

**The WorkPlace**  
**Southwestern Connecticut's Regional Workforce Development Board**  
**Board of Directors Meeting**  
**September 15, 2017**

**MEMBERS PRESENT:**

Alvarado Frank, US Small Business Admin.  
Anderson Rachel, CT Dept. of Social Services  
Bailey Leon, Comm. Foundation Gtr New Haven  
Bentley Larry,  
Broadie Paul, Housatonic Community College  
Burgard Mary, BESB  
Feldman Gary, US Computer Connection  
Fuda Victor, CT Dept. of Labor  
Gold Lindy-Lee, DECD  
Grabinski Joseph, Sikorsky Aircraft  
Hoekenga Craig, Microboard Processing, Inc.

Hudson Celina, Citibank, N.A.  
Iannucci Richard, Port 5 Naval Veterans  
LaBella Michael, TD Bank, CT  
Loeser John, IBM  
Lohr Jim, Carpenters Labor Management Program  
Marasco Reina, Valley Regional Adult Education  
Morgan David, TEAM, Inc.  
Napolitano Marc, UBS Investment Bank  
Oddo Jim, Frontier Communications  
Rafael Cindy, Dept. of Rehab. Services

**Others Present:**

Alvarez Cynthia, Family Centers  
Barry Jean, The WorkPlace  
Bartoli Maria, The WorkPlace  
Blanco Melanie, The WorkPlace  
Bozzuto Vicki, Gateway CC  
Bradley Erica, INROADS  
Brighindi Millie, The WorkPlace  
Britt-Moody Paula, The WorkPlace  
Burton Jack, The WorkPlace  
Carbone Joseph, The WorkPlace  
Carbone Ron  
Carbone Tony  
Cook Lucia, Literacy Volunteers  
Dante Phil, HCC  
Davidoff Doug, The WorkPlace  
Deamico Bernadette, The WorkPlace  
DeCarli, Jim, The WorkPlace  
DuPont Richard, Housatonic CC  
Ellis-Moten Alisha, The WorkPlace  
Ferreira Jane, Mercy Learning Center  
Foust Don, Norwalk Adult Education  
Furness William, The WorkPlace  
Garcia Yvette, The WorkPlace  
Giesert Andrew, Life Bridge  
Gonzales Joyce, The WorkPlace  
Griffin Betty, St. Vincent's College  
Harris LaQuita, The WorkPlace  
Herlihy Jessica, Family Centers  
Hildgao Patricia, The WorkPlace  
Hopkins Karen, The WorkPlace  
Hummel Brett, ProMazo  
Jones Desiree, The WorkPlace  
Klemme Kevin, The WorkPlace  
Leon Nestor, The WorkPlace  
Lewis Sarah, The WorkPlace  
Lisher Jim,  
Loewe Wayne, The WorkPlace  
Long Tom, The WorkPlace  
Makela-Johnson, The WorkPlace  
Mantilia Robert, Darien Rowayton Bank

Martin David, Mayor of Stamford  
Mazonno Barbara, Justice Education Center  
McAuley Don, INROADS  
McCarthy, Mike, The WorkPlace  
McDonnell Neil  
McNair Cynthia, The WorkPlace  
Morales Jose, The WorkPlace  
Morgan Mike, The WorkPlace  
Napier Diana, The WorkPlace  
Newton Ernie, Career Resources, Inc.  
Nieves Carmen, The WorkPlace  
Paquin Gayle, Family Centers  
Parkmond Adrienne, The WorkPlace  
Patton Rory, The WorkPlace  
Russo Nino, Microboard Processing  
Ryan Eileen  
Santilli Vincent, Homes for the Brave  
Savage Nordia, The WorkPlace  
Schett Paul, Connecticut Post  
Schultz Wilson Valarie, ULSC  
Short Lia, Marto Capital  
Singh Harry, Marto Capital  
Stokes Mike, The WorkPlace  
Streit Lisa, Milford ETA  
Strom Chris, Chicago Cook Workforce Partnership  
Testa-Buzzee Kristen, Norwalk CC  
Tower Ellen, HCC  
Trammell Bruce, The WorkPlace  
Tyma Alan, Ryan & Tyma  
Venditti Debbie, The WorkPlace  
Venditti Gino, The WorkPlace  
Vermont Carolyn, Working Cities Challenge  
Vitale Angelo, The WorkPlace  
Vizcarrondo Celie, The WorkPlace  
von Euler Nancy, Fairfield Cnty Comm. Foundation  
Wilderman Scott, Career Resources, Inc.  
William Terri, The WorkPlace  
Wingo Kevin, ULSC  
Yaremich Dennis, Sikorsky Aircraft

