

The WorkPlace
Southwestern Connecticut's Regional Workforce Development Board
Board of Directors Meeting
June 15, 2018

MEMBERS PRESENT:

Acosta Yecenia, DSS
Alvarado Frank, US Small Business Administration
Bentley Larry,
Bogen Arthur, CT Brownfield Land Bank
Condlin, Jack, Stamford Chamber of Commerce
Falcon Clodmiro, Falcon, Vargas Assoc.
Fuda Victor, CT Dept. of Labor
Giegengack Theresa, Fairfield Senior Center
Grabinski Joseph, Sikorsky Aircraft
Hoekenga Craig, Microboard Processing
Hudson Celina, Citibank, N.A.

Johnson Aresta, Bridgeport Public Schools
Levinson David, Norwalk Community College
Loeser John, IBM
Lohr Jim, Carpenter, Carpenters Labor Mgmt Program
Mancini Sabrina, CT Dept. of Education
Peralta Ramon, Peralta Design
Rafael Cindy, Dept. of Rehab. Services
Sheahan Margaret, Mitchell & Sheahan
Silverstone Bruce, Aquarion
Sportini Thomas, IBEW Local 488 JATC

OTHERS PRESENT:

Alvarez Cynthia
Arbelo Carmen, Career Resources, Inc.
Arbelo Rosa, Career Resources, Inc.
Austin Charles, The WorkPlace
Bartoli Maria, The WorkPlace
Beno Greg, NESCO
Bissell Ben, The WorkPlace
Blanco Melanie, The WorkPlace
Brady Janet, The WorkPlace
Brighindi Millie, The WorkPlace
Brimmer Bill, Learning Dynamics
Brooks, Desiree, The WorkPlace
Carbone Joseph, The WorkPlace
Collins Marilyn, Literacy Volunteers
Deamico Bernadette, The WorkPlace
DeMattia Donna, The WorkPlace
Downes Vernon, The WorkPlace
Farrar-Houel Adrienne, Gtr Bpt. Community Enterprise
Ferguson Monette, ABCD
Ferreira Jane, Mercy Learning Center
Furness William, The WorkPlace
Garcia Yvette, The WorkPlace
Gonzales Joyce, The WorkPlace
Harris Elra, The WorkPlace
Hildago Patricia, The WorkPlace
Hopkins Karen, The WorkPlace
Iassogna Tim
Jones Desiree, The WorkPlace
Kelman Gary
Kelman Lauren, The WorkPlace
Klemme Kevin, The WorkPlace
Laryea Kenneth, The WorkPlace
Lawrence Lyn, CT DOL
Leon Nestor, The WorkPlace
Leone Carlo, The WorkPlace
Lessard Danial, Spothook
Lisher Jim, Career Resources, Inc.
Loewe Wayne, The WorkPlace

Long Tom, The WorkPlace
Makela-Johnson Libby, The WorkPlace
Mancini Sabrina, CSDE
Marta Cynthia, Career Resources, Inc.
Matorelli Christina, The WorkPlace
McCarthy Mike, The WorkPlace
McKeithen Carrie, The WorkPlace
McNair Cynthia, The WorkPlace
Medina Victoria, The WorkPlace
Morgan Mike, The WorkPlace
Mucherino Elaine, The WorkPlace
Napier Diana, The WorkPlace
Parkmond Adrienne, The WorkPlace
Perez-Gonzales Elizabeth, Career Resources, Inc.
Perry Megan, The WorkPlace
Robinson-Patton Cathy, The WorkPlace
Roby Alf, The WorkPlace
Russo Nicole, Microboard Processing
Sandstrom Lisa, Literacy Volunteers
Santilli Vince, Homes for the Brave
Savage Nordia, The WorkPlace
Shepard Sylvia, Social Venture Partners
Trammell Bruce, The WorkPlace
Turner Aaron, The WorkPlace
Turner Dannele, Career Resources, Inc.
Tyma Alan, Ryan & Tyma
Venditti Gino, The WorkPlace
Vermont Carolyn
Vizcarrondo Celia, The WorkPlace
Walsh Pam, HCC
White Donna, Career Resources, Inc.
Wilber Nancy, Career Resources, Inc.
Wilderman Scott, Career Resources, Inc.
Williams Pandora, The WorkPlace
Williams Terri, The WorkPlace
Yaremich Dennis, Sikorsky Aircraft
Yeager John, BHCare
Zaremby Joel, The WorkPlace

