



North Central Wisconsin Workforce Development Board

Hilton Garden Inn
151401 County Road NN
Wausau
Salon C2 Meeting Room
Thursday, September 12, 2024 • 10:00 a.m.

Minutes *(Approved)*

WDB Members Present: Al Chaney, Angie Close, Angela Eberhardt, Dave Eckmann, Conney Edmondson, Paula Erickson, Paul Herold, Jeremy Higgins, Ron Karl, Jodi Gruhn, Tim Norlin, Casey Nye, Kristine Porter, and Eva Scheppa.

WDB Members Present by Zoom: Thad Brockman, Matthew Murphy, and Anthony Negani

WDB Members Absent: Kate Ferrell, Patty Noland, Diane Sennholz, and Andy Thompson.

WDB Staff Present: John Cokl, Brian Kalish, Jane Spencer, Jennifer Reinert, Rob Golla, Peter Gelhar, Amy Hoppa, and CJ Tangedal

Others Present: Mitchell Rupp, Colt Nicklaus, Kristin Derrie, Briane Wolfe, Lisa Omen, Amy Yessa, Mark Jochem (Zoom), Michael Tautges, and Tim Smith.

1. **Call to Order-** Chaney called the meeting to order at 10:01 a.m.
2. **Announcement of Quorum-** There was quorum.
3. **Approval of Agenda** – Erickson moved to approve the agenda; it was seconded by Nye.
Motion carried
4. **Approval of Minutes from June 13, 2024** – Close moved to approve the minutes from the June 13, 2024, meeting; it was seconded by Edmondson. Motion carried.
5. **Approval of Treasurer’s Report** – Norlin moved to approve the treasurer’s report as presented; it was seconded by Higgins. Motion carried.
6. **Announcements from the Chief Elected Officials** – Tautges reported the CEO’s approved the WIOA performance negotiations. The workforce issues in the areas are lack of teachers, and county employee wages. Others reported on healthcare industry short on workers and childcare being an issue.
7. **Announcements from the Chair** – None

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8. **2024 – 2028 Strategic Plan** – Spencer presented the strategic plan PowerPoint slides the NCWWDB staff completed with the aid of Tim Smith. Nye moved to approve the 2024-2028 strategic plan; it was seconded by Eckmann. Motion carried.

9. **Workgroup/Program Summaries**

- **Executive Committee** – None
- **Program Updates** – Kalish reviewed the WIOA performance results included in the packet. All measures all being met by WDA 6. NCWWDB staff, along with the CEOs, completed the performance negotiation process for program years 2024 and 2025. Colt Nicklaus from Forward Service Corporation reported on the WIOA activities from the report included in the packet. Nicklaus highlighted a participant story from the Support to Communities Grant.

Spencer highlighted the two Reentry Programs - Windows to Work and Wisconsin Pathways Home. The Windows to Work Program is facilitated in the Adams and Wood County Jails. The Wisconsin Pathways Home Program is more focused on the individuals returning to the region from State Institutions.

10. **Partner Reports**

- **OSO** – None
- **CWIMA** – Conney Edmondson reported their recent welding and machine tool competitions for the smaller rural schools where they involved 90 students in 26 schools. CWIMA awarded nearly \$36,680 in scholarships. CWIMA raised nearly \$49,000 during their annual golf outing in August. The annual Heavy Metal Tour is scheduled for October 2, 2024, where 8th graders will tour area manufacturing facilities. This year there are 1,000 students registered and 52 manufacturers to host tours. CWIMA is currently working on capturing data for students who participate in the program and who stay in the state to work for a manufacturing business.
- **WATEA** – Amy Yessa reported they started a grant for training automotive technicians in February of this year. In August, they had their first training classes.

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This program will run until March of 2026. Their goal is to upskill technicians that are already in the field. The Commute to Careers program has four shuttle vans running Monday – Friday with multiple locations. They provided nearly 37 total trips in the first month.

