

Work-A-Day Earn-A-Pay Task Force

148th General Assembly
October 28, 2015
Chamber Meeting Room
Legislative Hall
411 Legislative Avenue
Dover, DE 19901

Meeting Attendance

Task Force Members

Present	Email	Phone
George Krupanski, Chair	Gkrupanski@bgclubs.org	302.658.1870
Representative Michael Mulrooney	Michael.Mulrooney@state.de.us	302.7444351
Senator Robert Marshall	Robert.Marshall@state.de.us	302.577.8744
Senator Bryant Richardson	Bryant.Richardson@state.de.us	302.744.4298

Absent

Senator David Sokola	David.Sokola@state.de.us	302.744.4286
Rev. Donald Morton	donald@themortonfirm.com	302.658.9883
Patricia Cannon	Patricia.Cannon@state.de.us	302.577.8485
Mark Kleinschmidt	kleinschmidt@ncccc.com	302.294.2068

Staff

Katrina Cowart	Katrina.Cowart@state.de.us	302.577.8718
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Attendees

	Organization	Phone
Jeanine Kleimo	Dover Interfaith Mission	302.242.0412
Ray Goode	Star Hill AME Church	302.222.3403
Amy Yarnall	United Methodist Church	302.678.9626
Frances P. Johnson	Wesley United Methodist	302.284.3929
JoAnn Fields	Local Medical Doctor	N/A
Elder Tyrone Johnson	N/A	302.420.7889
Hope Bellamy	Hope's Academy	215.253.1898
Matt Bittle	Delaware State News	302.741.8250
Swiyah Whittington	Hope's Academy	302.252.8415
Robert Hall	DICOF	N/A
Kenny Foster	Pastor/Grace for Dover	N/A
Eric Stewart	Hope's Academy	N/A
Bob Hall	Delaware Ecumenical Council on Children and Families	N/A

Mr. George Krupanski called the meeting to order at 6:01 P.M.

Mr. Krupanski reviewed the agenda and introduced the Task Force members. He then opened the floor for consideration of the meeting minutes from October 12, 2015.

Mr. Krupanski motioned to approve the meeting minutes from the October 12, 2015 meeting.

Senator Marshall seconded Mr. Krupanski's motion.

The meeting minutes were approved by all Task Force members present.

Mr. Krupanski moved to item three on the agenda for discussion of the Work a Day Earn a Pay (herein WDEP) Pilot Program.

Mr. Krupanski mentioned the similarity of the WDEP Pilot Program concept to the Civilian Conservation Corp. per President Roosevelt's public works initiative, and he continued to describe such similarities and possible projects in the program. He reviewed the general concept of the WDEP Pilot Program and the desire of the Task Force to meet the needs of communities throughout Delaware through the Pilot Program. He posed questions that the Task Force was considering, such as what the Pilot Program would entail and what funding options were available to support the program. He identified Senator Marshall's significant contribution to developing the concept, and he yielded to the Senator to provide comment.

Senator Marshall supported Mr. Krupanski's statements and identified societal issues such as unemployment and crime. He suggested that providing an opportunity for people to work, who are willing and need pay, could make a significant impact on communities throughout Delaware in regards to crime, economy, as well as general confidence for people of Delaware. He also identified the wide array of funding options that could be available. He thanked Mr. Krupanski for his efforts in the initiative and also identified the fact of many organizations that are available in Delaware, such as the Boys & Girls Club of Delaware, that could support the Pilot Program.

Representative Mulrooney identified the many needs in Delaware for a public works program in order to improve infrastructure, parks, rivers, etc. He also identified the impact such public works programs could have on the economy.

Senator Marshall mentioned the nominations that took place on October 28, 2015 in the Senate and mentioned the new Secretary of Education, Dr. Steven Godowsky, who was confirmed. He continued to describe the technical and highly skilled workforce that was readily available throughout the United States, but identified that there was a need for trade skills throughout the country. Senator Marshall suggested that the 1,500 vacant homes located in Wilmington, Del. could be a beginning location for such projects in the public works program.

Representative Mulrooney supported Senator Marshall's previous comments and discussed an initiative that was accomplished through Delaware Skills Center that was similar.