The quarterly meeting of The WorkPlace Board of Directors was held at Housatonic Community College, 900 Lafayette Boulevard, Bridgeport, Connecticut. Margaret Sheahan, Board of Directors and Executive Committee member, called the meeting to order at 8:21 a.m. and welcomed everyone to the Board meeting.

PRESIDENTS REPORT:

Mr. Carbone thanked Peg Sheahan for filling in for Leon Bailey. Mr. Carbone acknowledged First Selectman Adam Dunsby of Easton who is in our audience today. He is also a State Legislator.

TRIBUTE:

Mr. Carbone has the privilege at every meeting to pay tribute to those who have done outstanding work in our region. **Jack Condlin**, President/CEO of the Stamford Chamber of Commerce will be retiring on June 20 after leading the organization for 20 years. He has done remarkable things and has been a friend of The WorkPlace on numerous projects. He has helped us build a better partnership in Stamford as well as to connect with employers. Many credit him of solidifying the Chamber's finances and overseeing committees focusing on areas including women's leadership, young professionals and JM Wright Technical High School. We wish him well.

Starbucks – Mr. Carbone offered kudos to Starbucks. Starbucks closed 8,000 U. S. stores on May 29 for racial-bias training for approximately 175,000 workers. The announcement stemmed from an incident in Philadelphia which led to the arrest of two black men who were waiting for a friend. Their response was one of action. Engrained with respect for one another and they did something constructive. The NAACP Legal Defense and Education Fund and the Anti-Defamation League helped design the program.

SKILLS SHORTAGE:

The impending labor and skills shortage will create transformative change in job training delivery and become the greatest force for social change in America's history. This is a bold statement. Things are different and the skill shortage is acute. The need for critical thinking skills are under great demand. We will see a massive investment by employers and this will become part of their budget. They need a skilled workforce. We are nearing a crisis level and need to search for critical thinkers who are committed to continued education and training. Employers will ultimately assume a greater role in this responsibility.

ECONOMIC REPORT:

STATE STRUGGLING TO REGAIN EMPLOYMENT:

Connecticut has regained just 78% of the 119,100 jobs lost during the 2008-2010 recession. Other states are doing better: Maine, Rhode Island, Vermont, New Hampshire and Massachusetts. In fact, Connecticut's economy has expanded only once in the last five years, growing 1.1% in 2015.

SOUTHWESTERN CONNECTICUT TRENDS (20 TOWN REGION) APRIL, 2008 – APRIL 2018:

The Labor Force is up 2,600 – Employed up 2,000 – Unemployed up 700 and the Unemployment Rate up 1/10 of a percent. The numbers are not good. The highly skilled are pushing others out of the market.

SOUTHWESTERN CONNECTICUT JOBS BY SECTOR (CHART)

March, 2008 March 2018 Chg. vs. March 2008 % Chg. vs. March, 2008:

Mr. Carbone noted that this is a 10-year comparison of job sectors. Mr. Carbone discussed some of the trends.

Health Care & Social Assistance (low wage jobs)	% Change vs. March, 2008	-7.0%
Financial Activities		-12.7%
Manufacturing (huge loss)		-26.4%
Leisure & Hospitality (low wage jobs)		23.7%
Professional & Business Services (middle class)		-7.9%

IMPORTANCE OF GROWTH:

Growth is a noble objective which feeds innovation and bold thinking which leads to solutions. It elevates our national stature and provides the resources for the best and brightest minds in the market. We need to grow accordingly and grow in diversity. Opportunities will flourish but we must grow to maintain our effectiveness. We are in a position to facilitate change.

