

The WorkPlace
Southwestern Connecticut's Regional Workforce Development Board
Board of Directors Meeting
December 17, 2021

MEMBERS PRESENT

Alvarado Frank, Small Business Admin.
Bailey Leon, Comm. Fndtn Gtr New Haven
Carbone Bing, Modern Plastics
Coley Thomas, CSCU
DeMarco Julie, Bigelow Ctr For Sr Activities
Feldman Gary, US Computer Connection
Ferguson Monette, Alliance for Community
Empowerment
Fuda Victor, CT DOL
Gill Fred, Gateway Community College
Gold Lindy-Lee, DECD
Holcomb Doug, Greater Bridgeport Transit
Hopkins Meghan, Operations Inc.

LaBella Michael, TD Bank
Loeser John, Small Business Consultant
Lohr Jim, Carpenters Labor Mgmt Program
Morgan David, Team Inc.
Oddo Jim, Exec. Search Professionals
O'Nalty Devon, Avangrid
Rafael Cindy, DRS
Russo Nicole, Microboard Processing Inc.
Seebeck Matt, SoNo Properties
Sheahan Margaret, Mitchell & Sheahan
Watson Debra, People's Bank

OTHERS PRESENT:

Acevedo Liz, The WorkPlace
Aird Enola, Community Healing Network
Alcantara Christine, The WorkPlace
Amacechi Nneanata, The WorkPlace
Amarante J.
Ameri Rachelle, The WorkPlace
Arboleda Samantha, The WorkPlace
Artes DiaMond, The WorkPlace
Aerruda Christine, The WorkPlace
Baldwin J.
Baptiste Christine, The WorkPlace
Barclay Joyce, The WorkPlace
Bartolomey Luis, The WorkPlace
Bartoli Maria, The WorkPlace
Becker Allison, The WorkPlace
Benzant Constanza, The WorkPlace
Bissell Ben, The WorkPlace
Breedon Paula, The WorkPlace
Brewster Nicole, The WorkPlace
Brighindi Millie, The WorkPlace
Brooks Desiree, The WorkPlace
Brown Marcus, The WorkPlace
Bryant Rhaeshetta, The WorkPlace
Burke Chelsea, The WorkPlace
Burton Jack, The WorkPlace
Butler Andrea, The WorkPlace
Camacho Maria, The WorkPlace
Campos Rosalie, The WorkPlace
Carbone Joseph, The WorkPlace

Carroll Tim, The WorkPlace
Chairaluce Danielle, Chapel Haven
Charpentier Mark, The WorkPlace
Collins Pam, The WorkPlace
Colon Jennifer, The WorkPlace
Corey Adrene, The WorkPlace
Crawford Diane, Career Resources, Inc.
Cruz Michelle, The WorkPlace
Daniels James, The WorkPlace
Deamico Bernadette, The WorkPlace
DeLeon Krystal, The WorkPlace
DeMarco Tim, The WorkPlace
DeMattia Donna, The WorkPlace
DiBacco Joe, Ansonia Public Schools
DiLeo Carmen, Career Resources, Inc.
Douglas Maurice, The WorkPlace
Downes Vernon, The WorkPlace
Edelstein Jane, The WorkPlace
English Carol, The WorkPlace
Falkowski Gloria, The WorkPlace
Fernandez Barbara
Foster Ruby, The WorkPlace
Franqui Marie, The WorkPlace
Frost Robert, The WorkPlace
Furey Angie, The WorkPlace
Furness Dean, The WorkPlace
Galletti Jennifer, TheWorkPlace
Garcia Judy
Garcia Yvette, The WorkPlace