Senator Marshall stated the impact of having a similar job on the confidence and skillset for the individual.

Elder Johnson thanked the Task Force members and continued to state his affiliations with various churches in the community. He explained that he discussed the possible program with people affiliated with the churches and the significant impact the program would have on such populations. He continued to discuss the idea of the willing worker, as well as the impact the program would have on soft skills, such as being at work on time, as well as job skills for future employment. He also identified the impact for people who were previously incarcerated that could benefit significantly from the program. He identified a study regarding the impact of churches that was done through the United Way and the importance of partnerships to establish the program. He identified Mr. Hope Bellamy's presence and work in communities in Wilmington.

Mr. Krupanski identified that the efforts through the Task Force and the program would be statewide. He also mentioned the timeline for the Task Force and the need to provide recommendations to Governor Markell quickly, by December 4, 2015. He suggested for the Task Force members to have a working meeting prior to the next meeting on November 4, 2015 in order to identify goals of the Pilot Program. He also suggested the possibility to partner with current programs located in Delaware and the need to identify such programs, organizations, and funding options. He identified research being done to locate similar programs, such as in Philadelphia, Pennsylvania.

Mr. Bellamy mentioned a similar program in Baltimore, Maryland.

Senator Marshall suggested that the Task Force members consider meeting with Governor Markell in order to gain his support and feedback on the WDEP Pilot Program. He also identified the need to identify geographical locations in each county to implement the program. He reiterated that funding sources are available and could be located, but that the long-term vision of the program should be a priority.

Mr. Krupanski reiterated the needs of communities throughout Delaware for the Pilot Program and also supported Senator Marshall's previous comments. He emphasized the necessity to strike a balance between longevity and immediate results for the Pilot Program in order to meet the needs of communities.

Senator Richardson stated that he would research the possible program located in Philadelphia and identified another program he was aware of through a church in Philadelphia.

Senator Marshall reiterated the need of Delaware to have a sustainable program through the WDEP program and that it was possible WDEP could be a new concept. He continued to identify President Roosevelt's public works initiative and also the Lewes Canal, which was a part of such initiative.

Mr. Krupanski opened the floor for public comment.

Public Comment:

Ms. Jeanine Kleimo identified her affiliation as the Chair of the Dover Interfaith Mission for Housing. She explained that the Mission was a shelter for homeless men, and that they have housed over 1,400 men. She also explained that the Mission had a success rate greater than 60% for getting people back to work. She identified that they are interested in partnering with the WDEP program. She continued to explain other impacts the Mission has had on the community such as low rates of recidivism, and she identified that they are committed to the reduction of crime, especially in downtown Dover. She described an instance where through Delaware Technical Community College men that were living at the Mission were able to receive training through their carpentry program. She stated that three men were trained and successful. She suggested that the Mission would like to assist WDEP in any way they can and that the Mission could be a natural partner in Dover for the program. She also described available resources for participants, such as daytime resource center.

Senator Richardson requested Ms. Kleimo's contact information for the Task Force.

Ms. Kleimo identified a program in Chicago similar to WDEP for youth, where participants were involved for a 16 month period. She explained that the program resulted in a crime reduction of 43% by employing young people in the city.

Mr. Krupanski identified that in the first meeting testimony by members of the public was centered on individuals who had a criminal record or were previously incarcerated and were unable to obtain employment opportunities. He identified that unique population and stated that it could be larger than many realize. He also stated that such populations could benefit significantly from the WDEP program.

Senator Richardson identified that the recidivism rate in Delaware was very high as compared to other states. He explained an example of Ohio as having a very low rate of recidivism. He identified that he requested information from Ohio officials to find out what they are doing differently than Delaware in order to reduce prison population.

Mr. Ray Goode explained that he was representing Reverend Paige of Dover, and that he was the Chair of the Social Action Committee for Star Hill Ame Church. He identified that he was a retired consultant for Anheuser Busch and that he volunteers at the job center for the Dover Library and the Interfaith Mission. He also explained that he ran the Dover job center previously, prior to retirement, and commended the Task Force for their efforts. He discussed a recent job fair held through the Dover job center where over 563 people attended, and less than 10 employers from the area were present. He described the large need of employment opportunities throughout the State. He continued to describe the issues of recidivism and criminal records and the impacts such issues can have on individuals. He explained a program that he was involved in that worked to help people have their criminal records expunged in order to be eligible for employment. He continued to describe three needs and goals that the Task Force should address. One was the need to prepare people for success and make sure they are aware of expectations of employment opportunities. The second need he urged the Task Force to focus on a narrow window for the Pilot Program in order to maintain realistic outcomes and sustainability. He also identified that the program

should focus on one or two areas or types of projects in order to analyze and evaluate the progress of the program accurately.

