

FAMILY POLICY BOARD

Monday, May 2, 2022

Hybrid Meeting (option to meet in person or via Zoom)

12:00 p.m.

MEMBERS PRESENT

Kristi Arenz, Sandy Brekke, Gina Brown, Hetti Brown, Michelle Burkhardt, Chris Crye, Gloria Doyle, Liz Evans, Ann Kappauf, Catherine Kolkmeier, Carla Lundeen, Audra Martine, Sue Mathison, Vie Matty, Roberto Partarrieu, Lisa Stablier, Joella Striebel, Tina Tryggstad, Jason Witt, BACA Member

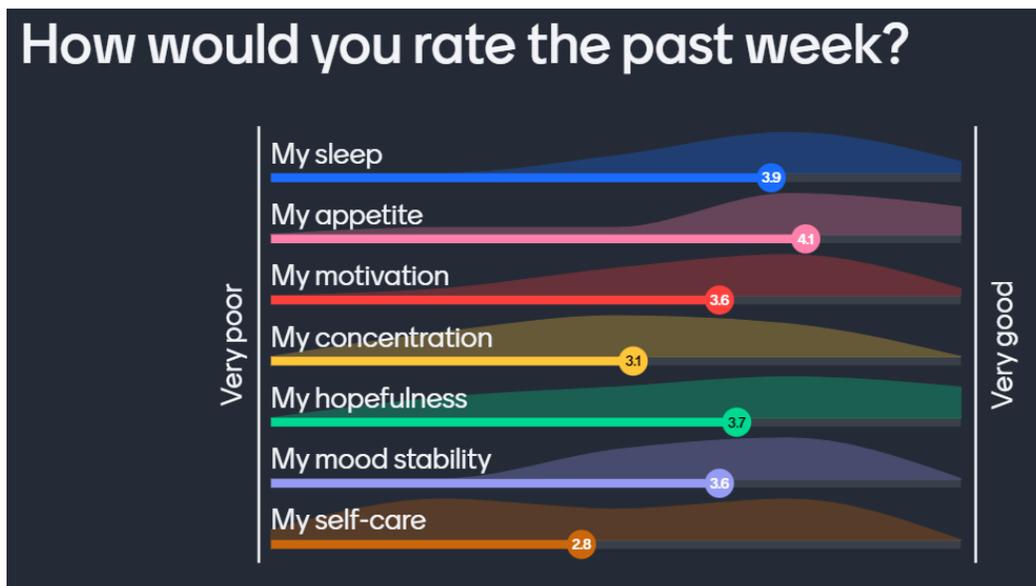
GUESTS/OTHERS PRESENT

Denise Lorenz (Aptiv)

CALL TO ORDER

Chairperson Ann Kappauf called the meeting to order at 12:00pm

The meeting began with members taking the “How would you rate the past week?” survey by Mentimeter facilitated by Catherine Kolkmeier. Mentimeter (<https://www.mentimeter.com>) is a company that provides real-time polling tools for groups. This poll showed a snapshot in time of how members were feeling. Below are results for the instant feedback survey.



APPROVAL OF MINUTES

MOTION by Sue Mathison and Kristi Arenz to approve the April 4, 2022 minutes as presented. **Motion carried unanimously.**

HUMAN SERVICES DEPARTMENT AND BOARD UPDATES

HHS Board Update: No updates currently.

HS Director Update: Jason Witt shared that the new HS Deputy Director, Serena Pelozza, will start on May 9th and, should her schedule allow, will be introduced to the group at the July meeting.

