

F
The WorkPlace
Southwestern Connecticut Regional Workforce Development Board
Board of Directors Meeting
September 1, 2021

MEMBERS PRESENT

Acosta Yesenia, DSS
Bentley Larry, Consultant
Burgard May, BESB
DeMarco Julie, Fairfield Senior Center
Falcon, Clodmiro, SAMA
Feldman Gary, US Computer Connection
Fuda Victor, CT DOL
Gill Fred, Gateway Comm. College
Gold Lindy Lee, DECD
Hopkins Meghan, Operation Inc.

Loeser John, Small Business Consultant
Lohr Jim, Carpenters Labor Mgmt Program
Morgan David, TEAM, Inc.
Oddo Jim, Executive Search Professionals
Proto Mike, Prestige Industrial Finishing
Rafael Cindy, DRS
Russo Nicole, Microboard Processing
Sheahan Margaret, Mitchell & Sheahan
Smith Dwayne Dr., CEO Housatonic CC
Watson Debra, People's Bank

OTHERS PRESENT:

Acevedo Elizabeth, The WorkPlace
Alcantara Cristine, The WorkPlace
Alicia Esley, The WorkPlace
Amacechi Nneanata, The WorkPlace
Arboleda Samantha, The WorkPlace
Arruda Christine, The WorkPlace
Artis Michelle, The WorkPlace
Avery Anderson, The WorkPlace
Barcley Joyce, The WorkPlace
Baptiste Christina, The WorkPlace
Bartoli Maria, The WorkPlace
Barton Beth, The WorkPlace
Bartolomey Luis, The WorkPlace
Battle Stewart, The WorkPlace
Becker Allison, The WorkPlace
Benzant Constanza, The WorkPlace
Bissell Ben, The WorkPlace
Blanco Melanie, The WorkPlace
Brady Janet, The WorkPlace
Breedon Paula, The WorkPlace
Brewster Nichole, The WorkPlace
Brighindi Millie, The WorkPlace
Brooks Desiree, The WorkPlace
Brooks Lorenzo, The WorkPlace
Burton Jack, The WorkPlace
Bryant Rhaeshetta, The WorkPlace
Butler Andrea, The WorkPlace
Carbone Joseph, The WorkPlace
Colon Jennifer, The WorkPlace
Crisuolo Amy, Downsize Managers
Cruz Michelle, The WorkPlace
Daniels James, The WorkPlace
Deamico Bernadette, The WorkPlace
DeMarco Tim, The WorkPlace

DeMattia Donna, The WorkPlace
Douglas Maurice, The WorkPlace
Dow John
Downes Vernon, The WorkPlace
Dunleavy Mary, The WorkPlace
Edelstein Jane, The WorkPlace
English Carol, The WorkPlace
Falkowski Gloria, The WorkPlace
Fernandez Barbara
Ferreira Jane, Mercy Learning Ctr
Flanigan Andy, The WorkPlace
Foster Ruby, The WorkPlace
Frost Robert, The WorkPlace
Fury Angie, The WorkPlace
Furness Dean, The WorkPlace
Gaffney Sue, The WorkPlace
Galassi Jason, The WorkPlace
Garcia Yvette, The WorkPlace
Gerena Hailey, The WorkPlace
Gibbs Michelle, The WorkPlace
Gibbons Lorraine
Glazier Cal, The WorkPlace
Gomez Joan, The WorkPlace
Gopian Al, The WorkPlace
Green Aikayla, The WorkPlace
Grotta Justin, The WorkPlace
Hailey Gloria, The WorkPlace
Harris Elra, The WorkPlace
Helwig Pamela, The WorkPlace
Hodge Ray, The WorkPlace
Holtkamp Ashley, The WorkPlace
Hopkins Karen, The WorkPlace
Hopson Tanesha, The WorkPlace
Hull Suzette, The WorkPlace

