



MINUTES

Strategic Programs Committee Meeting

1 pm, Thursday, May 7, 2026

Oshkosh Job Center, 2211 Oregon Street, Suite U, Oshkosh, WI 54902

Members in Attendance: Chair Josh Kilgas, Robyn Hallet, Jennifer Marks, Brian Pelon, Shannon Schultz, and Craig Wehner.

Members/Participants Excused: Ryan Long, and Jeff Mikorski.

Others in Attendance: Alec Fischer, Wisconsin Department of Workforce Development, and Kati Cunningham, Boe Ramsey, and Anthony Snyder, Fox Valley Workforce Development Board.

Call to Order: Chair Kilgas called the meeting to order at 1:01 pm.

Approval of Consent Agenda (Action Item): A motion was made by Marks, and seconded by Hallet, to approve the Consent Agenda, which included the 5/7/26 Meeting Agenda, the 3/5/26 Meeting Minutes, and the Close-Out Letter from Fall 2025 Department of Labor monitoring; motion carried.

Discussion of Performance Letter on Dislocated Worker Credential Attainment Rate:

- Cunningham shared a 4/10/26 letter from the Wisconsin Department of Workforce Development (DWD) noting our failure to meet the adjusted level of performance for the Workforce Innovation and Opportunity Act (WIOA) Dislocated Worker (DW) Credential Attainment Rate from Program Year 2023.
- Cunningham and Marks discussed the reasons for failure, noting this as a transition year from one subrecipient to another, and presented the associated Corrective Action Plan, which includes additional technical assistance from DWD on 5/14/26.
- Committee members discussed the plan to ensure understanding and alignment.
- Concerns were raised regarding potential impacts to future learnings due to the timing of the identified issue.
- Staff reported that the current Dislocated Worker (DW) credential attainment rate is slightly below the negotiated performance level.
- Concerns were raised by Marks noting that several short-term grants that have already come and gone have higher non-complete rates and may be impacting some of our WIOA outcomes.
- Snyder noted that the Board opened up its funding policy to be more flexible and allow clients to spread their training out over multiple years. This expansion could mean that some clients don't complete their credential without the required reporting period, even if they don't drop out of the program. If so, this will need to be looked at for a possible policy change.

Adoption of WIOA Youth Incentives Policy and Pathways Home Policy (Action Item): Cunningham reviewed the two updated policies, discussed how the team arrived at these changes and discussed budget impact. The discussion also led to consider alternative payment methods, such as reloadable

debit cards, but no action was taken on this idea. **A motion was made by Schultz, seconded by Wehner, to adopt both policies; motion carried.**

Introduction of Purpose Driven Board Leadership, Key Performance Indicators (KPI) Task Force

Updates: Kilgas introduced the concept of Purpose-Driven Board Leadership and the Committee discussed potential approaches to measuring organizational impact, including:

- Social impact of workforce programs
- Return on investment (ROI), including reductions in reliance on supportive services
- Contributions to the regional labor force and tax base

Discussion included consideration of how to balance the measurement of services to employers and participants. Members emphasized the importance of maintaining a participant-centered approach. The committee also discussed the potential to review or adopt performance measurement frameworks used by other workforce development boards.

Kilgas also requested additional Committee and Community members to join the KPI Task Force, to be formally approved by the FVWDB Executive Committee at its 5/21/26 meeting. Those currently showing an interest in serving are members Marks and Schultz and Lea Keesler from Forward Service Corporation. Committee members requested a brief overview of the KPI Task Force’s purpose to support recruitment.

Meeting Cadence for Future SPC Meetings: The SPC will meet next on June 4 and the July 2 meeting will be cancelled due to the Independence Day holiday. The committee will then shift to a meeting every other month, alternating with the KPI Task Force.

Committee Members Round Robin on Workforce Issues:

- Staff reported on the 5/6/26 job fair held at the former UWO Fox Cities Campus in Menasha, included approximately 50 employers. Job seeker attendance was lower than in prior events. Discussion included potential factors impacting participation. The next job fair is scheduled for May 20 in Fond du Lac. Event information will be redistributed.
- Committee members who work with clients noted challenges related to participant readiness, particularly in reading and math. Addressing these skill gaps requires additional time and incremental remediation

Adjournment: Without objection, the Chair adjourned the meeting at 2:40 pm. Those who wished to remain were invited to take part in a job center tour.

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