DECLINING FEDERAL GRANTS – LISTS:

Mr. Carbone stated that the Federal Department of Labor has stopped issuing grants. We don't have the opportunity to compete for any grants.

AMERICAN JOB CENTERS (AJC):

The WorkPlace explored this last year and we used a different approach. Our holistic approach has been our success.

Mr. Carbone named some areas in which we have AJCs:

Greater Rhode Island – Operator and Provider

Cambridge, MA. – Operator and Provider

Mercer County, NJ – Operator

Medina, OH – Operator

Newport News, VA – Operator.

Mr. Carbone offered commendations to the senior staff and grant writers.

MaturityWorks:

Mr. Carbone stated that MaturityWorks provides unemployed, low-income adults age 55 and older with work-based training, job readiness, and job placement opportunities. In 2018 added contracts to administer programs for the state of New York in Rockland and Westchester County and the state of Rhode Island.

CONTINUED GROWTH IN OPERATIONS:

PLATFORM TO EMPLOYMENT:

- More than 80% were successfully placed in full-time employment.
- Average salary - \$48,123
- Served nearly 1,700 Connecticut residents from 155 towns.

MORTGAGE CRISIS TRAINING PROGRAM:

- Celebrating 10 year Anniversary in July.
- 2,314 Training scholarships awarded since 2008
- 90% have reported avoiding foreclosure.

WorkPlace:

- FY 18/19 budget increased 16% over prior year.
- FY 18/19 funding is comprised of 22% formula funds and 78% competitive funding.
- National AJC contracts make up 16.5% of our funding.

DEPARTMENT OF MOTOR VEHICLES:

The WorkPlace will provide photo licensing services in Stamford, Norwalk and Danbury replicating the services of AAA Photo Licensing Centers. Requirements include: minimum of 2 days per week at each location, adequate space to provide a waiting area, ability to handle financial transactions estimated at 3,000 transactions per week, with payment to The WorkPlace of \$8.00 per transaction. Why add this level of service?

- **Aligns with our service delivery model**
 - o Serve greater and more diverse populations.
- **Opportunity to grow customer base**
 - o Additional revenue.

Mr. Carbone stated that The WorkPlace will be the only one in the nation that is doing this.

BUILDING PROJECT:

Mr. Carbone discussed the building project noting that the purpose is to control future costs, asset creation and future appreciation and to strengthen the agency's credibility. This summer finance and design options will be finalized. We are planning for a presentation and discussion at future board meetings.

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 78,000 people in our region have had one form of service or another. This approach to our work has brought in \$183,327 million dollars. Our growth since June, 2017 is+ \$19,809,000 (12.1%). 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 in our system and funders.

BUSINESS:

BOARD OF DIRECTORS MEETING MINUTES

On a motion made and seconded, the Board of Directors unanimously approved the minutes of the March 16, 2018 Board of Directors meeting.

CONSENT AGENDA:

The Consent Agenda consisted of:

1. **Resolution:** Authorizing Joseph M. Carbone, President/CEO to execute contracts on behalf of the Corporation for Program Year 2018-2019.
2. **Budget:** The WorkPlace 2018-2019 Budget as approved by the Finance Committee.

On a motion made and duly seconded, the Board of Directors unanimously approved the Consent Agenda.

PROGRAM UPDATES:

Tom Long stated that part of growth is change and how we help people. There is a skill shortage and we need a wrap around approach to help people succeed. Mr. Long announced that we will be hearing about 3 of our programs that help make this transition:

- Reentry Programs
- Strengthening Working Families Initiative
- Engage Staffing.

Mr. Long introduced Terri Williams, Director of Reentry Programs.

Reentry Programs for Ex-Offenders:

Ms. Williams noted that the process of leaving prison can be very difficult and challenging without the necessary resources and support systems in place. They face many barriers that lead to more problems and often lead to recidivism. Ms. Williams stated the reentry programs bridge the gap from prison to the workforce by providing employment and training services for ex-offenders upon release. These programs are proven to reduce recidivism rates among all ex-offenders regardless of sex, race or creed. The funding we receive enables us to develop and implement career pathway programs for adults and addresses employment and educational barriers of court-involved youth by helping them to continue their education and industry-recognized credentials.

