Start Over – Transform-Tweak?

Panelists: Evelyn Ganzglass, Director Workforce Development, Center of Law and Social Policy

Larry Good, Chairman, Corporation for a Skilled Workforce

Bob Sheets, Director of Research and Development, Business and Industry Services, University of Illinois-Urbana

Robert Leber, Chair, Virginia State WIB / NAWB Board Member /Director, Education and Workforce Development, Northrop Grumman Shipbuilding

- Premise of the “debate” is to look at the future of workforce system beyond WIA. Should look at WIA as part of a larger system that needs some transformation.
- 1) *Question: If you were charged with reforming the public workforce development system to address the workforce and competitiveness challenges facing states over the next 10-15 years, What would be the key elements of the system? What would you keep of the current system? What would you get rid of?*

Evelyn Ganzglass: Neither keep nor blow up

- On the supply side the goal is to create multiple pathways out of poverty or to the middle class in order to prevent people from falling out of the middle class. WIA and ABE should provide “on-ramps” for individuals to achieve credentials with value in the labor market and lead to family wage jobs. They should connect to a first class system. Workforce programs should be part of a “good jobs” strategy and the system should target industries with good jobs. This includes low-income pathways as part of sector strategies and partnering with high road employers to respond to their needs. It also includes avoiding being influenced by smaller employers who have a desire to fill low quality jobs in the short term.

Robert Leber: Given the challenges we face now and what’s going on in workforce industry, beyond just government, it is important to understand what business needs.

- It is important to clarify a new mission and promote and support innovation-based development so the community is not left behind.
- Government is not the center of business in the workforce world and it is important for entities to carefully pick roles. Government is the market builder of social goods: 1 – transparency at local level, 2 – stronger regulation policies. It is important to be strategic investors and to be a catalyst in the market. Local WIBS are both forums and strategic investors.

Larry Good: The purpose of public workforce investment is to:

1. Help to accelerate people making career/job transitions;
2. Life-long acquisition of skills by adult workers; and,
3. Make sure everyone is ready to play in market place (skills).

Going forward it will be important to have:

1. Good coaching, advising, next generation workforce - not matching but advice and help.
2. Integrated and aligned adult learning across agencies.
3. Re-invent income supports.
4. Work with employers' needs to be targeted.

Bob Sheets:

- Changes need to be made to the system and include making LWIBs more regional to reflect the labor market, the economy of the region, legal entity/status etc. Relationship between LWIBs/SWIBs needs to be more formalized (i.e. performance measures expanded to meaningful through both levels).
- Keep the current system, but change some things such as the one-stops. It is important to help people figure out what skills they have. It is also important to get away from brick and mortar and move to more online and opportunities.

2) *Follow-up question: What in the current system helps us prevent people from falling out of middle class?*

Evelyn Ganzglass: Align ABE, Perkins, CC, TANF, and involve WIA. It is also important to position steps along and create pathways so people can move from one stage to another - allowing youth and adults to build skills.

Larry Good: It is important to connect at the industry sector level in order to understand skills needed and also to help create career pathways. The certification of basic skills through career readiness certification is also important.

Bob Sheets: The systems have to have a better safety net. Cluster and sector initiatives must set a new economic platform of public policy to enable these pathways to exist.

Robert Leber: The quick path to middle class is through registered apprenticeship programs. Now is the time to get people on a path to the middle class (machinist, engineers, and electricians). It is important to work on the psychology of parents and the education system. There should be opportunities to get an associate's degree as part of a student's senior year in high school.

3) *Follow-up question: US economy generates more low-wage jobs than middle class. Most of new jobs require some post-secondary education, how do we deal with these factors?*

Evelyn Ganzglass: Part of the decline has been because of the decline in unions. Individual workers have lost power in the labor market, and immigrant workers are being taken advantage of because of a lack of enforcement. For example: The U.S. is the only country in world without paid leave. The workforce side should work with employers who are trying to do the right thing.

Bob Sheets: Innovation based economic development requires strong safety nets. You can't ask workers to walk the high ropes of an innovating economy without safety nets. Europe is de-regulating businesses to spur innovation at the same time as beefing up social supports. It is important to rearrange social nets to incent risk taking and work.

4) *Question: Do you think WIA will perform in such a way with ARRA that it will be around in 5 years?*

Evelyn Ganzglass: Yes (maybe). If system doesn't deliver then there will be no support for WIA.