Jackson Angela, The WorkPlace
Johnson Arnold, The WorkPlace
Johnson Tiffany, The WorkPlace
King Corey, The WorkPlace
LaRoche Maria, TheWorkPlace
Latham-Magee Stephanie, The WorkPlace
Laryea Ken, The WorkPlace
Leon Nestor, The WorkPlace
Levesque Paul, The WorkPlace
Lewis Sarah, The WorkPlace
Llanos Angie, The WorkPlace
Long Tom, The WorkPlace
Lopez Lily, Citibank
Lorch Kris
Madden Shelly, The WorkPlacd
Makela-Johnson, Libby, The WorkPlace
Malony Lisa, The WorkPlace
Martinez Brandon, The WorkPlace
Martorelli Christina, The WorkPlace
McCarthy Mike, The WorkPlace
McGinnis Monica, The WorkPlace
McLawhorn Toni, The WorkPlace
McNeil Desiree, The WorkPlace
Mederas Kinski, The WorkPlace
Miller Lewis
Miniman Jennifer, The WorkPlace
Montes. Grixaliz-Rodriguez, The WorkPlace
Morales Michael
Morgan Mike, The WorkPlace
Mountain John, The WorkPlace
Mucherino Elaine, The WorkPlace
Munn Todd, The WorkPlace
Napier Diana, The WorkPlace
Nieves Carmen, The WorkPlace
Oberstine Ashley
O'Brien Patricia, The WorkPlace
Pacowta Mike, The WorkPlace
Parkmond Adrienne, The WorkPlace
Patton Cathy, The WorkPlace
Payton Charmaine, The WorkPlace
Perez Alvin, The WorkPlace
Perez Gloria, The WorkPlace
Perez Joselito, The WorkPlace

Perez Lawrence
Perry Elizete
Perry Megan, The WorkPlace
Pisani Gabriella, The WorkPlace
Pizzaro Jose, The WorkPlace
Porter Angela, The WorkPlace
Proto Dennis, Ansonia Public School
Reed Janeen
Reyes Louie, The WorkPlace
Robinson Don, The WorkPlace
Romano Fran, The WorkPlace
Rule Shannon, The WorkPlace
Russell Andrew, TheWorkPlace
Sampson Tracy, The WorkPlace
San Roman Teresa, The WorkPlace
Santiago Priscilla, The WorkPlace
Santilli Vincent, Homes for the Brave
Sarro Mario, The WorkPlace
Savage Nordia, The WorkPlace
Seymour Holly, The WorkPlace
Shirvell James, The WorkPlace
Shriver Tim
Shuster Ben, The WorkPlace
Smith Jon
Stokes Mike, The WorkPlace
Sutton Matt
Szymanski John, The WorkPlace
Taylor Christina, The WorkPlace
Thornberg Dan, Aced by Interview
Toti Cynthia, The WorkPlace
Venditti Debbie, The WorkPlace
Venditti Gino, The WorkPlace
Vizcarrondo Celia, The WorkPlace
Watson Shirl, The WorkPlace
White Marlon, The WorkPlace
White Maurice, The WorkPlace
Wilderman Scott, Career Resources, Inc.
Williams Dawn Marie, Career Resources Inc.
Williams Janet, The WorkPlace
Williams Pandora, The WorkPlace
Williams Terri, The WorkPlace
Wrenn Regina
Wynter Nigel, The WorkPlace
Zaremy Joel, The WorkPlace

The quarterly meeting of The WorkPlace Board of Directors was held via a Zoom Meeting. Margaret Sheahan, Vice Chair, called the meeting to order at 8:17 a.m. Ms. Sheahan introduced our guest speaker, Timothy Shriver, Chairman of the Special Olympics since 1996 and CEO of UNITE, a national initiative for bringing Americans across divides together in a common purpose.

Mr. Shriver thanked The WorkPlace for the invitation to speak today. Mr. Shriver reminded us that lives are fragile, and we need to find new opportunities. We are pushed into silos of indifference. We are very divided, and people are giving up. Almost all Americans agree that the divisions in our country are destructive, and few can imagine an alternative. Solutions are better around us, in fact, the solution is us. Listening may be the only prescription strong enough to change the destructive course of our country. Mr. Shriver showed a picture of his cousin, Rosemary Kennedy who was intellectually challenged. If she were put into an institution, she would be described as inebecile, would be given up and locked away. Her mother, Rose, took her everywhere.

