

## W-2 Contractors' Meeting

**Location:** Skype

**Date:** June 30, 2021

**Time:** 10:30 a.m. – 12:00 p.m.

### Invitees

- |   |  |  |
|---|--|--|
| <input checked="" type="checkbox"/> Mac Strawder (DCF)                      | <input checked="" type="checkbox"/> Neb Macura (DCF) – substitute note taker |  |
| <input checked="" type="checkbox"/> Tony Dzedzic (FSC)                      | <input checked="" type="checkbox"/> Jennifer Marks (FSC)                     | <input checked="" type="checkbox"/> Stacey Eggen (FSC) |
| <input checked="" type="checkbox"/> Brian Wolfe (FSC)                       | <input checked="" type="checkbox"/> Sarah Kaminski (Equus WS)                | <input type="checkbox"/> Steve Reinhold (Equus WS)     |
| <input checked="" type="checkbox"/> Kanwen Shao (Equus Workforce Solutions) | <input type="checkbox"/> Deb Leslie (WRI)                                    | <input checked="" type="checkbox"/> Jody Conner (WRI)  |
| <input type="checkbox"/> Carolyn Frogness (WRI)                             | <input checked="" type="checkbox"/> Gina Brown (WCI)                         | <input type="checkbox"/> Shannon Franek (WCI)          |
| <input checked="" type="checkbox"/> Vang Lee (AWWI)                         | <input checked="" type="checkbox"/> Carlyle Outten (AWWI)                    | <input type="checkbox"/> Latoya Stewart (AWWI)         |
| <input checked="" type="checkbox"/> Nicole Hagen (Ross)                     | <input checked="" type="checkbox"/> Reno Wright (Ross)                       | <input checked="" type="checkbox"/> Parker Rios (UMOS) |
| <input checked="" type="checkbox"/> Sandra Salazar-Lozano (UMOS)            | <input type="checkbox"/> Jodi Prout (UMOS)                                   | <input type="checkbox"/> NaTasha Chevalier (UMOS)      |
| <input type="checkbox"/> Dallas Hawkins (UMOS)                              | <input type="checkbox"/> Xiong Lor (MAXIMUS)                                 | <input type="checkbox"/> Rachel Zietlow (MAXIMUS)      |
| <input checked="" type="checkbox"/> Neng Thor (MAXIMUS)                     | <input type="checkbox"/> Autumn Morgan (MAXIMUS)                             | <input type="checkbox"/> Randy Endsley (MAXIMUS)       |

Representatives from Department of Children and Families, Division of Family and Economic Security, Bureau of Analytics and Research, Bureau of Child Support, Bureau of Refugee Programs, and Bureau of Working Families were also in attendance.

### Conference Line

Skype Meeting

**Join by phone: (608) 316-9000, 51884694#**

### Agenda Items

#### 1. WELCOME & INTRODUCTIONS

**Owner:** Mac Strawder

**Time Allotted:** 5 minutes

Details: roll call

Discussion:

- Mac led roll call.

#### 2. FOODFINDER

**Owner:** Emily Luce

**Time Allotted:** 20 minutes

Details: overview

Discussion:

- Emily is the head of community partnerships and engagement with FoodFinder.
- The COVID-19 pandemic has led to an increase in food insecurity in the United States.
  - FoodFinder has had more use of its website and app since March 2020 than during the six previous years combined.
- FoodFinder was started as a central resource for information on food pantries and other free food programs.
- The website and mobile app are free to use, do not contain ads, and do not require a login.

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- The database contains over 50,000 food pantry listings and 25,000 school meal listings nationwide.
- Meal providers are able to add/update information on their organization through the website and app.
- FoodFinder has flyers and information cards available free of charge.
- For more information, Emily can be reached at [emily@foodfinder.us](mailto:emily@foodfinder.us).
- Kanwen asked whether we can put a link to FoodFinder on the <https://access.wisconsin.gov/access/> website.
  - Mac will follow up.
- PowerPoint presentation attached below for reference.



