

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

**MEMBERS PRESENT:**

Anderson Rachel, CT Dept. of Social Services  
Bailey Leon, Comm. Foundation Gtr New Haven  
Bentley Larry,  
Bogen Arthur, CT Brownfield Land Bank  
Burgard Mary, BESB  
Fuda Victor, CT Dept. of Labor  
Giegengack Theresa, Fairfield Senior Center  
Gold Lindy-Lee, DECD  
Hoekenga Craig, Microboard Processing, Inc.  
Iannucci Richard, Port 5 Naval Veterans

Loeser John, IBM  
Mancini Sabrina, CT Dept. of Education  
Marasco Reina, Valley Regional Adult Education  
McSpedon Matthew, JPMorgan Chase Bank  
Morgan David, TEAM, Inc.  
Napolitano Marc, UBS Investment Bank  
Oddo Jim, Frontier Communications  
Rafael Cindy, Dept. of Rehab. Services  
Sheahan Margaret, Mitchell & Sheahan, P.C.

**OTHERS PRESENT:**

Alcantara Christina, The WorkPlace  
Alvarez Cynthia, Family Centers  
Barry Jean, The WorkPlace  
Bartoli Maria, The WorkPlace  
Beno Greg, Adecco  
Blanco Melanie, The WorkPlace  
Braccio Dan, Career Resources, Inc.  
Breedon Paula, The WorkPlace  
Brighindi Millie, The WorkPlace  
Britt-Moody Paula, The WorkPlace  
Brooks Desiree, The WorkPlace  
Burton Jack, The WorkPlace  
Carbone Joseph, The WorkPlace  
Carbone Ron  
Carbone Tony  
Carbone William, Ex. Dir. Justice Programs  
Charpentier Mark, The WorkPlace  
Davidoff Doug, The WorkPlace  
Davis Diamond, Customer Presentation  
Deamico Bernadette, The WorkPlace  
DeCarli, Jim, The WorkPlace  
Douglas Maurice, The WorkPlace  
Downes Vernon, The WorkPlace  
Dunsby Adam, First Selectman, Town of Easton  
Ellis-Moten Alisha, The WorkPlace  
Fountain Marcia, ABCD, Inc.  
Furness William, The WorkPlace  
Garcia Yvette, The WorkPlace  
Giesert Andrew, Life Bridge  
Gomes Edwin, State Senator  
Gonzales Joyce, The WorkPlace  
Gopian Alan, The WorkPlace  
Gralia Paul, Adecco  
Harris LaQuita, The WorkPlace  
Hebert Rob, Career Resources, Inc.  
Herlihy Jessica, Family Centers  
Hildago Patricia, The WorkPlace  
Hill Dezman, Customer Presentation  
Hopkins Karen, The WorkPlace  
Jenecaro Joe, HCC  
Johnson LeeAnne, The WorkPlace  
Jones Desiree, The WorkPlace  
Kelman Gary

Klemme Kevin, The WorkPlace  
Kowalski Paul, New Haven Health Dept.  
Laryea Kenneth, The WorkPlace  
Lawrence Lyn, CT DOL  
Leaman-Miller Jamie, Literacy Volunteer  
Lebron Amanda, The WorkPlace  
Leon Nestor, The WorkPlace  
Leone Carlo, The WorkPlace  
Lewis Sarah, The WorkPlace  
Long Tom, The WorkPlace  
Makela-Johnson, The WorkPlace  
McCarthy, Mike, The WorkPlace  
Medina Victoria, The WorkPlace  
Morgan Mike, The WorkPlace  
Mucherino Elaine, The WorkPlace  
Napier Diana, The WorkPlace  
Newton Ernie, Career Resources, Inc.  
Nieves Carmen, The WorkPlace  
Parkmond Adrienne, The WorkPlace  
Parra Fausto, The WorkPlace  
Patton Rory, The WorkPlace  
Philpont Janice, The WorkPlace  
Pizarro, Jose, The WorkPlace  
Proto, Marcia, CT League of Nursing  
Robinson Mercedes, SCSEP Participant  
Rodriguez Marissa, Mercy Learning Ctr  
Russo Nino, Microboard Processing  
SanRoman, Theresa, The WorkPlace  
Santilli Vincent, Homes for the Brave  
Savage Nordia, The WorkPlace  
Semple Scott, CT Dept. of Corrections  
Shepard Sylvia  
Stokes Michael, The WorkPlace  
Turner Aaron  
Venditti Debbie, The WorkPlace  
Venditti Gino, The WorkPlace  
Vermont Carolyn, Working Cities Challenge  
Vitale Angelo, The WorkPlace  
Vizcarrondo Celia, The WorkPlace  
Walsh Pam, Gateway CC  
Wilderman Scott, Career Resources, Inc.  
Williams Carmela, The WorkPlace  
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 announced that we will have a moment of reflection on the life of Denny Davidoff (slide show honoring Denny Davidoff was presented). Denny was engaging, knowledgeable and was always there when needed. We, The WorkPlace, have suffered a loss and we will recover. Denny would like us to double our efforts. Mr. Bailey announced that there will be a memorial service in February for Denny at the Unitarian Universalist Church. The WorkPlace, through our Dress for Success program, is creating a special tribute to Denny. We will present an award that will acknowledge empowerment in women and others. There was a moment of silence for Denny and her legacy.

