

# WEWC Executive Committee Meeting

June 18, 2019

1:00 – 2:00 p.m.



## Teleconference connection instructions:

- To join by phone: (872) 240-3212    Access Code: 258-845-637
- To join meeting from your computer, tablet or smartphone.

<https://global.gotomeeting.com/join/258845637>

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1.	Safety Share
2.	Introductions
3.	Taskforce Updates <ul style="list-style-type: none"><li>• Demand &amp; Supply - Ron Graber &amp; Joan Turba</li><li>• Career Awareness &amp; Diversity - Lindsey Drake &amp; Amy Kox</li></ul>
4.	New Business/Issues <ul style="list-style-type: none"><li>• Financials/Dues Update<ul style="list-style-type: none"><li>▪ Dues Payments/WEWC Financials<ul style="list-style-type: none"><li>▪ \$50K Threshold</li></ul></li><li>▪ Voting Member Designation</li></ul></li><li>• Possible reach outs –<ul style="list-style-type: none"><li>▪ Henkles &amp; McCoy</li><li>▪ Peiper Power (joined already as MP Systems Inc.)</li><li>▪ MJ Electric</li><li>▪ NPL Construction</li></ul></li><li>• Second Half of the year dues discussion – June 1, 2019</li><li>• Budget Planning<ul style="list-style-type: none"><li>• Task Forces submit for July Strategic Planning Meeting</li></ul></li><li>• Website<ul style="list-style-type: none"><li>• URL Purchased and applied to the site</li><li>• CEWD updated links from their website</li><li>• CEWD provided additional branding content to update</li></ul></li><li>• Consortium Meeting Frequency</li><li>• Strategic Planning – July 22, 2019</li><li>• CEWD Google JFF Partnership</li></ul>

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	<ul style="list-style-type: none"><li>• CEWD Personnel Announcements</li></ul>
5.	September 18, 2019, Full Consortium Meeting at MGE’s Fitchburg Training Facility <ul style="list-style-type: none"><li>• Agenda and Presenters – <i>ideas</i></li><li>• Taskforce Report Outs</li><li>• CEWD Update</li><li>• Midwest Meeting Minnesota Summary of meeting<ul style="list-style-type: none"><li>○ BJ, Joan, Ron, Troy and Allen attending</li><li>○ John Glynn presenting</li></ul></li><li>• Strategic Planning Update</li></ul>
6.	Open Forum

**Upcoming Meetings:**

Executive Committee: July 22, 2019 Strategic Planning – 9 – 3 pm – MDS  
Full Consortium: September 18, 2019 - 9 a.m. at MGE's Fitchburg Training Facility



## Wisconsin Energy Workforce Consortium Balance Sheet Prev Year Comparison

06/04/19

Accrual Basis

As of May 31, 2019

	May 31, 19	May 31, 18	\$ Change	% Change
<b>ASSETS</b>				
<b>Current Assets</b>				
<b>Checking/Savings</b>				
1000 - Bank Accounts	35,391.71	0.00	35,391.71	100.0%
<b>Total Checking/Savings</b>	35,391.71	0.00	35,391.71	100.0%
<b>Total Current Assets</b>	35,391.71	0.00	35,391.71	100.0%
<b>TOTAL ASSETS</b>	<b>35,391.71</b>	<b>0.00</b>	<b>35,391.71</b>	<b>100.0%</b>
<b>LIABILITIES &amp; EQUITY</b>				
<b>Equity</b>				
Net Income	35,391.71	0.00	35,391.71	100.0%
<b>Total Equity</b>	35,391.71	0.00	35,391.71	100.0%
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>35,391.71</b>	<b>0.00</b>	<b>35,391.71</b>	<b>100.0%</b>