FoodFinder 2021  
Overview Slides for Sc

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## 3. DCF REVERTED POLICIES

**Owner:** Morgan Olmsted  
**Time Allotted:** 15 minutes

Details: update and time for questions

Discussion:

- Three Operations Memos will be published this week.
  - The first memo will announce four updates to COVID-19 policies.
    - The 30-day deadline for educational and career assessments will be reinstated.
      - The Help Desk sent an email this week.
      - The effective date is August 2, 2021.
    - The 30-day deadline for scanning documents into ECF will be reinstated.
      - The Help Desk sent an email last week.
      - The effective date is August 2, 2021.
    - SWICA matches will be turned on at the end of July.
    - Learnfare requirements will be reinstated.
      - COVID-19 related issues can be good cause for noncooperation.
      - The effective date is August 2, 2021.
  - The second memo is regarding the CX activity code and CX good cause code.
    - The CX activity code was used for activities that participants could not participate in due to COVID-19 related restrictions.
      - The code will be disabled in WWP.
        - The Help Desk sent an email last week.
        - The effective date is August 2, 2021.
      - The CX good cause code will remain active.
        - The memo will specify the proper use of the code.
    - The third memo is joint with Child Care and Child Support regarding good cause for child support noncooperation.
  - [Ops Memo 20-07](#) provided information about a new verification code (C9) in CWW.
    - Agencies should start collecting verification.
    - Guidance will be issued via the Help Desk, followed by an Ops Memo.
    - The effective date is July 19, 2021.
  - Jody asked if a Webl report can be created to show which participants have test scores entered for career/educational assessments.
    - Pete Shay from Bureau of Analytics and Research will look into it.

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## 4. TANF BUDGET UPDATE

**Owner:** Sasha Bong  
**Time Allotted:** 10 minutes

Details: update and/or discussion

Discussion:

- Sasha is in the DCF Office of Budget and Policy.
- The Biennial Budget has moved to the Senate as of June 29, 2021.
- Agencies can expect additional W-2 funding of \$4M in FY22 and \$7M in FY23.
- Funding details will be dependent on future caseload numbers.

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## 5. AGENCY DISCUSSION

**Owner:** Mac Strawder  
**Time Allotted:** 35 minutes

Details:

- Agencies were asked to prepare answers to the following questions:
  - Employers have stated they cannot find employees due to the federal stimulus payments. What is your agency doing to help employers in your community find qualified candidates?
  - As things open back up and with the mask mandate ending, what are your plans for transitioning staff back into the office?


Discussion:

- WRI (Jody)
  - There has been significant turnover among W-2 staff.
  - The agency reintroduced job fairs.
    - Not much interest has been shown among prospective employees.
    - Pop-up job fairs outdoors (in parking lots) are happening, with 1-2 employers.
  - The agency is contacting W-2 participants directly to inform them of suitable job openings.
  - Face-to-face job clubs have been reintroduced.
  - Work experience activities are restarting.
  - Agency staff have been in the office for the entire pandemic, except during the Stay at Home Order.
    - Some staff are working from home due to health issues.
    - Offices have opened to clients since the end of the mask mandate.
- WCI (Gina)
  - The agency is having trouble filling vacancies among its own staff.
  - Work experience sites can start accepting volunteers again.
  - Virtual and pop-up job fairs have been happening.
  - A job fair will be held in September.
    - It will be a face-to-face event.
    - A limited number of employers will participate.
  - WCI offices are starting to open (mask-friendly environment).
  - WCI staff are working from home.
    - Staff will return to the office October 1, 2021, using a hybrid model.
- UMOs (Sandra)
  - The agency held job fairs in its parking lot.
    - There were fewer attendees than expected, despite a strong advertising campaign.
  - Candidates are not consistently showing up for interviews for staff positions.
  - Masks are required in the UMOs office.
    - Many staff have reported that they are vaccinated.
    - Clients are frustrated with the mask requirement because other businesses no longer require them.
  - Will there be a uniform decision among Milwaukee W-2 agencies regarding opening offices to clients?
- Ross (Reno)

