

The WorkPlace
Board of Directors Meeting
September 20, 2024

Board Members in Attendance:

Brian Truini, UFCW 371
Bruce Silverstone, Silverstone Consulting
Cindy Rafael, BRS
David Morgan, TEAM Inc.
Dennis "DJ" Yaremich, Teamsters Local 1150
Frank Alvarado, Consultant
Frank Ortega, Webster Bank
George Anderson, Synchrony
Jillian Baldwin, Park City Communities
John Loeser, CVS Health
Julie DeMarco, Bigelow CTR for Sr. Activities

Larry Bentley, Consultant
Lindy Lee Gold, Department of Economic &
Community Development
Mary Burgard, Vocational Rehab
Matt Seebeck, The SoNo Collection
Meghan Hopkins, Operations Inc.
Mike Proto, Prestige Industrial Finishing
Nicole Russo, Microboard
Pablo Colon, Avangrid
Patricia Benson, HCC
Victor Fuda, CT Department of Labor

Others in attendance:

Adrienne Houel, Greater Bridgeport Community
Enterprises, Inc.
Adrienne Parkmond, The WorkPlace
Alexa Williams, The WorkPlace
Alexandra Langston, The WorkPlace
Alfred Henderson, The WorkPlace
Ana Goncalves, The WorkPlace
Andrea Butler, The WorkPlace
Angela Porter, The WorkPlace
Anne Leskow, The WorkPlace
Araceli Marquez, The WorkPlace
Arnold Johnson, The WorkPlace
Ashley Holtkamp, The WorkPlace
Ben Bissell, The WorkPlace
Ben Schuster, The WorkPlace
Beth Barton, The WorkPlace
Brandi Johnson, The WorkPlace
Cal Glazier, The WorkPlace
Cameron Dickey, The WorkPlace
Caroline Ricardo
Carrie McKeithen, The WorkPlace
Cassandra Irby, The WorkPlace
Cathy Patton, The WorkPlace
Chandu Avni, The WorkPlace
Charlene Lee, The WorkPlace
Chelby Bragg, The WorkPlace
Claire Duvernay, The WorkPlace

Constanza Benzant, The WorkPlace
Cordelia Gomez, The Workplace
Corey King, The WorkPlace
Corinne Harris, The WorkPlace
Cristina Alcantara, The WorkPlace
Daisy Tenor, The WorkPlace
Darwin Lara
Dave Ferreira
Davonnah Monk, The WorkPlace
Deb Oliver, The WorkPlace
Debbie Venditti, The WorkPlace
Dennis Proto, Ansonia Public Schools
Desiree Brooks, The WorkPlace
Diana Napier, The WorkPlace
Donna Demattia, The WorkPlace
Dwayne Miller, The WorkPlace
Elaine Mucherino, The WorkPlace
Elle Serendi, The WorkPlace
Elra Harris, The WorkPlace
Ericka Christy, The WorkPlace
Fernando Hernandez, The WorkPlace
Fran Romano, The WorkPlace
Francheska Beato, The WorkPlace
Gloria Falkowski, The WorkPlace
Gloria Perez, The WorkPlace
Grixalix Rodriguez, The WorkPlace
Hailey Gerena, The WorkPlace