Dr. JoAnn Fields explained that she was a medical doctor in the community in Kent County. She identified the Civilian Conservation Corp. and their work on National parks and walking trails. She stated that the WDEP program was a great idea and commended the Task Force. She explained that she was an advocate for senior citizen care, and that a type of job the Task Force should consider was elder care. More specifically, she explained positions related to reliable, non-medical care for senior citizens. She stated that typically such positions received twenty-dollars per hour on average. She identified that currently there was no payer source for such positions, as insurance does not pay for non-medical services and that senior citizens end up paying for non-medical home care. She explained that the WDEP program could be a good program to provide people jobs in elder care, and that it could be coordinated through non-profits. She also urged the Task Force to consider providing job training to aid participants for the future.

Mr. Hope Bellamy mentioned programs in Chicago and California similar to WDEP. He also identified his business called Hope's Academy located at 2901 Lancaster Ave. in Wilmington where they provide job training and online programs and are available across the State. He suggested that the WDEP program should aim to make people employable for the future. He also posed the question of what would happen if funding was not available after Pilot Program. He stated that this would be a temporary fix, but the goal should be to make people employable for the long term. He suggested providing two hours of school training and education. He also identified other services necessary to serve the populations. He identified that the program should be available in all three counties of Delaware. He suggested that each County could submit a certain number of individuals for the program. He stated that Hope's Academy would bring in individuals and help to identify target populations. He also suggested capping the amount of time participants should be employed through the program in order to influence them to seek other job opportunities and also for the program to facilitate that process.

Elder Johnson identified the need for sustainability of the program. He also suggested that benchmarks should be created to measure the willingness workers and their willing to be assessed. He also explained his personal experience and the necessity of being employed. He suggested considering similar populations to reach all variety of populations through the program.

Mr. Krupanski identified that these were all insightful comments, and suggested that the Task Force had a massive challenge. He provided an analogy of losing weight comparatively to the program to identify that it should be established in steps to provide opportunities to those in need. He also supported previous comments regarding reducing recidivism and also keeping costs down. He suggested that the Task Force should consider how to track and monitor data in order to track for funding as well.

Mr. Goode suggested the WDEP program should interact and partner with employers and temp agencies and provide workshops and training. He stated that people want to get out to work, and explained a previous experience where he provided a two-hour workshop about how to keep and maintain a job, which was necessary for job skills.

Mr. Eric Stewart stated that he was born and raised in Wilmington and that he volunteered at Hope's Academy. He described the job training available at Hope's Academy. He also described the problem that offenders experience regarding not having access to employment opportunities due to their criminal record. He suggested that jobs were available, but such populations are unable to be employed due to their background.

Mr. Bob Hall described his affiliation with the Delaware Ecumenical Council on Children and Families at the Newport office. He described current events such as the downsizing that occurred at DuPont, and identified the empty General Motors plant where industrial jobs used to be located. He suggested that State Officials have tried to revive industrial trades, and provided examples of what has happened with the demise of the industrial economy. He provided examples related to legacy jobs being lost and the trickle down effect through families. He stated that the Task Force should address the possible revitalization of the industrial economy in Delaware so that men and women could provide for their families. He identified the need for a livable wage in Delaware. He also identified that people need an average of eighteen dollars per hour in order to live above the poverty line in Delaware. He complimented Dr. Fields for her previous comments and identified the elder care gap and the need for professional home health care jobs. He suggested a possible funding source for this through the senior trust fund.

Elder Johnson discussed the need for employers to take a chance and also employer bonding programs.

Representative Mulrooney identified that the Department of Labor had a bonding program.