### **PRESIDENT'S REPORT**

Mr. Carbone thanked Mr. Bailey for the beautiful tribute to Denny. Denny was someone who had been through every major change in our business. She viewed community service as a duty of her citizenry and gave it her all. Mr. Carbone acknowledged and introduced guests with us today: First Selectman Adam Dunsby, Town of Easton, Connecticut State Commissioner of Corrections, Scott Semple and Senator Gomes.

### **TRIBUTE**

Career Resources, Inc. acts as the operator of the AJC's in our region. It is also an outgrowth of The WorkPlace (Bridgeport Jobs). CRI has been a not for profit for over 20 years. CRI recently opened the Puerto Rican Relief Center that will help the victims of the recent hurricane. Over 100 people have been helped with housing, food and other services. CRI has been named a 2017 Neighborhood Builders by the Bank of America. Mr. Carbone commended Scott Wilderman and his staff for a job well done.

### **ECONOMIC DATA**

**NATIONAL-CONNECTICUT-SOUTHWESTERN CONNECTICUT UNEMPLOYMENT RATE 10/17 – 10/16 – # CHANGE - % CHANGE (CHART):**

Mr. Carbone indicated that what happens in Connecticut affects us. The recession ended 8 ½ years ago and the numbers are not good. In the nation the number of people unemployed dropped by 1,220,000 (15.7%). In Connecticut the number dropped by 1,300 (1.5%) and in Southwestern Connecticut drop of 626 (3.3%).

### **RECOVERY OF JOBS LOST DURING THE RECESSION (CHART):**

In the period from November, 2007 to February, 2010, Connecticut lost 92,700 jobs. In the period from February, 2010 to October, 2017 Connecticut gained 70,100 jobs (75%).

- New York – 555% recovery
- Massachusetts – 345% recovery
- New Hampshire – 245% recovery
- Vermont – 169% recovery
- Maine – 109% recovery
- Rhode Island – 92% recovery

### **SHIFT IN SOUTHWESTERN CONNECTICUT'S KEY INDUSTRY GROWTH SINCE MARCH, 2010 TO OCTOBER 2017– (CHART):**

Mr. Carbone indicated that Southwestern Connecticut has led the country for so long both in income and job creation. There is a distinctive shift in the quality of jobs and wages earned

- Retail: major stores are closing and there is more on-line shopping.
- Health Care & Social Assistance: mostly low wage jobs as a result of our aging population.

- Financial Activities: had a meager growth of 3%.
- Manufacturing Activities: continues to decline
- Leisure & Hospitality: mostly low- wage jobs up 42%.

#### U.S. DEPARTMENT OF LABOR UPDATE:

Mr. Carbone noted that we are eleven months into the Trump Administration. Of the 14 key positions in USDOL requiring Senate confirmation:

- 4 – no nominee
- 8 – formally nominated
- 2 – confirmed

There is no nominee for the Assistant Secretary for Employment and Training.

#### AMERICAN JOB CENTER OPERATION

Mr. Carbone reported we have been awarded seven AJC contracts that total \$8.5 million dollars. These contracts are with Providence, Rhode Island 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 Ostego, New York and Herkimer, New York. Pending proposals are in the Bronx, New York, Staten Island, New York and Lorain County, Ohio.

#### THINGS TO WATCH:

THE PACE OF CHANGE IN BUSINESS AND COMMERCE EXCEEDS GOVERNMENT'S ABILITY TO RESPOND:

- Employers can no longer wait for government agencies to implement programs in response to the marketplace.
- We need to become advocates and promote activity that helps industry become less dependent on government programs.
- Employers will need to do more to invest in their incumbent workforce, and we need to focus on ways to help them.
- We must develop better ways to communicate the benefits of life-long learning.