- **Boys and Girls Club** – Jeremy Higgins reported they are doing Workforce Wednesdays to celebrate workforce development month. They held many career camps over the summer led by industry professionals. They also created four camps to highlight careers in natural resources and outdoor recreation.

11. Adjournment – Close moved to adjourn the meeting; it was seconded by Norlin. Meeting adjourned at 11:15 a.m.



North Central Wisconsin Workforce Development Board

Northcentral Technical College
1000 W Campus Drive, Wausau
Room E101

Thursday, December 12, 2024 • 10:00 a.m.

Minutes (Approved)

WDB Members Present: Jodi Gruhn, Jeremy Higgins, Dan Kinsella, Casey Nye, Michael Tautges and Amy Yessa.

WDB Members Present by Teams: Al Chaney, Angie Close, Angela Eberhardt, Paula Erickson, Kate Ferrell, Paul Herold, Matthew Murphy, Patty Noland, Kristine Porter, and Eva Scheppa.

WDB Members Absent: Thad Brockman, Dave Eckmann, Conney Edmondson, Ronald Karl, Anthony Negani, Tim Norlin, Diane Sennholz and Andy Thompson.

WDB Staff Present: John Cokl, Brian Kalish, Jane Spencer, Jennifer Reinert, Peter Gelhar and Rob Golla.

Others Present: Brian Wolfe, Colt Nicklaus, Kathy Kloes and Kristin Derrie.

1. **Call to Order-** Chaney called the meeting to order at 10:06 a.m.
2. **Announcement of Quorum-** There was quorum.
3. **Approval of Agenda** – Murphy moved to approve the agenda; seconded by Erickson.
Motion carried.
4. **Approval of Minutes from September 12, 2024** – Gruhn moved to approve the minutes from the September 12, 2024, meeting; seconded by Close. Motion carried.
5. **Approval of Treasurer's Report** – Close moved to approve the Treasurer's report as presented; seconded by Herold. Motion carried.
6. **Announcements from the Chief Elected Officials** – Tautges reported the CEO's approval of two new Board members - Dan Kinsella and Amy Yessa. Tautges welcomed both to the Board. Tautges highlighted the CEO's top two concerns for finding enough people, in all the counties, to work in health care and the trades. Counties are completing their 2025 budgets. A main concern is the cost-of-living adjustment and the ability to offer wages and

benefits substantive enough to retain quality employees. Counties are seeking ways to work together to avoid poaching staff from each other.

7. Announcements from the Chair – Chair Chaney and Director Spencer invited Amy Yessa and Dan Kinsella to introduce themselves to the Board. Each provided an overview of their background and experience. Eva Scheppa, with Family Health Center of Marshfield, also introduced herself. Eva will represent the healthcare sector. Kate Ferrel, from Nicolet College, is back on the Board representing the Wisconsin Technical College System. All present and continuing Board members briefly introduced themselves as well.

8. Program Presentation: WIOA Program – Business Solutions –Kalish presented an overview of the program side of the Workforce Development Board and Gelhar presented on the Business Service side of the Board and how those two pieces work together. Programs and Business Services have separate roles but work together toward the same goal, getting individuals into family-supporting jobs.

9. Workgroup/Program Summaries

- **Program Updates** – Kalish reported DWD completed their monitoring of the NCWWDB Title One programs in November. He offered a reminder that the Program Year runs from July 1st to June 30th, so we are early in the program year. Performance numbers for quarter one will continue to go up as the year progresses.

Nickolas reported from Forward Service Corporation with information from the WIOA Update, included with the meeting packet.