**Wisconsin Energy Workforce Consortium**  
**Profit & Loss Budget vs. Actual**  
**January through May 2019**

06/04/19

Accrual Basis

	Jan - May 19	Budget	\$ Over Budget	% of Budget
<b>Ordinary Income/Expense</b>				
<b>Income</b>				
<b>5000 · Dues Income</b>				
5005 · Utility	30,000.00	30,000.00	0.00	100.0%
5010 · Contractor	14,000.00	10,000.00	4,000.00	140.0%
5015 · Cooperative	0.00	1,500.00	-1,500.00	0.0%
5020 · Utility Association	1,500.00	1,500.00	0.00	100.0%
<b>Total 5000 · Dues Income</b>	<u>45,500.00</u>	<u>43,000.00</u>	<u>2,500.00</u>	<u>105.8%</u>
<b>Total Income</b>	45,500.00	43,000.00	2,500.00	105.8%
<b>Expense</b>				
<b>01 - BANKING &amp; INSURANCE</b>				
6010 · Accounting Services	0.00	250.00	-250.00	0.0%
6015 · Bank Service Charges	46.00	200.00	-154.00	23.0%
6020 · Annual Report Fee	0.00	10.00	-10.00	0.0%
6030 · Insurance Expense	0.00	1,000.00	-1,000.00	0.0%
<b>Total 01 - BANKING &amp; INSURANCE</b>	46.00	1,460.00	-1,414.00	3.2%
<b>02 - ADMIN</b>				
6105 · Services	9,475.00	24,000.00	-14,525.00	39.5%
6110 · Supplies	337.29	1,000.00	-662.71	33.7%
6115 · Postage	0.00	100.00	-100.00	0.0%
6120 · Printing	0.00	100.00	-100.00	0.0%
6125 · Fax/Copies	0.00	100.00	-100.00	0.0%
6130 · Telephone Expense	0.00	1.00	-1.00	0.0%
6135 · Travel	0.00	1.00	-1.00	0.0%
<b>Total 02 - ADMIN</b>	9,812.29	25,302.00	-15,489.71	38.8%
<b>03 - BOARD EXPENSES</b>				
6305 · Board Meetings	0.00	1.00	-1.00	0.0%
6355 · Training and Development	0.00	1.00	-1.00	0.0%
6375 · Strategi Initiatives	0.00	1.00	-1.00	0.0%
<b>Total 03 - BOARD EXPENSES</b>	0.00	3.00	-3.00	0.0%
<b>04- PROGRAMMING</b>				
6420 · Meetings - Meals	0.00	1.00	-1.00	0.0%
6425 · Meetings - Speaker Fees	0.00	1.00	-1.00	0.0%
6430 · Meetings - Speaker Expenses	0.00	1.00	-1.00	0.0%
<b>Total 04- PROGRAMMING</b>	0.00	3.00	-3.00	0.0%
<b>05 - MARKETING</b>				
6810 · Advertising and Promotion	0.00	1.00	-1.00	0.0%
<b>Total 05 - MARKETING</b>	0.00	1.00	-1.00	0.0%
<b>06 - WEBSITE/TECHNOLOGY</b>				
6510 · Website and Database	250.00	600.00	-350.00	41.7%
<b>Total 06 - WEBSITE/TECHNOLOGY</b>	250.00	600.00	-350.00	41.7%
<b>Total Expense</b>	<u>10,108.29</u>	<u>27,369.00</u>	<u>-17,260.71</u>	<u>36.9%</u>
<b>Net Ordinary Income</b>	35,391.71	15,631.00	19,760.71	226.4%
<b>Net Income</b>	<u><b>35,391.71</b></u>	<u><b>15,631.00</b></u>	<u><b>19,760.71</b></u>	<u><b>226.4%</b></u>

CEWD is in discussions with Google and Jobs for the Future (JFF) to develop a partnership to support the scaling of the Google IT Support Professional Certificate. The certificate, developed by Google and hosted on Coursera as well as by nonprofit organizations and community colleges, is designed to prepare beginner learners for roles in IT support. In particular, it creates opportunities for students and workers looking for self-sustaining careers, including low income and marginalized populations. The program covers all the fundamentals of IT support, including trouble shooting, customer service, networking, operating systems, system administration and security. With support from Google, the initiative is being rolled out with multiple strategies to focus on state implementation, a hiring consortium of employers, and selected community colleges.

CEWD has recently added support positions like those in Information technology to its critical jobs list. The workforce impact of enabling technologies in the *CEWD National Strategic Workforce Plan: Game Changers* describes a growing need in the industry for positions in Information Technology. The IT Support Professional Certificate, by itself or in combination with Associate Degree or a Bachelors Degree program of study, provides competencies that are needed in IT positions in our member companies. Out of a sample of 20 jobs posted on Get Into Energy for IT support or specialist positions, half of the postings required or preferred a bachelor's degree, and the other half required or preferred an associate degree, experience or less.

This partnership will provide the platform to identify competencies and credentials that link to IT careers in the energy industry. The ability to earn a short-term credential (8 to 12 months) and obtain an entry level position in IT will provide a pathway for students and workers to additional education and advancement. The pathway follows the CEWD framework of stackable credentialing through working and learning. With a targeted approach toward underrepresented groups, this potential partnership could also increase the diversity in critical IT positions.