James Maroney, Senator
James Shirvell, The Workplace
Jane Edelstein, The Workplace
Janet Williams, The Workplace
Janice Bruno, The Workplace
Jasmin Reyes, The Workplace
Jason Galassi, The Workplace
Jennifer Colon, The Workplace
John Smith
John Szymanski, The Workplace
Jonathan Lee, The Workplace
Joselito Perez, The Workplace
Joseph Carbone, The Workplace
Joseph DiBacco, Ansonia Public Schools
Judy Garcia, The Workplace
Kayla Montanez, The Workplace
Kim McCathron
Kimberly Hare, The Workplace
Kimberly West, The Workplace
Krystal DeLeon, The Workplace
Lawrence Watkins, The Workplace
Leigh Roberts, The Workplace
Libby Johnson, The Workplace
Lisa Maloney, The Workplace
Lorenzo Brooks, The Workplace
Lori Burgos, The Workplace
Louie Reyes, The Workplace
Maria Bartoli, The Workplace
Maria LaRoche, The Workplace
Maria Matarazzo, The Workplace
Mario Sarro, The Workplace
Mark Douglas, The Workplace
Mark Lazarus, The Workplace
Marlon White, The Workplace
Mary Dunleavy, The Workplace
Michae Morgan, The Workplace
Michael Gordon The Workplace
Michael Hayden, The Workplace
Michael McCarthy, The Workplace
Michelle Artis, The Workplace
Michelle Cruz, The Workplace
Nick Chiappetta, The Workplace
Nygel Wynter, The Workplace
Patricia Meyer, Stamford Partnership
Paula Breeden, The Workplace
Phillip Foster, The Workplace

Priscilla Santiago, The Workplace
Rakiya Bello, The Workplace
Ray Hodge, The Workplace
Robert Frost, The Workplace
Saicha Griffin, The Workplace
Savoui Graham, The Workplace
Scott Wilderman, CRI
Shanice Goffe, The Workplace
Shannon Rule, The Workplace
Sheniki Snow
Shirl Watson, The Workplace
Stephanie Latha-Magee, The Workplace
Stewart Battle, The Workplace
Temieka Butler- Afable, The Workplace
Teresa San Roman, The Workplace
Thomas Powell, The Workplace
Tiffany Johnson, The Workplace
Tim DeMarco, The Workplace
Timothy McClure, The Workplace
Tishell Allen, The Workplace
Tom Fathom Notetaker
Tom Long, The Workplace
Tracey Sampson, The Workplace
Vahid Behzadan
Veronica Rodriguez, The Workplace
Vianna Frias, Workplace
Victoria Medina, The Workplace
Yalitza Dormez, The Workplace
Yusuf Hasaan, The Workplace
Yvette Garcia, The Workplace

Ms. Russo called the meeting to order at 8:15am.

Ms. Russo took a moment to recognize Senator Maroney's distinguished service. She highlighted his role as Deputy Majority Leader, his election to represent the 14th District (covering Milford, Orange, West Haven, and Woodbridge) in 2018, and his recent appointment to the Inaugural Leadership Council for the Center for Artificial Intelligence, part of the Future of Privacy Forum. She noted his work on technology legislation has earned national recognition.

Guest Speaker Remarks: Senator Maroney began his remarks by thanking The WorkPlace for the opportunity to speak. He provided an overview of his work on Artificial Intelligence (AI) in Connecticut, outlining current initiatives and future goals. As co-chair of the General Law Committee, he has led efforts on important consumer data privacy laws, including those related to children's data and health data privacy.

Key Highlights from Senator Maroney's Presentation:

- Connecticut conducted a survey of 7,000 families, revealing that 27% are not connected to high-speed internet, and 36% lack basic digital literacy. These findings underscore the need for continued efforts to bridge the digital divide.
- In 2023, Connecticut passed a bill to regulate the state's use of AI, particularly in automated decision-making processes, ensuring transparency and accountability in government operations.
- Senator Maroney has helped form a multi-state working group of legislators from 47 states, meeting bi-monthly. The group engages over 200 participants, including experts from across the country, to share best practices and tackle emerging challenges related to AI.
- **Proposed AI Bill:**
The bill is divided into three major components:
 - Regulating AI use by private industries
 - Implementing AI in the workforce
 - Promoting government use of AI and developing related programs
- **Impact on Employment:** Senator Maroney discussed projections for job displacement and creation due to AI.
 - AI is expected to eliminate 85 million jobs but will create 97 million new ones, resulting in a net increase in job opportunities. However, he emphasized that many displaced jobs are those primarily held by women, particularly women of color.
 - AI is increasingly used in hiring processes, with 80-88% of employers utilizing AI for resume screening. Additionally, 71% of companies stated they would prefer hiring someone with AI skills, even if they had less experience.
 - AI is also being adopted by 50-70% of large landlords for tenant screening.