Elder Johnson recommended having a bonding program for the WDEP program. He supported previous comments and described that elder care and senior programs are an untapped area that could be beneficial for WDEP to pursue. He referenced Mr. Mark Kleinschmidt's comments from the previous meeting regarding possible private businesses that could take part in the program, and suggested that the bonding program could work through such businesses.

Mr. Krupanski suggested that the Task Force needed to consider what steps to take to achieve these goals.

Mr. Stewart identified the need for companies to accept bonding program so that offenders could be in the program as well.

Representative Mulrooney stated that the program should focus on a variety of people willing to work and not just focus on offenders in order to expand the program's reach to all people in need. He provided examples of carpentry and other projects that would keep the program simple and accessible.

Mr. Bellamy described a program in Trenton, New Jersey. He also posed the question if the WDEP program would be just for men or women. He suggested that the Task Force should look into options for childcare. He stated that he could provide a free after school program at Hope's Academy.

Senator Marshall reminded the Task Force of the need to reach groups of people that have nothing to do currently that need immediate work.

Representative Mulrooney supported Mr. Bellamy's comments regarding options for childcare.

Senator Marshall stated that sometimes government overregulates issues and cautioned the Task Force.

Senator Richardson suggested that the economy shifted and that more people are working out their homes. He suggested that single mothers could also do this and that it could be a part of any type of program.

Mr. Krupanski posed the questions that Task Force members should focus on such as identifying where the program begins and where the program would go next year and the year after for a long-range vision. He suggested that the audience would grow, that the breadth and scope of the program would grow, and that the Task Force needed to begin to identify a realistic timeframe for the program, short-term and long-term.

Mr. Kenny Foster introduced himself and identified his affiliation. He stated that he helps non-profit, faith based organizations connect with branches of government. He identified the jobs for life program and the idea of tapping into people's dignity in order to gain soft skills. He provided an example of an eight-week class that was offered two nights a week that coached participants on soft skills. He explained the success of the program over the last five years as people change, develop character, have confidence, competence, and community.

Senator Richardson explained personal his experience in starting his own business, and suggested entrepreneurship as an outlet for people to create their own businesses and learn skills. He suggested that the Task Force and WDEP program could provide direction to put some people into a place to create new businesses in Delaware. He provided an example of landscaping as a popular business opportunity.

Mr. Bellamy reiterated the need to train and then employ participants. He posed the idea of the WDEP program investing in smaller companies for ten to fifteen people to be employed for three years in order to sustain employment and provide longevity.

Mr. Krupanski suggested that the Task Force needed to dig deeper into information and examples from other states. He stated that they should give thought to how the program would operate, be administered, and to examine options for funding. He also suggested that the Task Force should coordinate how everyone can help based on expertise.

Senator Marshall suggested an option to test the need of the program through a one-day initiative and announce on a given day that unemployed individuals could participate in a job for a day. He suggested that if thousands or more people participate, then the Task Force would be able to better assess the need of the communities. He reiterated the Task Force's mission to establish an effective, working Pilot Program that could mature and move to the next level. He identified that the critical mass in need may be bigger than what was

envisioned or known. He suggested that this program could be something new and different that could start in Delaware.

Mr. Krupanski stated that such an option could be an opportunity to raise awareness and the level of concern for unemployment by implementing a one-day initiative.

Mr. Goode agreed with Mr. Krupanski's statement regarding creating awareness, but stated that he witnessed the job fair where 563 people attended and could not be accommodated and left in frustration.

Representative Mulrooney suggested that if unemployed people could be gathered from Hope's Academy, Ms. Kleimo's organization, and Senator Richardson's district, that groups looking for work and were willing to work could start small in a few houses in order to test the program. He provided an example of Habitat for Humanity and the benefits of working toward a goal, but emphasized taking the program in small steps to ensure viability.

Ms. Kleimo identified the benefit of the festivals in Kent County for unemployed people. She stated that part of that labor force was provided through their program and they provided transportation for people to get to work.

Elder Johnson reiterated the need to identify funding sources, willing workers, and provide a broad based program that would not create false hope in the community.

Mr. Krupanski announced that the next Task Force meeting would be November 4th, 2015 at 10:30 A.M. at Capital One in Wilmington.

Mr. Krupanski adjourned the meeting at 7:25 P.M.