Gerena Hailey, The WorkPlace
Ginsberg Will, CFGNH
Green Aikayla, The WorkPlace
Gibbons Michelle, The WorkPlace
Giegengack Theresa
Glazier Cal, The WorkPlace
Gopian Al, The WorkPlace
Grota Justin, The WorkPlace
Hailey Gloria, The WorkPlace
Harris Elra, The WorkPlace
Harris Gwen, Career Resources, Inc.
Harris Michelle, The WorkPlace
Harris Ken
Hebert Cindy, The WorkPlace
Hodge Ray, The WorkPlace
Hopkins Karen, The WorkPlace
Hopson Tanesha, The WorkPlace
Houel Adrienne, Bpt. Comm. Enterprises
Jackson Angela, The WorkPlace
James Juanita, FCCF
Johnson Arnold, The WorkPlace
Johnson Ebony, The WorkPlace
Joyce Kara, The WorkPlace
Kearse Carrie, The WorkPlace
Keel Deb, The WorkPlace
Kelman Lauren, The WorkPlace
King Corey, The WorkPlace
Kleiner Thom
Lathem-Magee Stephanie, The WorkPlace
Lawrence Lyn, CT DOL
Lazaro Karen
LeDuc Kimberly, The WorkPlace
Lee Sean, The WorkPlace
Leon Nestor, The WorkPlace
Leone Carlo, The WorkPlace
LeBron Amanda, The WorkPlace
Lewis Sarah, The WorkPlace
Lignore Maria, Career Resources, Inc.
Lisher Jim, Career Resources, Inc.
Llanos Angie, The WorkPlace
Long Tom, The WorkPlace
Madden Shelly
Makela-Johnson, Libby, The WorkPlace
Malony Lisa, The WorkPlace
Martorelli Christina, The WorkPlace
McCarthy Mike, The WorkPlace
McCrae Pam, Life Bridge
McGinnis Monica, The WorkPlace
McNeil Desiree, The WorkPlace
Mendez Tykeisha, The WorkPlace

Miniman Jennifer, The WorkPlace
Montes. Grixaliz, The WorkPlace
Morgan Mike, The WorkPlace
Mountain John, The WorkPlace
Mucherino Elaine, The WorkPlace
Napier Diana, The WorkPlace
Nicholas-Xavier Taylor, The WorkPlace
Nieves Carmen, The WorkPlace
Numbers Nelson, The WorkPlace
O'Brien Patricia, The WorkPlace
Pacowta Mike, The WorkPlace
James Page, UB
Paleologos Celeste, The WorkPlace
Parkmond Adrienne, The WorkPlace
Patton Cathy, The WorkPlace
Patton Rory, The WorkPlace
Payton Charmaine, The WorkPlace
Peeler Donna, Career Resources, Inc.
Pelletier Gayle, The WorkPlace
Perez Gloria, The WorkPlace
Perez Jose
Perry Megan, The WorkPlace
Pham Mai, The WorkPlace
Pizzaro Jose, The WorkPlace
Porter Angela, The WorkPlace
Proto Dennis, Ansonia Public School
Robinson Don, The WorkPlace
Rojas Alejandro, The WorkPlace
Roman Tracey
Romano Fran, The WorkPlace
Rule Shannon, The WorkPlace
Russell Andrew, The WorkPlace
Russo Nicole, Microboard Processing
Sampson Tracy, The WorkPlace
San Roman Teresa, The WorkPlace
Santiago Priscilla, The WorkPlace
Sarro Mario, The WorkPlace
Savage Nordia, The WorkPlace
Sementilli Lisa, CT DOL
Shepard Sylvia
Shuster Ben, The WorkPlace
Smith Honda
Stokes Mike, The WorkPlace
Sutton Matt
Taylor Christina, The WorkPlace
Taylor Therman, The WorkPlace
Thornberg Dan, Aced My Interview
Tiller Anna, The WorkPlace
Toti Cynthia, The WorkPlace
Tripodi Bill

Troutman R.
Turner-Young, Diane, Comm. Healing
Vandiver Ashley, The WorkPlace
Venditti Debbie, The WorkPlace
Venditti Gino, The WorkPlace
Vermont Carolyn
Vitale Angelo, The WorkPlace
Vizcarrondo Celia, The WorkPlace
Watson Shirl, The WorkPlace
White Maurice, The WorkPlace
Williams Janet, The WorkPlace

Williams Pandora, The WorkPlace
Williams Terri, The WorkPlace
Wright Bethany, The WorkPlace
Wynter Nigel, The WorkPlace
Zaremby Joel, The WorkPlace

The quarterly meeting of The WorkPlace Board of Directors was held via a Zoom Meeting. Leon Bailey, Chair, called the meeting to order at 8:15 a.m. Mr. Bailey turn the meeting over to Joe Carbone to introduce Ginne-Rae Clay, Executive Director Official of the Social Equity Council.