Senator Maroney concluded by stressing that the next two years are critical for ensuring that AI's integration into the workforce is equitable and beneficial. He urged collaborative efforts to prevent a permanent divide between those who have access to the benefits of AI and those who do not.

The floor was then opened for questions, and Ms. Russo thanked Senator Maroney for his insightful presentation.

Board Business

Ms. Russo transitioned to the board business, presenting the following motions for approval:

- **Approval of Meeting Minutes:** A motion was made to approve the minutes from the June 21, 2024, Board of Directors meeting. The motion was seconded and unanimously approved.
- **Consent Agenda:** A motion was made to approve the consent agenda the motion was unanimously approved.
- **Board Appointment – Dr. Patricia Benson:** A motion was made, seconded, and unanimously approved, to appoint Dr. Patricia Benson, President and CEO of HCC as a new member of the Board of Directors.

President’s Report




Mr. Carbone began his report by acknowledging Senator James Maroney’s contributions to the community and his character as a respected leader.

Tributes: Mr. Carbone gave tribute to David Morgan, CEO of Team, Inc. and Ansonia Public Schools.

David Morgan (Board VP, Mr. Morgan): Mr. Carbone commended Mr. Morgan’s efforts during the Valley area floods on August 19th, where he organized volunteers to deliver essential supplies and provide critical services to those affected. The Valley Flood Relief Fund raised over \$800,000, with 100% of donations going directly to the impacted residents.

Ansonia Public Schools: The Business View Magazine (BVM) featured Ansonia Public Schools for adapting its educational programs to focus on technology training and work experience, ensuring students are prepared for careers of the future.

Labor Market: Our labor force, includes people age sixteen and older who are either employed or unemployed and actively looking for work. Below indicates trends from July 2023 to July 2024 reflecting the percentage in change in the U.S. Connecticut and SWCT.

	July 23	July 24	%Change
 U.S.	Labor Force 167,103,000	168,429,000	+0.8%
	Unemployed 5,841,000	7,163,000	
	Unemployment Rate 3.5%	4.3%	
 CONN.	Labor Force 1,894,500	1,907,800	+0.7%
	Unemployed 69,000	69,300	
	Unemployment Rate 3.6%	3.6%	
 SWCT	Labor Force 419,244	415,841	-0.8%
	Unemployed 17,617	15,378	
	Unemployment Rate 4.2%	3.7%	

SOURCES: CT DOL LMI & U.S. DOL BLS

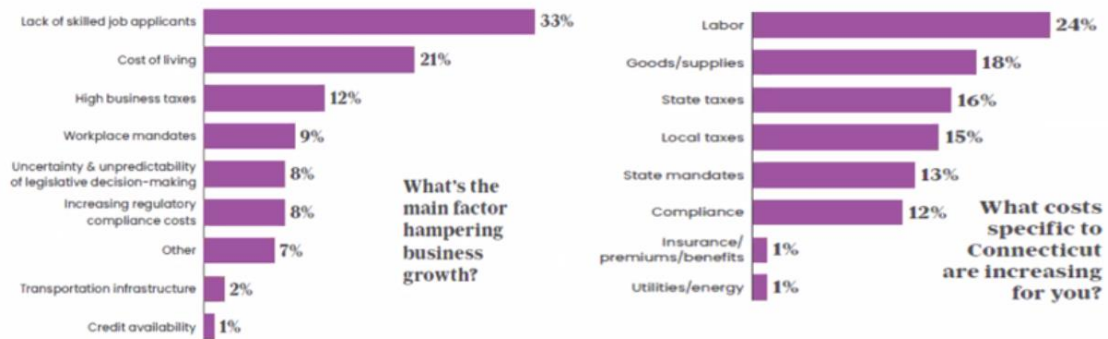
Obstacles to Sustained Growth: Connecticut faces a significant shortage of affordable housing, with a need for 169,400 units for low-income residents. This shortage is making it difficult for businesses to attract workers.