The first Special Olympics were held at the Yale Bowl, with guest speaker President Clinton. It was an awesome occasion and widely received. A video was shown of the Special Olympics' Ambassadors.

During the pandemic people need to work. Businesses that are using technology show that 80% of those with disabilities are unemployed. Their reason is that they think people with disabilities have no value, and they assume they cannot do anything. Progress is being made as businesses are getting human talent.

PRESIDENT'S REPORT:

Mr. Carbone stated that he was inspired by the remarks of Tim Shiver. Our condolences go out to Leon Bailey and his family on the passing of his father.

TRIBUTES:

Lewis Miller:

Mr. Carbone noted that for many years, Mr. Miller was a member of our Board of Directors. He and his wife, Jean, founded The WorkPlace Endowment Fund. Recently, Mr. Miller was the recipient of the Albert Nelson Marquis Lifetime Achievement Award. They are the world's premier publisher of biographical profiles.

CENSUS SHOWS POPULATION SHIFT IN CONNECTICUT – GROWTH IN THE SOUTHWESTERN WORKFORCE REGION: (CHART)

- Connecticut added 31,847 more residents.
- Stamford is now the state's second largest city behind Bridgeport.
- Hartford and New Haven counties also saw increases in population, but the other 5 counties lost people.

WHERE ARE THE JOBS NOW?

- **Leisure & Hospitality** jobs were flat after leading the way for much of the year. The hiring blitz at bars and restaurants came to an abrupt halt in August as more Covid-19 cases and a scarcity of willing workers kept employers from adding to payrolls.
- **Retail**, which has lost jobs over several years, shed 28,500 positions in August.
- **Health Care** down overall due to declines in Ambulatory Care, Home Health Aides and Nursing Care Facilities.
- **Manufacturers** had a decent month with 37,000 new jobs with strong hiring at factories that produce cars and car parts. This is a good sign.

Weaker employment activity (235K positions vs. 720K expectations).

DELTA VARIANT FEARS ARE DETERING AMERICANS FROM SEEKING WORK:

Mr. Carbone stated renewed fear over contracting or spreading COVID-19 as the Delta variant sparks outbreaks. About 3.2 million Americans told the Census Bureau that they weren't employed from between August 2 and August 16 because of concerns about the virus, up 30% from the previous polling period over the last two weeks of July.

UI CLAIMS DEMOGRAPHICS:

	Week of 8/14/21	Week of 5/2/20
Claims	106,581 Processed Claims	318,882 Processed Claims
Age	42% under 40 years of age	48% under 40 years of age
Gender	56% Female	55 % Female
Race	63% White 13% Black or African American 18% Hispanic	56% White 21% Black or African American 22% Hispanic
Income	67% earned \$35K or less in the year preceding unemployment	63% earned \$35K or less in the year preceding unemployment
Education	48% have only a HS diploma, 78% have less than a Bachelors	45% have only a HS diploma, 76% have less than a Bachelors

P2E MESSAGE FROM CONNECTICUT DOL:

Mr. Carbone reported that Commissioner Bartolomeo sent out 115,000 e-mails on August 31 and September 8 to those currently collecting UI benefits. And to those who have exhausted benefits since May 1st. The message guides people to the program website and provides contact information to reach a Career Counselor. The total number of applications, phone calls/voice mails and e-mails as of 9/15 total 1,949. Applications 527, phone calls/voice mails 411 and e-mails 1,011. The response has been dramatic and has exceeded our expectations. This is the best alternative for the long-term unemployed. Our P2E program has a placement rate of 80%.

RE-ENTRY PROGRAMMING:

Our program budget has doubled thanks to Governor Lamont. The State-wide total was 167 enrolled – 67% Secured Employment and the Recidivism rate was 1%.

SUMMER EARN AND LEARN PROGRAM:

- This summer the Youth Program provided minimum wages over 6 weeks, and 47 employers hosted the youth.
- Hosted a 3-day Job Skills Readiness Training. Youth learned about employer expectations and how to conduct themselves in a professional environment. Training was also provided on Money Management – Spending vs. Saving.
- Work assignments include a variety of occupations and industries.