In 2018 we will be getting into new businesses. We can't rely on the government to grow, and we have to think of the assets and workers that we have.

#### SPACE LEASED VS. LEASE COST:

Mr. Carbone reported that our lease has 2 ½ years to run. The cost to lease 30,711 square feet on Fairfield Avenue is \$640,000. The expenses are escalating and we need to gain control over this expense and find ways to turn it into something positive. Our goal is to determine whether it's in the best interest of The WorkPlace to:

- Build new
- Rehab an existing structure
- Explore commercial condo arrangement or
- Stay where we are

Mr. Carbone stated that in spite of all the possibilities, it might be too risky; however, it is important that we try and explore. We have five banks who have already committed to partner with us on this project. Mr. Carbone

made a presentation to the Federal Reserve Bank of New York and this project will get the highest level of CRA benefits for banks.

### **EXPANDING OUR BUSINESS**

Mr. Carbone was happy to report that the prospects of growth with WPVentures (our for-profit unit) look bright for the future. The projected revenue growth for Engage Staffing which is under WP Ventures for this fiscal year is up 40% from last year. The average monthly temporary payroll increased from 28 in June to 55 in December. Mr. Carbone acknowledged Mike Morgan, the new Director, for all his work in this venture.

### **DRIVEN TO SERVE - AN AGGRESSIVE PURSUIT OF FUNDING TO SERVE MORE PEOPLE**

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 75,000 people in our region have had one form of service or another. This approach to our work has brought in \$173 million dollars. Our growth since December, 2016 is \$27,167,000 (19%). The research part of this goes to help people in Southwestern Connecticut.

Mr. Carbone thanked The WorkPlace Board of Directors, the Executive Committee, senior staff, WorkPlace staff, partners, local elected officials, funders, businesses, labor and everyone who have made these things possible. We will continue to be more innovative and make things better every single day. 2018 will be our best year.

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

On a motion made and seconded, the Board of Directors unanimously approved the minutes of the September 15, 2017 Board of Directors meeting.

### **WORKPLACE PROGRAMS AND CUSTOMER PRESENTATION**

Tom Long announced that today's presentation will bring you closer to our programs. You will hear from program managers, administrators and participants who will share how our programs have impacted their lives.

### **YOUTHBUILD – BRIDGEPORT:**

There are 2.3 million low-income (16-24 year olds) in the United States who are neither in school or employed. Every year there are one million people who leave high school without a diploma. YouthBuild is part of a national effort in 39 states to help youth prepare for careers and prepare for post-secondary success. The project is a competitive grant administered by the U.S. Department of Labor and Employment and Training Administration.

### **HEALTH CAREER ACADEMY:**

This is a broad partnership of health care providers, employers, educators and community based organizations. It is funded by a five year Health Professions Opportunity Grant administered by the Department of Health and Human Services. We are 1 of 32 organizations across 21 states awarded a grant to provide education and training in the healthcare field.

### **MATURITY WORKS – CALLED THE SENIOR COMMUNITY SERVICE EMPLOYMENT PROGRAM (SCSEP):**

This grant has elevated our stature to a national operator. The program is funded through the Older American Act and is administered by the U. S. Department of Labor. We are 1 of 18 national sponsors helping people 55+ to increase their job skills.

### **AJC:**

This is an opportunity to compete and share our work experience. Our holistic approach with the AJCs is a model that can be emulated throughout the workforce system.

## WORKPLACE PROGRAMS AND PARTICIPANTS

Participants who gave presentations regarding the program:

### YouthBuild

- Carmen Nieves, Manager
- Dezman Hill, Participant

### Health Career Academy

- Nordia Savage, Director
- Diamond Davis, Participant
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### Maturity Works

- Mike Stokes, Program Manager in New York
- Teresa Robinson, Staff member
- Mercedes Robinson, Participant

### AJC

- Nestor Leon, Staff Member
- Janice Philpont, Participant, Massachusetts
- LeeAnne Johnson, System Director, Massachusetts

.ADJOURNMENT: There being no further discussion, the meeting was adjourned at 9:35 a.m.

The next Board of Directors meeting will be held on March 16, 2018.

Respectfully submitted,

Mildred Brighindi,  
Executive Secretary