Spencer added that some Job Center leases will be up for renewal with possible changes under consideration. Also, DWD and Nicolet Library Federation have partnered to create Job Pods, mini job resource centers offered to libraries throughout Wisconsin. Two libraries are participating in our region: Eagle River and Wausau. These Job Pods enhance our workforce services by offering another access point to reach the population. Spencer also highlighted the Re-Entry program, a partnership with the Wisconsin Department of Corrections at the Adams and Wood County Jails. The Wisconsin Pathways Home is a newer grant

with the U.S. Department of Labor, working with former inmates released from the State institutions. Support to Communities, opioid crisis grant ended in August. DWD has a new opioid grant. NCWWDB is partnering with the Northwest Board, applying to the DWD for consideration of the rural grant. A decision will likely be announced next week. The Wisconsin Workforce Boards hosting the Talent Development Conference (TDCon25) April 15-16 in Milwaukee. Board members are encouraged to attend.

10. Partner Reports

- **OSO** – An All-Staff Training was held for OSO in October.
- **CWIMA** – None. Edmondson not in attendance
- **WATEA** – Yessa reported on their ongoing Industry 4.0 Training for automotive technicians. The overall goal is to advance the knowledge of auto technicians in the area, beyond what a technical school would typically offer. This is partnership with Carquest Technical Institute. They offer three days of training a month from now until March 2026, with A, B, and C level tracks for technicians. Classes are free to attend. Employers pay their staff wages to attend the classes. So far, all classes have been full except for one. Also partnering with MSTC on a Commute to Career Shuttle, transporting students through June of 2025. Both would like this collaboration to continue and possibly expand.

Executive Committee – Chaney announced Spencer’s plan to retire in April 2025. Spencer has served the organization for over 20 years and began her career as an Adult Program Coordinator. Chaney shared these will be big shoes to fill. He offered his appreciation for her stellar work and wished her well. Spencer thanked her team and the Board for their support.

11. Adjournment – Erickson moved to adjourn the meeting; seconded by Higgins. The meeting was adjourned at 11:04 a.m.

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Minutes approved 03/13/2025



North Central Wisconsin Workforce Development Board

Northcentral Technical College
1000 W Campus Drive, Wausau
Room E101

Thursday, March 13, 2025 • 10:00 a.m.

Minutes (Approved)

WDB Members Present: Jodi Gruhn, Paul Herold, Jeremy Higgins, Ronald Karl, Matthew Murphy, Michael Tautges and Amy Yessa.

WDB Members Present by Teams: Thad Brockman, Al Chaney, Angie Close, Angela Eberhardt, Dave Eckmann, Conney Edmondson, Paula Erickson, Kate Ferrell, Dan Kinsella, Anthony Negani, Tim Norlin, Patty Noland, Casey Nye, Kristine Porter, Diane Sennholz, and Eva Scheppa.

WDB Members Absent: Andy Thompson.

WDB Staff Present: John Cokl, Peter Gelhar, Rob Golla, Ginger Keymer, Brian Kalish, and Jane Spencer.

Others Present: Brad Berglund, Colt Nicklaus, Mitch Rupp, Ron Skallerud, and Brian Wolfe.

1. **Call to Order-** Chaney called the meeting to order at 10:02 a.m.
2. **Announcement of Quorum-** There was quorum.
3. **Approval of Agenda** – Murphy moved to approve the agenda; seconded by Erickson.
Motion carried.
4. **Approval of Minutes from December 12, 2024** – Herold moved to approve the minutes from the December 12, 2024, meeting; seconded by Edmondson. Motion carried.
5. **Announcements from the Chair** - Chaney provided an update on the search for a new Executive Director to replace Spencer, who is retiring at the end of April. The search process involved interviewing a few candidates and has been narrowed down to two finalists. The small group involved in the interview process included Chaney, Spencer, Paula Erickson, and Paul Harold. The decision on the new Executive Director will be made via email within the next week. Finally, Chaney announced two open positions on the Executive Committee: Vice Chair and Secretary/Treasurer. He emphasized that these positions are open to individuals from the business sector rather than elected officials and encouraged interested

members to reach out if they are interested, highlighting the opportunity to learn about the organization's financials and operations.