A list of all the Summer Earn and Learn employers was presented.

MATURITY WORKS:

National Operations:

- Connecticut – Statewide
- Rhode Island – Statewide
- New York – Manhattan, Brooklyn, Bronx, Staten Island, Westchester & Putnam counties
- Pennsylvania – Philadelphia, Chester, Delaware and Montgomery Counties

July 2020 - June 2021	Most in Need	Entered Employ.	Retention	Median Earnings
PY 20 Goals	2.90	31.6%	28.1%	\$3,730
MaturityWorks Results	3.21	54.5%	39.0%	\$3,800

Nearly 300 participants have returned to in-person training at Host Agencies.

WHERE WE GO FROM HERE:

- Our guideposts are Equity, Inclusion and Diversity.
- Our sights will be measured by middle-class values.
- Our platforms to move forward include Apprenticeship, Telework and Cannabis.

TELEWORK SKILLS TRAINING:

The emergence and acceptance of virtual work arrangements creates new career options.

- \$550,000 in CARES ACT funding for a telework pilot program supporting women of color and individuals with disabilities
- Formal credential from Sacred Heart University documenting telework skills. They will identify the correct curriculum.

APPRENTICESHIP:

This is a structural part of workforce development.

Funding:

- U.S. DOL Youth Apprenticeship Grant (\$1.9m)
- CT DOL’s Apprenticeship Initiative (\$2.2m)
- State budget calls for \$5m for the purpose of funding workforce pipeline programs.

Notable accomplishments to date:

- New Registered Apprenticeship Programs launched at Bigelow, McMellon Bros., and Preferred Precision
- 24 participants completed manufacturing pre-apprenticeship training through HCC at Platt Technical School and Derby High School.

Upcoming:

- Working closely with Bead Industries, In-line Plastics, Microboard and Holberg to develop new programs.
- Partnering with Junior Achievement and ManufactureCT to host “Manufacturing Career Exploration Day” in October.

THE U.S. CANNABIS INDUSTRY:

Mr. Carbone presented a list of 10 states with information on cannabis jobs, and cannabis sales. Despite a year marked by a global pandemic, spiking unemployment, and economic recession, the legal cannabis industry added 77,300 full-time jobs in the U.S. in 2020 and represents a 32% year-over year growth. Mr. Carbone commended Governor Lamont and the legislators. The legislation legalizing and regulating cannabis contains comprehensive reforms that address many areas, including equity, criminal justice, public health, and public safety. The law implements equitable marketplace requirements under which at least half of all initial licenses are reserved for social equity applicants, targeting communities that have been most negatively impacted.

UniteCT:

Mr. Carbone noted that we are not just working with tenants, but with landlords as well.

- Call Center Operations: over 150,000 calls since March 2021
- Averaging over 1,100 calls per day
- 4,000 sq. ft. being utilized
- Our Mobile Recruitment – over 1,000 visits
- Participated in Governor’s Press Conference with Wally Adeymo, U.S. Assistant Secretary of Treasury.

DRIVEN TO SERVE: - THE 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. This approach to our work has brought in \$289,971,000. Our growth since September 2020 was \$50,598,000 (21% growth). This money is beyond our Formula Dollars. We have helped over 100,000 people with our services in one way or another. Mr. Carbone thanked the Board, Partners, Funders, Elected Officials, and staff for their support.

BUSINESS:

MINUTES: On a motion made and seconded, the Board of Directors unanimously accepted the Minutes of the June 18, 2021, Board of Directors meeting.

BOARD NEW APPOINTMENT:

Devon O’Nalty:

Senior Manager, WorkPlace Inclusion & Diversity Recruiting, Avangrid. He has worked for Avangrid for over 2 years. Prior to this, he was a Senior Analyst, Labor and Employment Relations for Sikorsky.

On a motion made and seconded, the Board of Directors unanimously accepted the appointment of Devon O’Nalty to the Board of Directors.

AJOURNMENT: There being no further discussion, the meeting was adjourned at 9:33 a.m.

The next Board of Directors meeting will be held on December 17, 2021.

Respectfully submitted, Mildred Brighindi, Executive Assistant.