Robert Sheets: Yes, because of stakeholders. If states get the same flexibility as the federal government does then we will perform.

Larry Good: There could be a different system in 5 years as a result of WIA performing well.

Robert Leber: There will be a different system because we will be successful. We are going to spend money and report. It's going to be a better version.

5) *Question: This system has been build piecemeal with not real strategy around it. Are we at a moment in time with new Congress, Administration and economic crisis, to drive substantial change in workforce system?*

Bob Sheets: We have been stuck in the box with the 1970s version of workforce system. We need to get out of box because we are in a global economy. We are not there to fix the funding streams coming from the federal government. We need to re-phrase the conversation so it is not about "how do we meld the funding stream from the federal government."

Larry Good: WIA was passed without a core purpose. There is an opportunity here to come together around what is the core intent. This conversation will bring together WIA/Community Colleges/others in defining goals.

Bob Leber: It is important to be thinking beyond just WIA funds. There should never be a federal grant out there with no match. It is important to get boards thinking about how to leverage federal funds to maximize services.

Evelyn Ganzglass: There was a purpose to WIA – it was to get people into the labor market and things would take care of themselves. This has not worked because there is a lack of mobility in the labor market.

6) *Question: There was momentum off of TANF which got WIA passed. Do we have that momentum now?*

Evelyn Ganzglass: The current economy is really raising the consciousness of people about labor market problems. There is real interest, but there is not going to be a consolidation of funding streams.

Larry Good: States and communities have been creating strategies over the years with stakeholders. It's not universal, but people are transcending the funding challenges to define outcomes.

7) *Question: The influence of on-line training could be a game changer. How does it relate to WIA reauthorization?*

Bob Sheets: The application of ongoing long-term training is a game changer. It is important to understand how the workforce system should change with and still work with the regulatory structures in states. States need to be open to all sorts of new players and new models.

Evelyn Ganzglass: "Corporate University" - 24/7 operations where people can get on-line to solve the problem they have at work, it's a tutorial. It's flexible with learning modules and when we think of technology we shouldn't just be thinking about community college classes going online.

Bob Leber: Broadband is fundamental to on-line training. We need more Wi-Fi in the U.S. so people have access to the same resources across the country. On-line training is always a fidelity between on-line and hands on.

Larry Good: There should be more micro-modularization of training (i.e. healthcare technology). The industries we are working with are in the middle of tech revolution as well.

Bob Sheets: Now is the time in our states to form technology taskforces to tie what the public sector is doing in technology with the private sector.

8) *Question: The system today serves 3-5% of eligible population. Is use of technology a way to get a majority of eligible people?*

Evelyn Ganzglass: Use public money to make mainstream sources more responsive to workers needs.

Larry Good: How do you ensure a mixture of corporation funding, foundation funds, state contributions for training so we have enough resources? The metric needs to be in a strategy to provide training, not just aggregate skill levels.

9) *Question: Modest proposal – split the system. One purpose of WIA is universal access. This can't work. WIA is stretching too far - trying to do too much. Should we split the system? Business services under commerce and worker training under WIA?*

Bob Sheets: We need to have clarity of purpose on what business we are in and to take on a new mission. We need to offload – we have to stop trying to use workforce money to meet the needs of low-income populations. We have taken on problems in WIA that are beyond our ability to do effectively. What would be the metrics? Transparency in the market - boards should be investment boards that are fully transparent with metrics tied to investments and transparent.

We often confuse the role of WIBs with workforce centers. WIBs should not be tied to the work of the workforce center; they should be involved in larger policy strategies. Workforce centers should help low-income people. What would be a key change that would have to be made? Division of funding focus on money that is to be invested in larger public policy strategies and system changes issues vs. money that is to serve people. We can't confuse the two. The point of the WIB should be strategic not programmatic. If LWIBs focus on social services, the business community won't show up.

10) *Question: We are seeing change in one-stops; we're seeing more middle class people coming in the door. What is the future of WIA to address new populations in one-stops?*

Bob Sheets: Community colleges and universities are starting to engage students and alumni to deal with students. One-stops can't address the needs of middle class people as it is currently designed. One-stops are one critical component of a larger strategy.

