



**Upper Peninsula Michigan Works!
Workforce Development Board
12pm Thursday, December 2, 2021
Meeting minutes**

I. Call to Order, Mark Massicotte, Chair

Board Chair, Mark Massicotte, called the meeting to order at 12:00 pm ET.

II. Roll Call

Present:

Mark Massicotte
Joe Esbrook
George Kinsella
Bridget Kennedy
Melanie Bicigo
Meagen Morrison
John Hamm
Mike Smith
Michelle LaJoie
Jonathan Mead
Samantha Cameron
Julie Wonders
Roy Del Valle

Excused:

Dave Anthony
Dave Goodreau
David Lord
Suzanne Pazdernik
Chad Rowe
Travis Cary
Jeff Holt

III. Public Comment

None.

IV. Approval of Agenda

A motion to approve the agenda of December 2, 2021, was made, supported, and unanimously approved. Motion passes.



V. Approval of Minutes from September 16, 2021

A motion was made by Mark Massicotte to approve the September 16, 2021 minutes as presented. John Hamm seconded the motion. All were in favor. The motion passes.

VI. Financial Report

There were two financial reports presented: the Grant Status & Overview and the Line-Item Budget. There were two questions from the Board on the financials. The first question was if there was a spending change with Covid-19 and the second was if there was a need to update the budget. Both questions were answered and addressed. A motion to approve the financial reports as presented was made by John Mead, seconded by George Kinsella, and unanimously approved. Motion passes.

VII. Action Items

A. PI 21-27: FY 22 PATH Program Plan Instructions

A motion was made to approve Official Policy Issuance 21-27 by Michelle LaJoie, supported by John Hamm, and all were in favor. Motion passes.

B. PI 21-30: TAA AY 2020/FY 2022 Allocations

A motion was made to approve Official Policy Issuance PI 21-30 by Joe Esbrook, supported by Michelle LaJoie, and all were in favor. Motion passes.

VIII. Reports

A. Chairperson

Mr. Massicotte, Chair, thanked the Board members and Upper Peninsula Michigan Works! for all their efforts this year.

B. CEO

CEO Bill Raymond highlighted his CEO Report. The workforce shortage and retention issues were discussed among the Board at length. The great resignation, employment challenges, and the resiliency study were discussed. It was noted housing is a major issue. It was agreed upon by the Board that connectivity on the housing issue is needed. Mr. Raymond will discuss this with Marty Fittante at InvestUP and get Board members connected on this issue.

IX. Old Business / Updates

A. CEAC Update – Debb Brunell

A CEAC subgroup met yesterday to plan for the next CEAC meeting. The CEAC is going to be looking at bringing people together to plan the first step in connecting businesses, building relationships, and K-12 schools through a MiCareer Quest Event. This event needs businesses involved, along with K-12 educators. The Board commended the CEAC for doing a wonderful job.

B. Michigan Works! Association Board

The Michigan Works! Association Board reorganized a few months ago. Ryan Hundt, the new Michigan Works! Association CEO brings a wealth of connections and knowledge. There were



some questions about the future of this topic such as how this board affects us, how do we advocate for the Upper Peninsula, and how the strategic direction from the Association Board affects us.

C. Strategic Plan – Janie McNabb

At the September Board meeting, there was a conversation about the vision statement. Ms. Janie McNabb looked at all the information compiled regarding this and asked the staff for input. The next step is to meet with a small committee of the Board to talk through strategic planning such as how customers have changed, and what the organization’s focus and priorities need to be. The subcommittee planned to meet after the Board meeting. Anyone is welcome to join this subcommittee meeting. Janie McNabb is also doing a swat analysis and engaging with the staff. At the next Workforce Development Board meeting, proposed high-level goals and an updates mission and vision will be discussed.

D. Childcare Task Force – Janie McNabb

Ms. Janie McNabb gave an update on the Childcare Task Force. The task force has met several times. The next meeting is on December 10, 2021 and anyone is welcome to join. The group is figuring out how to focus their efforts and priorities. It was noted the average wage for childcare providers is \$11/hour. Thank you to the Board members that have joined these conversations. The Board members’ input, leadership, and connections across the U.P. are vital to success.

X. New Business

A. 2022 Meeting Schedule Options

Options for a 2022 meeting schedule were presented. The Board agreed upon option one, which included four meetings for 2022. The meetings will be in March, June, September, and December. The next meeting is on March 10 in person.

XI. Communications

Fast facts were presented for informational purposes. No action needed.

XII. Member input – Updates / Items for discussion

A. Updates

Ms. Brunell announced that UPMW! was awarded \$250,000 through the MICA 3.0 grant. Through this grant, we are going to develop three employer-led collaboratives. There will be an orientation on the week of January 17 to come together virtually and hear about what a collaborative is and why you should be a part of it. All the Board members were encouraged to attend. Additional member input was given. There was discussion on the paradigm shift, wages, broadband access, a special program at Michigan Rehabilitation Services that work with farmers, and events coming up for trades.



XIII. Next Meeting

The next meeting will be held on March 10, 2022, at the Marquette Michigan Works! American Job Center.

XIV. Adjournment

Board Chair, Mr. Mark Massicotte adjourned the meeting at 1:39 pm ET.