- 6. Announcements from the Chief Elected Officials** - Tautges reported on the current state of programs and regional economies, highlighting the impact of federal executive orders and the challenges faced by northern communities due to changing weather patterns. Due to uncertainty from federal executive orders and staff retirements, the focus has been on maintaining current programs without significant changes. Tautges noted the challenges faced by northern communities due to unseasonal weather patterns, which have affected the viability of their business models, particularly those dependent on winter activities.
- 7. Program Presentation: Mitchell Rupp on North Central's Labor Market** – Rupp presented an economic overview, discussing employment trends, labor force participation rates, population growth projections, industry employment levels and projections, barriers to employment, and the primary challenge of an aging population and declining labor force.
- 8. Approval of Treasurer's Report** – Erickson moved to approve the Treasurer's report with a minor edit to update and correct the ideal percentage on the statement of activities; seconded by Murphy. Motion carried.
- 9. Approval of Program Year 2025 WIOA Provider Contract Renewals** – Spencer discussed the renewal of contracts with Forward Service Corporation for the youth and adult programs, explaining the decision to waive the competitive bid process due to current uncertainties and transitions. The Executive Committee and Chief Elected Officials have approved, and the Board would be the final approval. This will put all three programs: adult, youth, and dislocated workers on the same renewal cycle. Close moved to approve the contract renewals as presented; seconded by Herold. Motion carried.
- 10. Special Election and Approval of Officers** – Tabled until the June 12, 2025, Board Meeting.
- 11. Workgroup/Program Summaries** – Kalish provided an update on program performance, explaining the timeline for meeting goals and the progress made so far. He assured the team that they are on track to meet their targets by the end of the program year. Nicklaus shared updates from Forward Service Corporation, including new enrollments, training programs, and success stories, highlighting the positive impact of their services on

participants. Gelhar and Nye discussed the success of the Building Bridges program at DC Everest High School, which connected students and parents with professionals from various industries. They plan to expand the program to other school districts. Spencer announced the closure of the current location of the Marshfield Job Center and the efforts to establish an access point in partnership with Mid State Technical College to continue serving the community.

Acknowledgment of Matt Murphy: Spencer and Chaney acknowledged Matt Murphy's retirement and his tremendous contributions to the board over the past 12 years. They also welcomed his replacement, Bradley Berglund.

Acknowledgment Spencer's Service: Higgins and Chaney acknowledged Spencer's service as Executive Director, expressing gratitude for her leadership and dedication to the organization. They invited her to attend the next board meeting for a proper farewell.

12. Partner Reports

- **OSO** – Wolfe provided an update on the most recent OSO Partnership and Business Meetings.
- **CWIMA** – Edmondson highlighted that Expo season will kick off April 22 and 23. CWIMA is hosting their annual Welding & Machine Tool Competition in May with scholarships awarded to students. Also working with DC Everest on the first Trades of Tomorrow Summer Institute, a three-week program they hope to replicate with other school districts.
- **WATEA** – Yessa shared program updates, explained new initiatives, ongoing projects, and future plans including ongoing career fairs, the Iola Car Show, Industry 4.0 Training for Technicians, and Wheels to Work.

13. Adjournment – Murphy moved to adjourn the meeting; seconded by Nye. The meeting was adjourned at 11:35a.m.



North Central Wisconsin Workforce Development Board

Northcentral Technical College
1000 W Campus Drive, Wausau
Room E101

Thursday, June 12, 2025 • 10:00 a.m.

Minutes (Approved)

WDB Members Present: Bradley Berglund, Jodi Gruhn, Paul Herold, Ronald Karl, Casey Nye, Michael Tautges and Amy Yessa.

WDB Members Present by Teams: Al Chaney, Angie Close, Angela Eberhardt, Paula Erickson, Kate Ferrell, Dan Kinsella, Tim Norlin, Patty Noland, Kristine Porter, and Eva Scheppa.

WDB Members Absent: Thad Brockman, Dave Eckmann, Conney Edmondson, Jeremy Higgins, Anthony Negani, and Diane Sennholz.