The quarterly meeting of The WorkPlace Board of Directors was held at Housatonic Community College, 900 Lafayette Boulevard, Bridgeport, Connecticut. Leon Baily, Chair, called the meeting to order at 8:27 a.m. and welcomed everyone to the Board meeting. Mr. Bailey introduced David Martin, Mayor of Stamford, as our guest speaker.

Mayor Martin noted they have had new and expanding businesses in Stamford recently:

- Octagon Sports & Entertainment Agency - 250 employees
- Bridgewater Associates – 500 employees
- Charter Communications – 500 more employees – total 1,000 (number might be higher)
- Deloitte Stamford – 35- more employees – total 1,200
- Henkel moved North American Consumer Goods Headquarter to Stamford – bringing 500 jobs
- Indeed investing \$26 million to expand Stamford office – adding 500 new jobs to a total of 1,200

#### **FINANCIAL INTEGRITY:**

- Standard & Poors – AAA rating
- Fitch Ratings - AAA

#### **SETTING STAMFORD ON A SUSTAINABLE PATH FOR THE FUTURE:**

- Responsible bonding policies.
- Funding ADC (long-term pension and OPEB liabilities) at 100%
- Driving decisions by long-term cost benefit rather than short-term budget requirement.

#### **RELEVANT WORKFORCE:**

- Connecticut has the 4<sup>th</sup> highest rank for education attainment
- 91% of Stamford's population has a high school degree
  - o 50% have a bachelor's degree or higher
  - o 21% hold a graduate degree.

Mayor Martin stated that Henkel is moving to Stamford because they will be hiring management talent who has advanced degrees. If we didn't have the talent and workforce they needed they would not be coming to Stamford.

#### **NEW REGIONAL VIEW OF THE ECONOMY:**

Mayor Martin stated that we must compete in the Tri-State regional market.

- New businesses are looking at Northern New Jersey, Westchester, White Plains: see Stamford as part of a regional economy
- Similar cities working together for regional development to attract new companies
- These lower Fairfield County cities are strategic to realizing Connecticut's future.

We are trying to make a community in which people want to live.

#### **PRESIDENT'S REPORT:**

Mr. Carbone thanked Mayor Martin for joining us. He is a forward thinker and a person who looks at all things to get the City of Stamford on the right track. The City of Stamford is the economic engine for our state.

#### **RECOGNITION:**

Mr. Carbone stated that he has the pleasure of recognizing people who have reached great achievements in our business.

**Marto Capital** of Stamford and New York City provides investment advisory services, portfolio management and financial planning services. They were thinking of the future and wanted to be a neighbor in the community not just a place to work. Mr. Carbone introduced Harry Singh, Chief Financial Officer and Lia Short, Director of Human Resources and Administration.

**Chris Strom**, Director Retail Initiatives

Mr. Carbone reported that The Walmart Foundation provided a \$10.9 million grant to the Chicago Cook Workforce Partnership to build retail career services among local Workforce Development Boards. The WorkPlace was one of the competitors in the project as well as one of the winners. We have had a Retail Academy for some time and have

enrolled over 200 people. Ms. Strom is the administrator of the program and works with the Chicago Cook Workforce Partnership.

**Brett Hummel** is the creator and founder of ProMazo. ProMazo connects talented college students from across the nation to transformative companies through virtual internships during the academic year allowing companies to test drive potential recruits while getting value added work done.