RECAP OF APRIL 4TH ROUNDTABLE DISCUSSIN ON STATE REGULATIONS THAT ARE IMPACTING LOCAL SERVICE CAPACITY – Jason shared a PowerPoint with the group that can be found here: [https://lacrossecounty.org/docs/default-source/human-services/05-02-2022-fpb-may-\(labor-shortage-discussoin\).pdf](https://lacrossecounty.org/docs/default-source/human-services/05-02-2022-fpb-may-(labor-shortage-discussoin).pdf)

Hetti Brown added that Cinnaire, a non-profit community development financial organization, is in the process of asset mapping which includes many areas discussed in this group. She asked Cinnaire if they would like to attend the meeting in June and after describing the group, Cinnaire expressed interest. Group decision was made to invite Cinnaire; Hetti will reach out to them for informational materials ahead of time.

ROUNDTABLE DISCUSSION ON IMPACT OF LABOR SHORTAGE ON SERVICE CAPACITY – Employers are experiencing shortages and agencies are taking measures to increase their workforce. What have others tried and is it working?

- Seeing a decrease in applicants; possible reasons:
 - o People exiting the workforce due to Covid
 - o Population, in general, is decreasing
 - o Baby Boomers are retiring
 - o Increase in self-employment
 - o Remote work, shifting staff from local jobs to worldwide
 - o People staying home to care for elderly family members
- Some are sending out recruitment letters
- Referral and sign-on bonuses are being offered but still not securing enough people
- Many of the younger workers entering the workforce feel that money is good but isn't everything; want to have a sense of purpose in their jobs
- Employers should consider offering childcare benefits, helping pay off student loans or even assisting with the down payment on a house
- Offering different full-time hours: 40 vs. 37.5 per week, four 10-hour days, etc.
- Offering benefits to those working 30 hours vs. 37.5 or 40 hours weekly
- One incentive may help reach certain populations but there are typically different opinions within that same sub-group
- Employers are recognizing a new norm and realizing the need for creating a new mindset, variable, collaboration, flexibility, etc., especially for the new workforce
- La Crosse School District has extra space and in collaboration with La Crosse County and other stakeholders is exploring using ARPA funding for two childcare sites, one on the north side and another on the south side
 - o Up to 60 children at each site, ages six weeks to five years old
 - o Will be a challenge finding staff, even with incentives
- Some are increasing wages for 24-hour facilities; still not working well due to students wanting weekends off or going home for the summer
- Trades sectors are struggling; more federal funding is available than what is being utilized
- Interns and volunteers are being asked more often to stay on and fill vacancies
- Entry-level only jobs are less likely to be filled vs. jobs where timely advancement is guaranteed
- There should be more connection with high schoolers to inform and thus pique their employment interests in certain sectors down the road
- Nursing homes seeing a decrease in available beds
 - o The general population is decreasing, fewer people are in the workforce, fewer positions are filled, less service is provided, presents safety issues to those in the sparsely filled positions
 - o Over time, what level of long-term, deeper-end care will there be?
- It seems society wants and needs service, but no one wants to be a server
 - o Need to restructure how agencies operate to fit today's values and the new norm
- The underemployed are being seen more now in the workforce
 - o Employers must be open to diversity and embrace those putting themselves out there
 - o Need to connect, communicate, and collaborate to achieve a change in thinking

NEXT STEPS REGARDING INFORMATION FROM ROUNDTABLE DISCUSSIONS

Jason outlined that in a future meeting the group will review the information gathered from this year's roundtable discussions to determine next steps. For example, what items to advance as part of our State Budget advocacy, what topics do we want further education on through guest speakers, and what subjects do we want to explore through further discussions or work groups.

AGENCY CHECK-INS & ANNOUNCEMENTS

Sue Mathison shared that this is her final meeting as she is retiring. Her replacement will be joining the group.

BACA is hosting a free meet and greet event on June 11th, from 11am until 3pm at Trane Park. More information can be found on their Bikers Against Child Abuse page on Facebook.

ADJOURNMENT TO THE NEXT MEETING TO BE HELD MONDAY, JUNE 6, 2022, AT NOON

Chairperson Ann Kappauf adjourned the meeting at 12:55pm.

Approved June 6, 2022, Connie Bublitz, Recorder