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- The agency has held virtual biweekly job fairs, with three employers and around 10 participants per fair.
- Drive-through job fairs are also happening.
- The agency is providing weekly job leads to staff.
- Work experience activities have restarted during the past few months as businesses reopen.
- The agency provided training certifications.
- The agency has asked employers to increase starting pay.
- The agency's offices have remained open.
  - Currently, 50% of staff are working in the office.
  - The agency is planning to implement a hybrid work model, pending decision from the corporate office.
- MAXIMUS (Neng)
  - The agency held job fairs.
    - The agency also participated in DWD & Employ Milwaukee job fairs both as an employer and service provider.
  - The agency is using social media to reach clients.
  - Staff have been gradually returning to the office starting June 1, 2021.
    - The process will be complete by the end of July 2021.
    - Vaccinated staff will not have to wear a mask or complete a daily "cleared to work" questionnaire.
    - Social distancing will remain in place for all staff.
- FSC (Tony)
  - The agency is using various forms of communication, including;
    - Newsletter to remind clients of available services;
    - Social media to reengage clients; and
    - Newsletters and presentations to reach employers.
  - The agency is participating in listening sessions and tours with employers.
  - The agency is providing budget/financial literacy training for clients.
  - Job skills training involves employers, including interviews and hiring of graduates.
  - Job readiness workshops are bringing together clients and employers.
  - The agency is connecting with workforce boards and community action agencies.
  - Approximately 70% of staff are working in the office.
    - On June 2, 2021, staff were informed that they will be required to work in the office.
- Equus (Kanwen – provided information below in writing)
  - Developing and increasing job readiness W-2 client employment skills.
  - Subcontract with YWCA / Dress for Success offers the STRIVE Certificate Program to W-2 clients.
    - YWCA was one of five projects in the entire United States to receive a Google funding grant to develop in-person / online client content. STRIVE job skill completion certificate represents an employment readiness curriculum (soft skills, interviewing skills, life skills, self-care, nutrition).
    - W-2 clients earning a STRIVE job skill certificate are offered job skill / vocational training, TEMP (on the job training), and 1:1 employment placement session with EQUUS Business Services Consultants (BSC).
  - Online Job Club 2.0 (employment ready W-2 clients)
    - 4 hours - 2 group workshops per week (employment readiness content).
    - 5 hours of Linked In Learning courses in areas of work interest.
    - 1 hour of 1:1 meeting with BSC (customized job leads, training opportunities).
  - Targeted 1:1 employer / training referrals: EQUUS Employment Unit staff members complete customized 1:1 W-2 client referrals to:
    - Maintain ties with local employers recruiting for open positions;
    - Job skill training programs with employment placement services;
    - Technical college certificate programs with employment placement services;

- Trial Employment Match Program (TEMP) employers - paid on the job training with direct hire opportunities after successful trial period.
- A 13-page EQUUS W-2 FSET TMJ Re-opening guide was submitted to Minette in preparation for the W-2 Contractors' Meeting and is attached below for reference.
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  - Equus FSET TMJ W2 Reopening Guide 061
  - Re-opening guide details reviewed with EQUUS W-2 staff prior to the June 14, 2021, transition back to office.
  - Advocate but do not mandate COVID-19 vaccination.
  - Non vaccinated staff are required to wear a mask (EQUUS Corporate Workforce Service decision).
  - Purchased health safety supplies for all staff members (air purifiers, cleaning supplies, clear plastic barriers, masks, UV light cleaners). Goal is to reduce return to office hesitancy and minimize W-2 staff turnover.
- EQUUS W-2 staff have returned to the offices starting Monday June 14, 2021.
  - 50% hybrid schedule, two groups that alternate office time weekly.
    - Allows for a more orderly staff withdrawal due to COVID-19 exposure.
    - Clients have the option to be seen in person starting Monday July 12, 2021.
- W-2 clients earning a STRIVE job skill certificate are offered job skill / vocational training, TEMP (on the job training), and 1:1 employment placement session with EQUUS Business Services Consultants (BSC)
- Online Job Club 2.0 (employment ready W-2 clients)
  - 4 hours - 2 group workshops per week (employment readiness content)
  - 5 hours of Linked In Learning courses in areas of work interest
  - 1 hour of 1:1 meeting with BSC (customized job leads, training opportunities)
- AWWI (Carlyle)
  - Mental health and domestic violence issues have increased among clients.
  - Stimulus money is leading to inflation and creating additional problems for clients.
  - The agency is planning to start a mentoring program for clients and their children.
  - The agency is hosting peer-to-peer counseling groups and training counselors.
  - Employers need to be encouraged to increase wages to attract and retain staff.
  - In-house virtual trainings will be online next month.
  - The agency is seeking to increase pre-pandemic staff numbers by 15 staff.
  - Lobbyists are working to convince the state legislature to use stimulus money to encourage people to work.
  - Staff will start working in office in July, and will be back to the office full-time in September.
  - In-office mask mandate and social distancing will continue for the duration of the pandemic.
  - The agency is mass texting job opportunities to clients.

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## 6. WALK-ONS/CLOSING

**Owner:** Mac Strawder  
**Time Allotted:** 5 minutes

Details: Walk-ons and/or discussion if needed.

Discussion:

- Please submit agenda items to Minette Knotts and Mac Strawder.

# Agenda and Minutes

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## Next Meeting:

Wednesday, July 28, 2021

10:30AM-12:00PM

Skype