#### **SOUTHWESTERN CONNECTICUT, STATE AND NATIONAL UNEMPLOYMENT TRENDS (CHART)**

**7/16 – 5/17 – 6/17 – 7/17**

Mr. Carbone stated that it doesn't matter if the numbers are regional or state. The numbers are stagnant and volatile. The growth of low wage jobs is continuing. We are spending a great deal of time on this at The WorkPlace. The Labor Force numbers should be rising and they aren't. This is in part of the aging population. The numbers are flat and we are not regaining the jobs as some other states. The unemployment numbers are deceiving.

#### **SOUTHWESTERN CONNECTICUT NON FARM EMPLOYMENT (CHART)**

**7/17 CHANGE VS. 7/17 % CHANGE VS. 7/17:**

Mr. Carbone stated that when you think of the middle class this is not a healthy report.

- Retail is down 1,500 jobs – major stores are closing.
- Health Care & Social Assistance is up 1,800 (3.0%) – mostly low wage jobs.
- Financial Activities – this is a turnaround – up 2,800 jobs. Many are not high paying jobs as we have been accustomed to for many years.
- Manufacturing Activities are down 700 jobs. There is some resurgence.
- Professional & Business Sector is down 5,700 jobs. These are mostly middle wage jobs.

#### **NATIONAL EMPLOYMENT SITUATION – SEPTEMBER 1<sup>st</sup> REPORT:**

##### **STRENGTH:**

Unemployment is near its lowest rate in 16 years and hiring continues. There is no sign of inflation which keeps the Federal Reserve on hold in terms of interest-rate hikes, and it suggests stocks should keep doing well.

##### **WEAKNESS:**

156,000 jobs were added in August, a bit less than what economists had expected. June and July were revised down a total of 41,000 jobs.

##### **OPPORTUNITIES:**

There is a broader rebound in the manufacturing sector which lost more than 2 million jobs in the recession and has partly clawed back its way back. No so in Connecticut as data indicates.

##### **THREATS:**

Despite steady hiring, wage growth remains anemic. The average hourly earnings rose just 0.1% last month. The twelve month gain was 2.5%.

#### **THE JOBS GAP CLOSED IN JULY (CHART) OVERALL JOB GAPS DURING AND AFTAEER THE FOUR RECESSIONS:**

Mr. Carbone noted that we had discussed the previous great recession. This is a structural recession and is not done. If you look at this recession and how long it took to return to jobs that were lost the numbers are startling. It took 114 months (nearly 10 years) to close this gap. In comparison the recession of 1981 and 1990 took 40 and 48 months respectively to close the gap.

#### **AGE OF THE LONG TERM UNEMPLOYED – 2010 - 2016 (CHART):**

Mr. Carbone stated that our program for the long term unemployed (P2E) in Connecticut was starte4d in 2011 and at the time 1/3 of the applicants were 50+. The number today for this age group is 2/3 and rising. In 2010 (showing every age group 25-34 years – 35-44 years – 45 – 54 and 55+) things were getting better. In 2016 the percent of the long term unemployed over the age of 55 has increased 7% since 2010. It is moving in a different direction from the other groups.

**RACE OF THE LONG TERM UNEMPLOYED - (CHART):**

Mr. Carbone discussed this chart the shows the make-up in the Long Term Unemployed category. This was measured at the time of the three recessions since 2010, 2013 – 2016. The number of Caucasians is diminishing. In the Black or African American category the number has increased to 23.8%. In the Hispanic or Latino category the number is at 14.6%.

**HIGHEST EDUCATION ATTAINED BY THE LONG TERM UNEMPLOYED (CHART):**

Mr. Carbone stated that we know that education is a big issue. When we look at the long term unemployed in respect to education, 56% have less than an Associate's Degree. The more talent and credentials you have the less susceptibility you will have to be in that category. When you cross that line every statistic in our business shows getting back to work is daunting and challenging.

**AMERICAN JOB CENTER OPERATOR/PROVIDER:**

Mr. Carbone stated that we at The WorkPlace need to be in an exploratory mood. We need new business opportunities to give us the stature and revenue to test ideas and products that will make our responsibilities work. There are 2,900 AJCs throughout the country. Some of them are comprehensive centers as in Bridgeport and some are satellite centers. Under a new law WIBs need to put out a contract for the Operator and sometime Provider of the One Stop business. It has never been our business. Our AJC is managed very well by Career Resources, Inc. and managed ably by Scott Wilderman. Connecticut was already doing this. Our AJC is the best in the country because it is holistic, we serve the whole person. Some Boards have not yet gone out to bid for their AJC Operator/Provider but all will be required to do so at least every 4 years.

