

The WorkPlace
Southwestern Connecticut's Regional Workforce Development Board
Board of Directors Meeting
March 18, 2022

MEMBERS PRESENT

Acosta Yecenia, CT Dept. of Social Services
Bailey Leon, Comm. Fndtn Gtr New Haven
Burgard Mary, Vocation Rehabilitation
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
Gold Lindy-Lee, DECD
Holcomb Doug, Greater Bridgeport Transit
Hopkins Meghan, Operations Inc.

Lohr Jim, Carpenters Labor Mgmt Program
McSpedon Matthew, Middle Market Banking
Morgan David, Team Inc.
Oddo Jim, Exec. Search Professionals
Proto Mike, Prestige Industrial Finishing
Rafael Cindy, DRS
Russo Nicole, Microboard Processing Inc.
Silverstone Bruce, Silverstone Consulting
Sheahan Margaret, Mitchell & Sheahan
Truini Brian, UFCW 371
Watson Debra, People's Bank

OTHERS PRESENT:

Acevedo Liz, The WorkPlalce
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
Brooks Desiree, 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
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 WorkPlac
DeMarco Tim, The WorkPlace
DeMattia Donna, The WorkPlace
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 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
Hodge Ray, The WorkPlace
Hopkins Karen, The WorkPlace

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 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
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

The quarterly meeting of The WorkPlace Board of Directors was held via Zoom. Vice Chair, Margaret Sheahan called the meeting to order at 8:15 a.m.

PRESIDENT’S REPORT:

Mr. Carbone welcomed everyone to the board meeting. Mr. Carbone gave a tribute to Lindy Lee Gold one of The WorkPlace Board members. Lindy Lee Gold is from New Haven and works very hard to lift and empower people. She donated \$500,000 to Southern Connecticut State University to establish the School of Business Endowment for Leadership Development. Mr. Carbone and the entire Board salutes Lindy for her generosity.

CONNECTICUT EMPLOYMENT:

Connecticut lost over 700 jobs in January, ending nine consecutive months of gains. The January employment report released on March 11th, 2022, also cuts the December’s initially reported gains of 1,600 jobs to 500. CT has regained 78% of the 289,400 jobs lost in March and April of 2020 due to the pandemic shutdowns and restrictions. Maine leads the region in the jobs recovery at 91% followed by New Hampshire at 84%, Massachusetts 82%, Rhode Island 80%, Connecticut 78%, and Vermont 73%. The national recovery rate is 91%.

NATIONAL, STATE & REGIONAL UNEMPLOYMENT:

Connecticut’s labor force is down 63k people. The labor force numbers in CT is a chilling index, especially for a business that are trying to expand or come into the state.

Connecticut has had a history if losing population, that is slightly reversed in the last year but not greatly. We have seen the trend for the past 10 years. Another big factor is aging, we are one of the oldest states. Our state has a lot more retirements along with structural issues. There is not a simple piece of legislation that could change that.

	Feb. 2019	Dec.2021	Jan. 2022
NATIONAL			
# Unemployed	5,787,000	6,319,000	6,513,000
Labor Force	164,546,000	162,294,000	163,687,000
Unemployment Rate	3.5%	3.9%	4.0%
CONNECTICUT			
# Unemployed	72,600	94,700	98,900
Labor Force	1,930,500	1,853,700	1,867,400
Unemployment Rate	3.8%	5.1%	5.3%
SW CT (not seasonally adjusted)			
# Unemployed	18,740	17,820	20,591
Labor Force	407,159	389,259	401,240
Unemployment Rate	4.6%	4.6%	5.1%

SCARCITY OF SKILLED WORKERS:

Mr. Carbone stated according to the U.S. BLS, nearly 8 million skilled-labor jobs were lost during the pandemic. About half have been filled, but the “Great Resignation” was fueled by many tradesmen taking early retirement, many workers are also preferring to work from home, or finding less labor-intensive jobs. Job openings in the state ballooned to 117,000 in January. If every unemployed person in Connecticut (98,900) found a job today, we would still have 18,100 open positions.