Evelyn Ganzglass: The higher education system still runs on the mindset of serving young people coming out of high school despite the fact that the student population has changed (i.e. low-income populations).

11) *Closing remarks: where do we go next?*

Evelyn Ganzglass: Do a good job with the ARRA opportunity for transformation and leverage with community colleges. Measure what's important. Communicate back to Congress.

Bob Sheets: Say to the federal government that we are no longer in the business of building a workforce system on 6-7 funding sources. Use ARRA money to restructure WIA Title 1 money and the purpose of boards will be tied to the regional economic development community.

Larry Good: Make sure large scale training goes on with spending ARRA money. Be smart about working with community colleges and with non-traditional learning.

Bob Leber: See talking points from NAWB's singular message on the workforce system targeted at the Hill. As a society we need to look beyond recession because we will always have the challenges we had before recession.

Workforce Boards Chairs' Meeting – Friday, March 6th

Washington Update

Speaker: Linda Lawson, Legislative Director, Education, Early Childhood and Workforce Committee, NGA

- In November, Governor Rendell invited President-elect Obama to speak to the Governors about the economy. Governors told President-elect Obama they needed bold, quick, and large investments to address vulnerable populations with the stimulus.
- Nearly every state is experiencing a budget shortfall with totals reaching \$250-\$350 billion over the next two years.
- The White House Taskforce on Working Families, chaired by Vice-President Biden, has a goal to bring together HHS, DOL, Education, and Commerce. The President expects the taskforce to make administrative reforms.
- The taskforce will target middle income families. The first meeting of the taskforce occurred in February in Philadelphia and focused on green jobs. The link for the taskforce is: <http://www.whitehouse.gov/strongmiddleclass/>
- Green jobs are a priority for the new DOL Secretary, Hilda Solis. She mentioned an expansion of job training and green jobs in her confirmation speech and sponsored the Green Jobs Act while she was in Congress.
- Things to expect from the new DOL administration:
 - 1) Strong/urgent focus on job training. The investments we make today, must prepare people for the future.
 - 2) Focus on the underserved.
 - 3) Paradigm shift from a purely demand driven, business focused system to a focus on training and preparing workers for good jobs, especially in growing and emerging sectors.
- There are four buckets of money in play: 1) continuing resolution for FY 2009 2) ARRA 3) FY 2009 omnibus funding bill 4) President's FY 2010 proposed budget.
- The FY 2009 omnibus bill was passed by Congress and signed by the President on March 10th. For workforce programs, the final omnibus bill includes the following funding levels:
 - \$861.5 million for adult employment and training activities
 - \$924.1 million for youth activities
 - \$1.184 billion for dislocated worker employment and training (up to 30 percent of such funds may be transferred by a local board if approved by the Governor)

- \$283 million for the dislocated workers assistance national reserve (up to \$125 million may be made available for Community-Based Job Training grants).
- An Unemployment Insurance (UI) Modernization provision was included in ARRA, with \$7 billion for modernization incentive payments and \$500 million for state administration. Incentive payments are dependent on states enacting certain laws that expand UI eligibility. Most states do not have current law that qualifies for incentive payments.
- It is important to connect UI recipients with one-stop services.
- ARRA includes sweeping changes to the Trade Adjustment Assistance (TAA) program.
- Funding is expected to be fairly flat in the President's FY2010 budget. More details on the President's proposed FY 2010 budget will be released in April.
- Both the ARRA and the President's FY 2010 proposed budget call for greater accountability and transparency within federal programs.
- The NGA Winter Meeting attended by the Governors at the end of February highlighted the workforce system. During the Education, Early Childhood and Workforce Committee the Governors focused their entire meeting on workforce. The discussion included presentations from:
 - Pamela Passman from Microsoft – Microsoft Elevate America – Goal is to train two million workers. A link to the program is: <http://www.microsoft.com/About/CorporateCitizenship/US/CommunityInvestment/ElevateAmerica.aspx>
 - Steve Lockard from TPI Composites – We have to build wind turbine blades in US because they are too big to ship. TPI up-skilled workers at a Maytag plant in Newton, Iowa who now makes the blades.
 - Governors Workforce Policy – establishes the Governors' focus with broad major themes. 1) bring workforce development system up to 21st century 2) funding flexibility 3) shift focus to regional economy 4) increase flexibility for partnerships 5) improving innovation 6) align federal programs.
- The Governors also revised their workforce policy at the February meeting. The policy can be viewed on NGA's website at: <http://www.nga.org/portal/site/nga/menuitem.8358ec82f5b198d18a278110501010a0/?vgnextoid=2a9a9e2f1b091010VgnVCM1000001a01010aRCRD>
- On Capitol Hill, WIA reauthorization is slated to be taken up this year. The Subcommittee Chairman of the House Education and Labor Committee recently announced he planned to move forward on a bill by the end of the summer.
- The House Education and Labor Subcommittee on Higher Education, Lifelong Learning and Competitiveness held two hearings this year on WIA. Sandi Vito, Acting Secretary of Pennsylvania Labor and Industry spoke on behalf of governors. The testimony is on the NGA website at: <http://www.nga.org:80/portal/site/nga/menuitem.0f8c660ba7cf98d18a278110501010a0/?vgnextoid=7140c9d5514bf110VgnVCM1000005e00100aRCRD> Government and Congress are looking at emerging industries which require high skills and a baseline of education.
- Older workers are on the governors' radar. There is an NGA project on adult workers beginning soon.