Training to Work:

Our Training to Work Program provides employment and training services for adults who reside in work-release programs in Bridgeport and New Haven. Participants are given life skills, career coaching, and vocational training in construction, manufacturing or transportation. Supportive services are provided to participants to help them overcome barriers that restrict them from entering the workforce to gain sustainable employment.

Face Forward:

Our Face Forward Program provides employment and training services to the youth (ages 14 and 24) in the Southwestern Connecticut workforce region, who are or have been involved with the juvenile justice system to overcome barriers they face in their lives.

Reentry Mentoring Program:

This program provides mentoring services for youth, adults, and veterans transitioning back into their communities. The goal is to match participants with the appropriate volunteer mentor who will offer support and guidance to the participant for a minimum of six months. Mentoring/career coaching services provided:

One-on-one – Group Career Coaching/Job Clubs
Peer-to-peer – Job Shadowing/Service-Based Activities.

LEAP II:

LEAP II is a specialized American Job Center at York Correctional Institution in Niantic, Connecticut. It is a voluntary program focusing on specifically assisting the women offenders with employment skill, training, certification, resume building and interview techniques prior to release.

HEALTH CAREER ACADEMY

STRENGTHENING WORKING FAMILIES INITIATIVE – (SWFI):

Tom Long introduced Ken Laryea, Manager of SWFI. Mr. Laryea stated that the program aim is to provide low-to-middle parents opportunities to advance within the healthcare industry. This initiative provides parents a career pathway. Focused on barriers related to training and childcare, this initiative provides parents a career pathway to secure higher paying jobs within the healthcare industry. The program serves parents with a child under 13 years of age or over 13 with a disability or a developmental delay. The ideal SWFI participant must be interested in training and employment healthcare, be looking for advancement or entry in the healthcare field, be motivated and committed to self-improvement and a background check suitable for employment in the healthcare industry. Some of the targeted careers are: Certified Nursing Assistants, Medical Assistants and Patient Care Technicians. Mr. Laryea discussed the many training institutions involved with the program, the participant process. the many services that are provided and childcare information.

ENGAGE STAFFING:

Tom Long introduced Mike Morgan, Director of Engage Staffing. Mr. Morgan stated that Engage Staffing is different and unique. Our solutions are innovative and our rates are competitive. We connect people in various types of possibilities.

Mr. Morgan stated Engage Staffing is a better way to hire. We provide temporary staff, temp-to permanent, direct hire and contracts. Some advantages of partnering with Engage are:

- Workers are on our payroll, not yours
- Reduces your liability as a business
- Eliminates a mis-hire (try before you buy)
- We cover workers compensation and payroll taxes
- You focus on your business; we will manage your human capital.

Mr. Morgan stated that we have succeeded through our partnerships with: American Job Center/CTDOL, Starting Place/LEAP – Career Resources, Mortgage Crisis Job Training Program, P2E, Health Career Academy, Maturity Works and Veterans.

SPECIAL PROJECTS:

Mr. Morgan stated that we are working on a Manufacturing Academy that will upgrade skills of current employees. We will customize on-demand and responsive training solutions. We will design, develop and administer for a fee. This will be a means of adding to the Engage Staffing payroll. We will be saving businesses time, energy and money.

LOOKING AHEAD:

- Collaboration with an agency specializing in adults with disabilities.
- "Think" AJC and the services they provide, but on-site for this non-profit client.
- Competitive employment is the goal.
- All services administered by The WorkPlace and Engage Staffing.

Please contact Engage Staffing with business referrals, job seeker referrals and send us resumes.

AJOURNMENT: There being no further discussion, the meeting was adjourned at 9:36 a.m.

The next Board of Directors meeting will be held on September 21, 2018.

Respectfully submitted, Mildred Brighindi, Executive Secretary