Ginne-Rae Clay gave an overview of the Social Equity Council. She spoke about what the Council is doing right now as well as the direction the Council is moving toward in the future.

- The Social Equity Council has 15 members appointed by Governor Lamont.
- The mission of the Council is to promote and encourage participation in the adult use cannabis industry, by people from communities who have been disproportionately harmed by cannabis prohibition and enforcement.
- Going out into the communities to meet people where they are to help with completion of the Social Equity application.

The Social Equity Council expects the final vote to be in January 2022. The Social Equity Council has been advising the Department of Consumer Protection, who oversees the cannabis industry and regulations. They have had conversations on the licensing process, determining the number of licenses and each category. The application will be available along with all the tools and information needed for the applicant to apply. The Council will work with an accounting firm to move applications along in a timely manner. They are working on the types of workforce development training that will be needed to move the initiative along as well. The Council is currently funded by general funds but will be funded by the recreation use taxes in the future.

PRESIDENT'S REPORT:

Mr. Carbone gives a tribute to Millie Brighindi. Millie is retiring after 44 years of working for the WorkPlace. She is the longest serving employee in the history of the WorkPlace Mr. Carbone expressed his sincere appreciation for everything Millie has done to make the WorkPlace what it is and her dedication to her work and to the entire staff. She will be missed. Mr. Carbone wished her well.

National, Connecticut & Regional Unemployment:

Mr. Carbone reviewed the unemployment rates at national, state, and regional level. Governor Lamont is on top of recruiting and actively bringing new companies to Connecticut that offer new opportunities. Connecticut is facing some structural challenges with population growth that has not

happened in 10 years. Connecticut doesn't have the best record for retaining our young people when they graduate. Connecticut has one of the oldest workforces in the nation. These three structural issues are the potential obstruction to the states continual progress.

UNEMPLOYMENT NUMBERS:

	Dec. 2019	Apr. 2020	Sept. 2021	Oct. 2021	Nov. 2021
NATIONAL	3.5%	14.7%	4.8%	4.6%	4.2%
STATE of CT	3.8%	8.3%	6.8%	6.4%	6.0%
Southwest CT	3.3%	8.0%	5.7%	5.5%	Data to be released

SWCT NON-FARM EMPLOYMENT:

Mr. Carbone noted that the brake down is from a period over a year. Health care continues to be the big driver. The highest paying job in our market is in financial activities. Connecticut people are leaving the work force. According to BLS surveys, roughly 44,000 Connecticut workers quit in September. Less than 10,000 people filed initial unemployment claims that month, suggesting the majority were able to get new jobs, start their own businesses or otherwise lean on income from a spouse.

Note: Manufacturing is struggling to find workers and the availability of workers is not there.

	Oct 21'	Change vs. Oct 20'	% change vs. Oct 20'
Retail	41,900	-700	-1.6%
Transportation, Warehousing & Utilities	9,300	700	8.1%
Education Services	12,600	800	6.7%
Health Care & Social Assistance	61,200	2,600	4.4%
Government	40,900	100	0.2%
Financial Activities	36,700	1,600	4.6%
Manufacturing	27,000	0	0%
Leisure & Hospitality	37,200	3,400	10.1%
Professional & Business Services	63,700	2,900	4.8%
Construction	14,800	1,600	12.1%
Information	11,000	-500	-4.3%
Total Non-Farm Employment	385,000	13,800	3.7%

ALARMING SKILL GAP GROWING WORSE:

Mr. Carbone stated because of the pandemic businesses and workers are forced to adapt to a remote economy, automation, and globalization. They are having to change the way work is being done. Workforce changes that were expected over the 10 years happened over a few months as employers embraced new ways to serve customers with fewer workers. Currently the workforce is relying heavily on workers with technical and digital skills. With the acceleration of the changes there is a growing mismatch between the skills workers have and those employers are seeking. Other factors at work include the continuing health concerns around COVID, the lack of childcare, cost of

education, equity, and access to training opportunities. The state of Connecticut is seeking critical thinkers and are paying very well.