Keynote: Demand for Education and Training: Stimulus Package and Beyond

Speakers:

Jeff Strohl, Director of Research, Georgetown University Center on Education and the Workplace

Nicole Smith, Research Professor and Senior Economist, Georgetown University Center on Education and the Workplace

Please view: [PRESENTATION 5 - KEYNOTE](#)

- Data presented pointed to the following:
 - Jobs will continue to trend downward.
 - Unemployment for lower educated workers will persist longer.
- ARRA hopes to create 3.7 million jobs and 60% of those jobs will be in construction, retail, and hospitals.
- Non-college jobs require formal and informal training and many ARRA jobs require extensive experience.
- It is important to map skill sets to emerging jobs in order to move unemployed from one job to another.
- The distribution of ARRA created jobs by states lists CA as the largest jobs created state followed by FL, NY, and TX.
- The ARRA allows training to extend beyond unemployment insurance.
- The problem with green jobs is they are defined by their impact on the environment, but not by the skills required. (Ex: some chemists are working on “green” but wouldn’t categorize all chemist jobs as green jobs).

Q&A:

- How do you quantify green jobs? There is not a lot of “green jobs” training.
 - Government officials expect states to count green jobs and report how many of them were created by the ARRA.
 - NGA will come out with an issue brief on Green Jobs. There is a Pew Center on the States report on the green economy scheduled to come out in April/May. The report will give the breakdown of the green economy on a state by state basis.

Saturday, March 7th

State Initiatives to Address the Economic Crisis: A Group Discussion

Speakers:

Debra Lyons, Director, Oregon Workforce Investment Board

Eric Seleznow, Maryland

Robin Widing, New Jersey’s State Employment and Training Commission

Debra Lyons - Georgia

Please view: [PRESENTATION 6 - LYONS](#)

- Georgia brands its workforce system across the state through the Georgia Work Ready Program. There are Work Ready Communities and Work Ready Regions across the state.
 - The Georgia Work Ready 2008 Scoreboard includes the following:
 - 39,338 Georgia Work Ready Certificate earned with 34,194 earned in 2008
 - 93% of certificate holders would recommend the Work Ready assessment
 - Report measures on customer service to Governor
 - 167 work ready profiles done in 2008
 - The greatest number of people being hired is at the older level

- 90% of businesses would recommend Work Ready to another business

Robin Widing – New Jersey

- New Jersey consolidated its workforce programs during the last administration. TANF and adult education were integrated into the Department of Labor and Economic Development
- The State WIB really wanted to focus on literacy and they passed supplemental funding through legislation to help support literacy programs. That created a literacy program and as a part of it, the local WIBs had to lay out integration plans.
- The state had an economic growth strategy and each local WIB was required to put together a plan based on clusters. The community colleges under the state plan are a required partner in the state plan and have a seat on the board.
- New Jersey is the most WIRED state and it has 18 out of 21 counties that are participating in WIRED activities. The local WIBs came together and created synergy with each other when they applied for WIRED grants. The 12 WIBs across the state continue to get together and plan, making it easier to do regional planning in the future. The state wants to encourage regional planning without tackling the issues with the one-stop system.
- The National Emergency Grant (NEG) has helped New Jersey to plan to combat the economic situation.
- There are also three tools the state is using to help with the economic situation. These include:
 1. Report on industries and companies hiring
 - Updating the WIB directors about where their jobs are every month
 - Any company with 100 or more job openings gets published on the list every month and it goes to the community colleges for their planning
 2. Real Time Jobs in Demand
 - Information goes to counselors for skill assessments, etc
 - In the past the labor market was looking at long term trends. The tool allows for the state to look at data quickly.
 3. Retooling the Labor Market Information