### **What does CEWD bring to the partnership?**

CEWD's established State Energy Workforce Consortia provide a unique starting point for development and implementation of partnerships like these; consortia members include both industry leaders and their education partners who are part of the National Energy Education Network (NEEN). A number of our stronger consortia are in states listed by Google and JFF for current deployment and future expansion. These existing relationships bring employers and their education partners to the table with an established history of working together on both the demand and supply sides.

### **What does Google bring to the partnership?**

The Google IT Professional Certificate is an already established model with curriculum and credential currently being implemented both online through Coursera and in multiple NGO and community college programs. Google has also established a hiring consortium of major companies. Certificate earners can connect directly with members of the hiring consortium and share resume and other information with the companies. There is no charge for participating in the hiring consortium and no hiring commitments are required. (Duke Energy is currently involved in becoming part of the hiring consortium.) In addition, the Google name and brand add marketplace credibility and value in the marketplace.

**What does JFF bring to the partnership?**

JFF is a national nonprofit that builds educational and economic opportunity for underserved populations in the United States. JFF develops innovative programs and public policies that increase college readiness and career success and build a more highly skilled, competitive workforce. Through the years, CEWD has worked with JFF on several projects and has established relationships with the organization and its leadership. Over the past year, JFF has worked with Google to pilot offering the certificate at 25 community colleges, with plan to scale to 100. As well, JFF manages Google’s portfolio of about a dozen well respected NGOs. Through its network of community college partners, many of them overlapping with NEEN, JFF will be able to open conversations with colleges and existing IT programs of study where CEWD and the consortia have not worked before.

**Implementation proposal:**

There may be potential for funding for CEWD and the State Energy Workforce Consortia involved in initial implementation. The funding would include money for:

- A CEWD Project Coordinator to coordinate consortia activities, analyze job postings, and identify common requirements to justify commitment of consortia
- Developing an employer commitment form or Memorandum of Understanding
- Developing a communication piece to recruit students and/or workers into the program that focuses on energy jobs
- Modifying the Get Into Energy website and pipeline framework to include IT Support positions and developing a national template for support positions.

CEWD is proposing the following short term project plan:

<b>Action</b>	<b>Responsibility</b>	<b>Time frame</b>
Conduct a webinar with current consortia in IL, MI, WI, MN and other interested consortia to discuss certificate and gauge interest. Include consortia chair from each state and other representatives. The webinar would include <ul style="list-style-type: none"> <li>• Introduce the Google IT Certificate and how it works.</li> <li>• Get employer input on how current jobs map to the certificate and demand.</li> </ul>	CEWD JFF Google	June, 2019

<ul style="list-style-type: none"> <li>• Discuss potential to modify hiring requirements to include certificate.</li> <li>• Review recommendations, best practices, and potential issues based on JFF experience</li> <li>• Highlight examples of where the certificate is currently being offered and include work at Duke</li> <li>• Map out an approach from Google's standpoint, from a school's standpoint, and competencies</li> </ul>		
Define requirements for potential integration of Get into Energy including connections with employability skills, common IT Competencies and connections to diversity initiatives.	CEWD	July, 2019
Provide statistics on completers and jobs	Google JFF	July, 2019
Define funding requirements.	CEWD JFF	July, 2019
Confirm the interest of CEWD consortia to participate in a pilot	CEWD	August, 2019
Present results to Executive Council and make decision on participation. Upon approval, launch as CEWD initiative.	CEWD	September 12, 2019
Develop pipeline/recruitment process to align graduates with jobs (companies to identify needs and coordinate with colleges)	CEWD JFF	September, 2019
Provide pilot sites with guidelines for hiring coordinators or coaches.	CEWD JFF	September, 2019
Identify community colleges within pilot states and conduct webinar and / or face to face meetings with consortia to identify career pathways and students. Assess potential for GIE Registration Site use.	CEWD JFF	September, 2019
Identify opportunities for pilot companies and education partners to meet in conjunction with existing convenings such as the AACC WDI and JFF Horizons.	CEWD JFF	September, 2019
Track success as part of dashboard and Coursera/delivery and/or CEWD Measuring Progress, document success stories	CEWD JFF	October - December, 2019



Develop a sustainability plan for pilot sites,	CEWD JFF	December, 2019
Define ongoing project and recommendations for expansion	CEWD JFF Google	December, 2019