RESPONSIVE OPERATIONS:

Mr. Carbone started with thanking Scott Wilderman, our One Stop Operator and Provider who runs the southwest American Job Centers. They were creative and innovating during the COVID transition. They established a virtual scheduling system for job seekers and created a video series for employers on how the AJC can help businesses.

Bridgeport received funds from the American Rescue Program Act. Under Mayor Ganim's guidance, the city challenged organizations to compete for funds to help residents overcome the burdens caused by the pandemic. The WorkPlace put in a bid to upgrade and enhance our programs and we won in all three categories. The WorkPlace was selected for three grants totaling \$1,060,000 over a three-year period from the city. The grant dollars will go into Bridgeport workforce programs.

4 Pillars of Future Operations

- Apprenticeship Programs
- Remote Work
- Emerging Cannabis Industry
- Sector Partnerships

APPRENTICESHIP WORKS:

Mr. Carbone stated that registered apprentices in the U.S. surpasses 636,000 a 64% increase from a decade ago.

- State budget calls for \$5 million for the workforce pipeline programs.
- Hosted the 1st "Manufacturing Career Awareness Expo" for high school students. The event presented career pathways and featured speakers from ManufactureCT, Sikorsky, Teamsters, Bigelow Tea, and others.
- New partnership with Ansonia schools enables high school seniors to graduate with the certification (CNA, EKG and phlebotomy) necessary to start employment as Patient Care Technicians in local hospitals.

REMOTE WORKS:

Mr. Carbone noted that a Microsoft Work trend index study published in March found that 66% of employers around the world are redesigning their workplace to accommodate telework. Companies realize that physically being at the office full-time isn't necessary to produce great results. The WorkPlace was awarded \$500,000 in CARES ACT funding for a remote pilot program supported women of color and individuals with disabilities. A credential from Sacred Heart University is demonstrating competency in a remote setting. The resiliency programs include self-care and managing stress.

THE ALLIANCE FOR CANNABIS EQUITY(ACE):

Mr. Carbone noted Governor Lamont signed legislation that legalizes and regulates the use of cannabis in Connecticut. It contains comprehensive reforms addressing equity, workforce development, and criminal justice.

SECTOR PARTNERSHIP:

Mr. Carbone noted the Office of Workforce Strategy plans to use \$70 million in federal American Rescue Plan Act fund and \$40 million in state bonding to provide training to 8,000 workers over a three-year period. Governor Lamont and the DECD have provided focused leadership in bringing together stakeholders for a common cause. Healthcare continues to be the driving force in our region.

OUR VALUES:

The WorkPlace is a protector of those most in need. We appreciate diversity and seek out individuals that are marginalized. We are committed to overcoming poverty and insecurity. The WorkPlace measures success by what our customers do as a result from our initiative and leadership. We are a center of ideas, research, and best practices.

DRIVEN TO SERVE:

Driven To Serve		
1996-2021		
Cumulative as of:	Sept. 21'	Dec. 21'
Public Funding	\$262,899,000	\$266,831,000
Partner With Business and Foundations	\$12,797,000	\$12,897,000
Fee-For-Service	\$14,275,000	\$15,167,000
Total	\$289,971,000	\$294,895,000
Growth Since December 2020 +\$ 33,592,000 (12.9% Growth)		

BOARD BUSINESS:

Leon Bailey made it explicitly clear that The WorkPlace knows that federal dollars cannot be used to explore cannabis or be used to support any staff time.

MINUTES: On a motion made and seconded the Board of Directors accepted the minutes of the September 17, 2021, Board of Directors meeting.

AJOURNMENT: 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 18, 2022.

Respectfully submitted,
Michelle Artis, Operations Coordinator