Eric Szeleznow - Maryland

- The world changed on September 15th and WIBs have been living the last 10 years on a supply and demand level. The needed supply does not exist and now there is a large demand.
- People are still talking about worker shortages today. While skill shortages still exist, today there are too many workers and the pipeline the system created must continue to meet both needs.
- The current system is being tried right now. There is a 35% increase in traffic at one-stops in MD.
- The Governor of MD has made strides in the workforce arena:
 - The Governor continues to talk about skills a lot and he goes to WIB meetings so he knows the system.
 - The Governor took adult education and correctional education out of the Department of Education and put it in the Department of Labor, automatically connecting them to the one-stops.
 - The Governor also introduced debit cards for UI to help make the process faster and easier.
 - Recently the Governor put out a bill to establish the MD Workforce Association as an intermediary to help combat the economic situation. The board of the association will include the Secretary of Labor and the Secretary of Economic Development. The entity will have authority to hire and procure outside of the state system and they will also be able to accept foundation funds. The association is modeled after the Commonwealth Corporation of MA. It allows for flexibility when the stimulus money comes to the state.

- The Governor is also introducing the Competitive Skills Initiative (CSI). The effort is similar to Michigan's No Worker Left Behind with a large training component. It also focuses on greener industries.
- The state would like to implement more lay-off aversion programs.
- The biggest challenge during the economic downturn has been to get every agency together to collaborate for the ARRA funds.

Q&A:

- The State of New Jersey has six clusters they are focusing on and the local WIBs can choose other clusters to focus on without being penalized? NJ - Yes
- How are your states using the stimulus money?
 - MD: The Maryland Workforce Association will be used as a way to get around state procurement.
 - NJ: The state is focusing on real time data and is taking steps to change things related to the stimulus package. The Labor Commissioner wants to do state-wide contracts and put together a menu of short term curriculum refresher opportunities as retraining. The Commissioner also wants locals to buy into the contracts and is working with the community colleges to do this.
- What are you doing to address the short-term problem – with regards to training people for no new jobs?:
 - MD: There are 2 jobs for every 7 unemployed workers. The shedding of the jobs in retail is a huge concern. Retail is a pathway to the labor market for incumbent workers and now these individuals are not getting their foot in the door. The state passed unemployment for part-time workers.
 - OR: The state is working closer with economic development folks and when unemployment is up the community college enrollment rate is up. This offers an opportunity to move lower skilled adults up. Relationships with employers are key, especially on the local level.
 - MD: It is important to talk with companies before lay-offs occur and shared work is a good option. There are a lot of short-term training options to take advantage of with the stimulus money, including weatherization. It is also important to look at options to place people in public sector jobs.
 - MA: It is important to keep existing businesses strong. There will be an emphasis on identifying where the new jobs will be.
 - CT: The Governor has convened an ad hoc work group to prioritize the shovel ready projects in CT. In the short-term, the group needs to prioritize these projects based on the number of jobs each project will create. It is imperative to prioritize projects by the number of jobs created to ensure the use of the stimulus funds meets its original intent – to create jobs.
 - OK: The state is trying to continue to follow the state plan because there is a picture of where the state needs to be in 2012. In the short-term the state needs to look at who are the people being impacted so the state can upgrade their skills while they are still working.
 - CO: It is important to monitor the internal assessment of the state workforce board to find out how they need to grow and expand to help meet the needs of the current economy. The state is starting to get further away from being staff directed and starting to use the business knowledge on the board more. It is also important to hold board members accountable and to connect the state board more with the local boards.
 - SC: The state has been in an economic crisis for a long time. The state continues to focus on I-JAG, incumbent training, adopted state wide career readiness standards, local board

standards, and one-stop certification. The state needs to institute more sector strategies and determine the sectors to focus on in the future.