WDB Staff Present: John Cokl, Justin Fraser, Peter Gelhar, Rob Golla, Libby Heidmann, Amy Hoppa, Brian Kalish, Ginger Keymer, and Stephany Tatro.

Others Present: Colt Nicklaus, Mitch Rupp, and Brian Wolfe (via Teams).

1. **Call to Order-** Chaney called the meeting to order at 10:02 a.m.
2. **Announcement of Quorum-** There was quorum.
3. **Guest Speaker : Rikki Harry, LEAP Nonprofit Consulting.** Harry outlined the characteristics and actions of high functioning nonprofit boards of directors.
4. **Approval of Minutes from March 13, 2025** – Ferrell moved to approve the minutes from the March 13, 2025, meeting; seconded by Eberhardt. Motion carried.
5. **Approval of Treasurer’s Report** – Erickson moved to approve the Treasurer’s report; seconded by Kinsella. Motion carried.
6. **Approval of Program Year Budget** - Norlin moved to approve the PY 2025 Budget, seconded by Nye. Motion carried.
7. **Approval of WAI 2.0 Support Services Policy** – Herold moved to approve the WAI 2.0 Support Services Policy; seconded by Noland. Motion carried.
8. **Special Election and Approval of Officers** – Erickson moved to elect Jodi Gruhn as Vice Chair of the NCWWDB Board; seconded by Eberhardt. Abstention by Gruhn. Motion carried.

9. Announcements from the Chair - Chaney acknowledged the retirement of Jane Spencer and would like to recognize her work at the September Board meeting. Chaney welcomed Brian Kalish, the new Executive Director, and thanked Paul Herold and Paula Erickson for their tremendous effort and participation in the Executive Director search process.

10. Announcements from the Chief Elected Officials - Tautges reported the need for housing, particularly multifamily, and entry level workforce housing in Oneida and other north central counties, as well as the high demand for childcare across the counties. Counties are in need of additional nurses, teachers, and CDL licensed drivers. There's concern over the drop in winter tourism in northern counties, due to poor weather conditions, and the recent increase in unemployment.

11. Announcements from the Executive Director – Kalish reported Mitchell Rupp has been nominated for the Board. Once approved by CEOs in June, Rupp will join the Board officially at the September meeting. Kalish welcomed and introduced three new staff members: Justin Fraser, Libby Heidmann, and Stephany Tatro. Kalish announced the Board certification is complete and thanked Board members for submitting their Conflict-of-Interest forms. Job Centers have been recertified by DWD and an MOU with Job Center partners is in progress. DWD will be issuing an RFP to monitor the One-Stop-Operator consortium. NCWWDB has begun a rebranding project with Greenleaf Media. Kalish will keep the board informed and involved with the rebranding process. Board members will receive a survey this summer asking for their input on Board participation.

12. Workgroup/Program Summaries – Chaney had no additional announcements from the Executive Committee. Kalish reviewed the performance numbers included in the packet. Colt Nicklaus reported on the WIOA activities from the report included in the packet.

13. Partner Reports

- **OSO** – Kalish will keep the Board informed on the outcome of the RFP process for monitoring the OSO.
- **CWIMA** – Edmondson was not present to provide an update.

- **WATEA** – Yessa shared that WATEA will be at the Iola Car Show kids' area, for the first time. The Commute to Careers program, a partnership with MSTC, will end June 30th this year. Mid-State will take over that program on July 1st and all four shuttle vans will transition to their direction. MSTC has seen a large need to continue that program, a lot of student demand and increased numbers of students participating. WATEA will host a golf outing and fundraiser on July 25 at Greenwood Hills. The Collision Program will run again this year, in October, at Wausau East High School, in partnership with Northcentral Technical College. NTC will provide instruction for the Collision program and WATEA will cover tuition costs for students to participate.

14. Adjournment – Close moved to adjourn the meeting; seconded by Norlin. The meeting was adjourned at 11:33a.m.

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