MEMBERSHIP ELEVATED STATUS:

Mr. Carbone stated that the Governor's Workforce Council is made up of business leaders from all sectors of the economy. \$150 million dollars came from the pandemic, and the federal dollars gave the resources to create a positive change in our system. CT has the best education workforce in the northeast, we can stay competitive because how smart we are. CT is focused on setting a coordinated, statewide strategy for building an equitable, inclusive, and innovative workforce that meets the needs of the current economic environment and can adapt to the needs of the future. There is a united effort with the workforce partners collaborating to move together in the right direction. CT Department of Labor and DECD are instrumental in the success of the council. We are moving from general services to sector services, focusing on healthcare and manufacturing in our region.

CareerConnectCT:

Governor Lamont launched CareerConneCT, investing \$110 million to help workers that were impacted by COVID-19 get back to work through job training. This is administered by the Office of Workforce Strategy, and the program is supported by the federal American Rescue Plan Act. The WorkPlace has submitted two proposals for a state-wide training.

- Healthcare- modeled after our Health Career Academy, in partnership with the other workforce regions for recruitment and placement. We will coordinate training programs, support services and overall operations.
- RemoteWorks- modeled after our successful RemoteWork pilot. We help people overcome barriers to employment.

Healthcare Grant Application:

We proposed to serve 2000 participants in the state of Connecticut. The proposal contains:

- A broad partnership that will support the implementation of our Health CareeRX Academy across CT.
- In addition to the other Workforce Boards, over 14 community-based partners, community foundations and education/training providers, supported by over 20 employers.
- Training would be offered in the following occupations: CNA; Home Health Aide; Phlebotomist; EKG Technician; Emergency Medical Technician; Pharmacy Tech; Community Health Worker; Central Sterile Processing Technician and Dental Assistant.

REMOTE WORKS:

Mr. Carbone noted Karin Kimbrough, LinkedIn's chief economist told 60 Minutes that before the pandemic 1 in every 67 job postings was for remote work. Now the astonishing number is 1 in 7. A collaboration of education/training providers, employers, and community-based organizations supporting remote worker training across CT. The program certifies participants to have the technology-related skills, ability to work independently, and the customer service training required for telework positions. The RemoteWork program would incorporate The WorkPlace concierge model to connect participants to needed resources. The program seeks to serve 300 individuals with 95% completing training and 85% securing employment. This is going to have an amazing impact on helping people with a disability.

PILLAR OF OUR BUSINESS:

The Alliance for Cannabis Equity:

Mr. Carbone wants the WorkPlace to be ready to provide opportunities to the people. At The WorkPlace it is our job to look for opportunities to people that need it the most. Legislation legalizing cannabis 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. We are looking to explore partnerships and evaluate the workforce development opportunities in this new industry.

Sector Partnerships:

Through the Office of Workforce Strategy, we are fully participating in a state-wide industry initiative.

- Manufacturing- Facilitating partnership activities that could lead to \$2.4 million in grant funding over 3 years.
- Technology- Early stages of development, with plans for multi-year programs supporting the sector.
- Construction related program for youth- Opportunity for 1.2 million, statewide initiative modeled after our Bridgeport base YouthBuild program.

Platform to Employment:

Platform to Employment has helped more than 2,500 residents in Connecticut and assisted in finding over 1,500 jobs. The average wage of the jobs is \$25.91.

Platform to Employment							
	Started	Completed	Dropped	# Placed in Work Experience	% Placed in Work Experience	#Hired after Work Experience	% Hired after Work Experience
Aug. Cohort	27	26	1	19	76%	18	95%
Oct. Cohort	97	84	13	69	83%	64	93%
Nov. Cohort	60	55	5	35	64%	34	97%
Feb. Cohort	71	71	0	14	20%	13	93%
YTD Results	255	236	19	137	59%	129	94%

Platform to Employment Re-Entry							
	Started	Completed	Dropped	# Secured Employment	% Secured Employment	Average Wage	Recidivism #
Jul. Cohort	18	12	6	7	58%	\$13.92	0
Aug. Cohort	19	10	9	7	70%	\$13.97	1
Aug. CRI Cohort	8	6	2	5	83%	\$14.60	0
Oct. Cohort	22	15	7	13	87%	\$15.57	0

Nov. Cohort	14	14	0	8	57%	\$14.49	0
Jan. Cohort	21	19	2	9	47%	\$15.17	0
YTD Results	102	76	26	49	64%	\$14.62	1

We are partnering with the University of Bridgeport to provide training on starting a business. UB is leveraging their ARPA funds to cover training expenses. Participants will receive 18 credits in Business, a certificate, \$1,000 stipend, and payment for their LLC License.