Sector Strategies at the Hub of Future Workforce Development Policy

Speakers:

Maureen Conway, Deputy Director, Economic Opportunities Program, Aspen Institute

Rachel Gregg, Workforce Alliance

Gary Yakimov, Director, Business and Industry Strategies, Corporation for a Skilled Workforce

- Governors in a significant number of states are making sector strategies a central element of their state workforce and economic development policies.
- Sector strategies build partnerships of employers, training providers, community organizations, and other key stakeholders around specific industries to address the workforce needs of employers and the training, employment, and career advancement needs of workers.

Maureen Conway:

Highlights four challenges for Sector Initiatives in the current economy:

1. There is a capacity and staff turnover challenge.
2. Communicating results is going to be more important to validate the effectiveness of sector strategies.
3. Most sector initiatives involve multiple partners, which may be experiencing funding challenges
4. The harder to serve individuals always get left behind and there is a stigma attached to the program.

Gary Yakimov:

- Provided a brief overview of the NGA/CSW/NNSP Sector Initiatives Project which has been underway for three years.
 - Eighteen states are participating in the project and there are a number of products and services coming out in the near future. The project website is located at: www.sectorstrategies.org.
- There is an increasing interest in green initiatives as well as an emphasis on employer-led initiatives.

Rachel Gregg:

- The Workforce Alliance provided a brief overview of the various sector-based funding initiatives that were included in the American Recovery and Reinvestment Act (ARRA).
- These included the High Growth Initiative focusing on Energy and Health Care Sectors as well as two initiatives that were authorized under the Trade Adjustment Act reform changes.
- Funding for the two TAA initiatives was not provided in the ARRA bill.

Implementing the Economic Stimulus Package Provisions: A Working Session

Please view: [PRESENTATION 7 – ARRA DISCUSSION](#)

Highlights from the discussion;

- It is important for the local WIBs to spend ARRA funds by June 30th, 2010.
- There is a strict reporting requirement for the ARRA funds and DOL must show results. DOL is not going to wait for the final person in the job, the story will be told along the way by the states and the media coverage will be critical.
- Youth funds:
 - States should be proactively setting the stage and planning for the youth programs. The money will be there and there will be no excuses for not running it in summer 2009.
 - The Conference of Mayors has some information on the youth funding and best model programs that exist in cities.
 - Some issues and questions surrounding the current allocations included:
 - The wage requirements for the Summer Youth Program are below the average income level. The income requirements are incredibly low and income level for a family of two should be higher.
 - Each state should identify the state requirements around summer youth programs that prevent them from using the funds. These changes or issues should be sent to NGA.
- ETA recently sent out Training and Employment Notice (TEN) that provides the vision and philosophy and timeline for implementation of ARRA funds under the jurisdiction of ETA (WIA and ES). A link can be found at: <http://wdr.doleta.gov/directives/attach/TEN/ten2008/TEN30-08.pdf>. Some highlights include:
 - DOL is still formulating the reporting guidelines and according the OMB there will be at least a monthly recording requirement.
 - Real time information is critical for the reporting requirements.
 - There is an expectation that regular funds and ARRA funds should be spent at the same time.
 - State and local areas should explore expedited procurement strategies under state and local law.
 - State plan modification process – all states are asked to submit a one year extension – then there will a modification to the state plan
 - DOL is trying to expedite the waiver process and there are certain waivers they don't allow and list.
- The State Workforce Board Chairs Association (NASWBC) t has the voice of employers and it should be a pipeline to DOL. Maybe there needs to be a business advisory board for DOL.
- What are states doing with rapid response funds?
 - Incenting states or regions to do things. Those funds are a good way to get regions to start working together.
 - Some states are using rapid response funds to do sector strategies and lay-off aversion strategies.

Separate Chairs and Staff Directors' Discussion Sessions

The State Workforce Board Chairs and Staff Directors held separate sessions to address the following questions:

- What key points from the discussions stood out?
- What key challenges will states face?
- What can chairs/staff do?

The notes from these sessions are below.

State Workforce Board Chairs-Only Session:

What key points from the discussion session stood out?