**AJC MANAGEMENT:**

Mr. Carbone reported that since June we have won the contracts to be the Operator of the AJCs in Providence and Greater Rhode Island, Cambridge, Massachusetts, Medina, Ohio and Mercer County, New Jersey. We have done an E-Connect, an electronic connection to be the Operator in smaller districts in several different counties in New York. These operations will generate \$7 million dollars in business this year. We have other proposals pending.

**MATURITY WORKS:**

Mr. Carbone stated that this program affects people 55 years of age and older. The program gives them the chance to keep their skills from evaporating. They keep active so when a job opportunity arises they are ready. The WorkPlace applied to become a national operator and now we are. We have the entire state of Connecticut, Rhode Island, 4 boroughs in New York City and counties in Pennsylvania. In total we have 900 people on our payroll in these 4 states and have now enrolled 948 people. We have hired 24 people who manage these locations. We are proving our point that through this population we are providing an opportunity for older workers.

**GROWTH ENGINE FOR THE WORKPLACE -- (CHART):**

Mr. Carbone noted that when he came to The WorkPlace in 1996 we were receiving \$5.2 million dollars from Formula Dollars. This was based on the characteristics of the population. It had nothing to do with how good you did your job. At the time 8,500 people were registered in our system. Today we have 35,000 people registered in our system and we are getting \$5.8 million dollars in Formula Dollars. If all we did 21 years ago was to say and do nothing we would be out of business. The programs we have been bringing in such as Maturity Works will bring in \$45 million dollars over a 4-year period. We are already at \$7 million dollars for our AJCs.

**PLATFORM TO EMPLOYMENT (P2E):**

Mr. Carbone mentioned that our program for the long term unemployed is going on-line. We will be watching it in Nevada and Pennsylvania in the month of October. This means instead of doing these programs as we have been doing for years, the state offices and WIBs whoever run these programs (the 2,900 One Stops) can provide P2E services on-line. This is a great tool. Participants will be able to get a credential that means the ITA money can be used to pay for the experience and the issue of helping the long term unemployed will continue forever.

**NON PROFIT GRANT PROGRAM:**

Mr. Carbone reported that our proposal through the CT Not for Profit Grant Program for \$200,000 toward the purchase of a new Career Coach was approved. Our Career Coach is 13 years old and in need of vehicle and technology upgrades. It is used every day. We will acquire a fully equipped vehicle with 10 work stations, a chair lift, and interview area, video screens and bathroom. The Career Coach will be ready in 6 months.

**DRIVEN TO SERVE - AN AGGRESSIVE PURSUIT OF FUNDING TO SERVE:**

Mr. Carbone noted that at every Board of Directors meeting he shows the results of our entrepreneurial approach to our business. We can document that over 70,000 people in our region have had one form of service or another. This approach to our work has brought in \$168 million dollars. The research part of this goes to help people in Southwestern Connecticut. What we do has become a national model.

Mr. Carbone thanked The WorkPlace Board of Directors, the Executive Committee, senior staff, WorkPlace staff, partners, local elected officials, funders, businesses and everyone who have made these things possible. We will continue to be more innovative and make things better every single day.

**APPROVAL OF THE BOARD OF DIRECTORS MEETING MINUTES:**

On a motion made and seconded, the Board of Directors unanimously approved the minutes of the June 16, 2017 Board of Directors meeting.

**BUSINESS:**

**CONSENT AGENDA:**

The Consent Agenda consisted of The WorkPlace WIOA Policies as required by WIOA Legislation. On a motion made and seconded The Board of Directors unanimously approved the Consent Agenda

**.ADJOURNMENT:** There being no further discussion, the meeting was adjourned at 9:42 a.m.

The next Board of Directors meeting will be held on December 15, 2017.

Respectfully submitted, Mildred Brighindi, Executive Secretary