The state’s childcare industry continues to shrink, with 1,374 centers in operation in 2023—down 13% since 2010—further limiting workforce participation, especially among parents.

Connecticut has 93,000 job openings as of June 2024, with employers citing a lack of skilled workers as a major obstacle to growth.

Artificial Intelligence (AI): Mr. Carbone spoke about the far-reaching impact of AI on the workforce, emphasizing both the opportunities and challenges it presents. He announced the formation of a Blue-Ribbon Committee to study how businesses are leveraging AI technologies and how workers can be prepared for the changes ahead.

What Connecticut Employers Are Saying: The CBIA Annual Survey of Connecticut Businesses identified the lack of skilled talent as the primary challenge facing employers today.



RemoteWorks: This initiative equips individuals with essential skills for remote work. In its first year, 97 individuals were enrolled, with 61 securing employment—90% of them in remote positions. Seven cohorts are scheduled for year two, with 30 participants enrolled so far.

EnergyWorks: The EnergyWorks program, in partnership with Eversource and Housatonic Community College, trained 16 participants in linework, with ten being hired by Eversource as apprentices. A new training program in collaboration with United Illuminating begins in October.

Platform to Employment (P2E) for Youth: Research indicates that over 119,000 youth in Connecticut are at risk of dropping out or becoming disconnected from the education system. The Connecticut General Assembly allocated \$500,000 to TWP to pilot a program modeled after P2E. The program provides young people with paid internships and career-building experiences.

High Paying Jobs Without A 4-Year Degree: Below are a few jobs that previously required individuals to have a college degree. Standards have now changed, and industries are more receptive to skills based hiring.

Job	Median Salary	Est Growth 2022-2032	Education Req	Work Experience Required
Airline Pilot	\$148,900	4%	Vocational Training or Associates Degree	None, but flight hours are required
Information Security Analysts	\$112,000	32%	H.S. Diploma	None
Elevator Installer	\$99,900	8%	H.S. Diploma	Apprenticeship
Special Effects Animator	\$98,950	8%	H.S. Diploma	Portfolio of Work
Electrical Powerline Installer	\$82,340	3%	H.S. Diploma	Apprenticeship
Web Developer	\$80,730	16%	H.S. Diploma	None
Computer Support	\$59,660	5%	H.S. Diploma & Some IT Knowledge	Certifications

Program Updates Year Ending June 2024:

WIOA Programs

- Adult Youth program and Dislocated workers met its performance measures for Employment, Earnings, Credentials Attainment and Skills Gains.

Health CareRxAcademy

- The Health CareRx Academy continues to see success, with 29 students pursuing LPN or RN certifications. Additionally, the Career Connect program trained 537 individuals in various healthcare roles, and the Community Health Worker program trained 195 individuals, with an average wage of \$23.72 per hour.

MaturityWorks

- The MaturityWorks program exceeded performance expectations across five states, with more than 700 participants achieving success in employment retention and earnings. Over \$1.3 million in resources were leveraged from community partners.

Driven to Serve: Below reflects TWP cumulative growth since September 2023 to current.

Growth Since September 2023 + \$25,154,753 7% Growth	Cumulative as of:	June 24'	Sept. 24'
	Public Funding	\$ 335,971,210	\$348,426,318
	Partner With Business and Foundations	\$ 13,848,331	\$13,968,653
	Fee-For-Service	\$ 21,623,090	\$22,170,154
	Total	\$371,442,631	\$384,565,125

Mr. Carbone concluded his report by expressing gratitude to the board members, community partners, funders, elected officials, and staff for their continued dedication and support.

Adjournment: A motion was made to adjourn; the motion was seconded and unanimously approved. The meeting adjourned at 9:31am.

Our next Board of Directors meeting will take place on **December 20, 2024**.

Respectfully Submitted,
Tiffany Johnson, Executive Assistant