DRIVEN TO SERVE:

Driven To Serve		
1996-2022		
Cumulative as of:	Dec. 21'	Mar. 22'
Public Funding	\$266,831,000	\$266,643,000
Partner With Business and Foundations	\$12,897,000	\$12,953,000
Fee-For-Service	\$15,167,000	\$16,060,000
Total	\$294,895,000	\$295,656,000
Growth Since March 2021 +\$ 32,768,000 (12.5% Growth)		

Mr. Carbone gives a hug thank you to everyone for making this happen.

BOARD BUSINESS:

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

Consent Agenda: On a motion made and seconded the Board of Directors accepted the consent agenda.

STAFF REPORT:

Diversity & Inclusion:

Ms. Holtkamp the manager of Diversity, Inclusion, and Professional Development at the WorkPlace. Ashley stated that she will be sharing the progress the WorkPlace has seen with these initiatives. In this role she is responsible for promoting and developing training programs to enhance employee understanding on diversity and inclusion issues and to make sure employees stay up to date with workforce development topics.

The WorkPlace supports a diverse and inclusive environment by empowering our employees to be involved with different initiatives and programs. This allows our employees to establish a sense of belonging, empathy and provides them a deeper understanding of the demographics of participants

we serve. We have taken a positive shift in the culture and attitude to create a high performing organization in which motivation and moral increases.

The Workplace has taken advantage of the Zoom platform for the past two years since the pandemic March 2020. We officially offered 450 morning presentations covering a diverse number of topics.

- Black History Month
- Women's History Month
- Disability Awareness
- Recovery Awareness
- Pride

Professional Development:

Ms. Holtkamp shares professional development topics that can help staff have a better understanding of themselves. These topics will help employees form better relationships with their colleges along with their participants they are serving.

- WIOA
- Understanding of the AJC System
- How to Utilize Labor Market Information
- Case Note Writhing
- Importance of Empathy
- Developing Self-Awareness
- Understanding Different Communication Styles

Employee Wellness:

Wednesday Zoom calls have been designated as Wellness Wednesday. Cathy Patton has given presentations on some of the following topics.

- Hear Health
- Importance of Sleep
- Cancer Awareness
- Sun Safety
- Mental Health
- Ergonomics

OPERATIONS:

The operations update was provided by Adrienne Parkmond.

Live Chat:

How do we continue to help people that are not coming into the One Stop centers? With the popups, we can bring our services into the community. We also added a live chat feature to the AJC website. The live chat feature has allowed us to triage job seekers and employers during the pandemic. The live chat receives approximately 400 request per day with over 80% are resolved through an automated response system. They are talking to about 60-80 people a day.

Youth Apprenticeship Readiness Grant:

This grant has been funded by the U.S. Department of Labor. The purpose is to support the enrollment of the youth ages 16 to 24 into new and existing Registered Apprenticeship Programs. This will also ensure that wraparound services are provided to improve success in the program. All the graduates have earned a Certificate of Completion and has CNC Milling and Lathe credentials.

Senior Community Services:

Senior Community Services Employment Program (SCSEP/ MaturityWorks)		
Reporting Period: 7/1/2021-6/30/2022		
Program Measures	Goal	Actual
Total Positions (modified positions)	820	582
Entered Employment	35.6%	60.8%
Employment Rate 4th Quarter After Exit	29.1%	50.0%
Median Earnings	\$3,730	\$6,625
Service Level	156.9%	95.6%
Community Service	80%	46.0
Service to Most in Need	2.90	3.03

Ms. Parkmond reported on the new Cyber Seniors pilot program. Cyber Seniors will set up a dedicated webpage where trainees can access on- going support, one-on-one, group mentoring, and personalized training sessions that include Introduction to Chromebooks, Gmail basics and advanced tools, search engines, and resume building. The youth from The WorkPlace Career Hub program will be trained and assigned to provide the one-on-one mentoring for MaturityWorks participants.

MARKETING AND PLANNING UPDATE:

Tom Long reported on the marketing and planning of the WorkPlace.

Purse-suit of Success, will be a fun spring evening on the water, cocktail party and silent auction fundraiser benefitting Dress For Success. We will be honoring Karen DuBois-Wslton, President of Elm City Communities. She has been a incredible active member of the New Haven community throughout her career, particularly focused on removing barriers to fair housing among marginalized communities.

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 June 17, 2022.

Respectfully submitted,
Michelle Artis, Operations Coordinator