- The stimulus provides a last chance for the workforce system and the chairs need to get this message out.
- The economic crisis is not going to turn around quickly.
- Lots of people need training, but there may not be jobs to fill.
- A lot of negative news is being created by the economic situation.
- There is a real opportunity to clean up and transform the system - this parallels what is happening with businesses.
- The “powerbase” for workforce development could shift from the current system to community colleges.
- The emphasis in the workforce system has shifted to training.
- The workforce system needs a stronger link to adult learning.
- There should be an increasing emphasis on middle skill certification and credentials.
- Three messages: move quickly – transparency – quality
- A key part of the message coming out of the current economic situation is that business is important.

What key challenges will states face?

- The workforce system will have to meet high expectations within tight timelines.
- There is a need to hit the ground running and sustain a fast pace.
- The workforce may not have enough control over all the variables to achieve the expected outcomes.
- A reauthorized WIA may shift from the demand-side focus to more of a supply focus and impact the makeup of WIBs.
- It is important to spend fast and correctly, which could lead to some “spoilage.”
- There is a need to look for the intersection of training and job creation.
- A lingering question from the recession is the ability of the system to spend its funding.
- With economy losing over 500,000 jobs a month, what do you train for – there is a disconnect between the job losses and the expectation to move people into jobs (good jobs).
- Skilled workers will go where the jobs are. If a state trains a worker and they move to another state for another job, who gets the credit?
- It is important to motivate other systems to perform with ARRA funds to create jobs.

What can the Chairs do?

- It is important to get the message out on the urgency of meeting the challenge presented by the stimulus package
- It is important to send out positive news on what good things are happening with the stimulus funds to combat the negative news that is likely to come out.

- Given the amount of funds and short timeframe, there will be screw-up's and it is important to promote reasonable expectations.
- The group should come up with three key message points that send a positive message on what the workforce system does.
- The group should set up a network of contacts across the states to quickly share information on what is working and what isn't and to pose questions across the states.
- Work with NAWB on getting good practice information out on both state and local level.
- The group should connect with the Department of Education and have a representative from the Department attend the summer 2009 meeting.

Other comments:

- There is universal awareness of the importance of economic development and the key role workforce development plays.
- The chairs are very confident that the system can deliver.

State Workforce Board Staff Only Session:

What key points from the discussion session stood out?

- The manner in which the states and locals handle the stimulus package will impact the continuation of the investment in the workforce investment system.
- This economic crisis will be around for a while and decisions should account for both the short-term and long-term circumstances.
- There was discussion around: Will the jobs be there? Do you train for the immediate jobs that are there are should there be a focus on individuals with low skills?
- There is some opportunity to move the workforce system toward transition and transformation.
- There could be a power shift in the system in part due to training and in part due to the increased attention the community college system receives. What is the impact on the workforce development system if the power shift occurs?
- There needs to be a stronger link to adult learning. Middle skill credentialing is important as well.

What key challenges will states face?

- There should be an emphasis on getting the media to understand the good things that are going on. It is critical to keep the expectations reasonable and focus on the good things.
- WIA Reauthorization could shift the discussion and potentially address changes in the structure of the boards.
- It is important to look for the intersection of training and job creation.
- It is important to motivate other systems with ARRA funds to create jobs to perform.

What can staff do?

- Staff felt DOL's processes need to change to ensure everything gets done on time and efficiently.
- The staff drafted points for a letter that the chairs can send to DOL regarding the ARRA.

Sunday, March 8, 2009

Business Meeting

- The Chairs' Summer Meeting will occur during the first two weeks of August and will most likely be a Saturday through Wednesday. The meeting will be in Charleston, SC.
- The association will vote on a new Chair and a new Vice Chair in August. It is a two year term and Pat is identifying a nominating team.
- Terri Cole will be the chair of the nominating committee and other members thus far include: Mark Musick, and Phil Dionne.
- Steve Hendrickson discussed the message points regarding workforce development and he is going to work on a document. It would be targeted for people who don't know much about the workforce system.
- Terri wants to ensure that the executive committee can act on behalf of the entire association regarding a response to the ARRA. It was determined the executive committee could act on behalf of the association without a motion or vote.
- The group then listened to the report outs from the staff and chairs only meetings. After discussion the group decided to draft a letter from the chair and vice chair on behalf of the Association to DOL regarding the ARRA. An outline was agreed on, based to that on the staff directors recommended points.
- Following the meeting the letter was sent to Ray Uhalde, Senior Advisor to Secretary of Labor Solis for Economic Stimulus.