

Board of Directors Meeting

March 15, 2024

Board Members in attendance:

Bing Carbone, Modern Plastics
Brian Truini, UFCW 371
Bruce Silvestone, Silverstone Consulting
Cindy Rafael, BRS
David Morgan, TEAM Inc.
Dennis "DJ" Yaremich, Teamsters Local 1150
Doug Holcomb, GBT
Frank Alvarado
Fred Gill, Gateway Community College
George Anderson, Synchrony
Jillian Baldwin, PCC
Jim Lohr, Carpenters Labor Management Program
Jim Oddo, Executive Search Professionals LLC
Julie Demarco, Senior Center
Lindy Lee Gold, Department of Economic & Community Dev.

Mary Burgard, Vocational Rehab
Matthew Seebeck, The SoNo Collection
Meghan Hopkins, Operations Inc.
Mike Proto, Prestige Industrial Finishing
Nicole Russo, Microboard
Pablo Colon, Avangrid
Robert O'Mara, Griffin Hospital
Sabrina Mancini, CT State Department of Education
Thomas Sportini, IBEW Local 488 JATC
Victor Fuda, CT Department of Labor
William McBride, WC McBride Electrical Contractors LLC
Yecenia Acosta, CT Dept. of Social Services

Others in attendance:

Adam Scobie, HCC
Adrienne Farrar Houel, Green Team
Adrienne Parkmond, The WorkPlace
Aleksandra Mstowska-Tsiokos, ASML
Alexa Williams, The WorkPlace
Alexandra Langston, The WorkPlace
Alfred Henderson, The WorkPlace
Amy Feest, SCSU
Andrea Butler, The WorkPlace
Andrea Smith, The WorkPlace
Angela Jackson, The WorkPlace
Angela Porter, The WorkPlace
Angie Llanos, The WorkPlace
Anna Mariotti
Anne Leskow, The WorkPlace
Araceli Marquez, The WorkPlace
Arnold Johnson, The WorkPlace
Ben Bissell, The WorkPlace
Ben Schuster, The WorkPlace
Bernard Macklin, The WorkPlace
Beth Barton, The WorkPlace
Brandi Johnson, The WorkPlace
Cal Glazier, The WorkPlace
Cameron Dickey, The WorkPlace

Carrie McKeithen, The WorkPlace
Cassandra Irby, The WorkPlace
Cathy Patton, The WorkPlace
Chandu Avni, The WorkPlace
Charles Wilson, The WorkPlace
Chelby Bragg, The WorkPlace
Claire Duvernay, The WorkPlace
Constanza Benzant, The WorkPlace
Cordelia Gomez, The WorkPlace
Corinne Harris, The WorkPlace
Cristina Alcantara, The WorkPlace
Daisy Tenor, The WorkPlace
Dean Furness, The WorkPlace
Deb Oliver, The WorkPlace
Debbie Venditti, The WorkPlace
Dennis Proto, Ansonia Public School
Desiree Brooks, The WorkPlace
Diana Napier, The WorkPlace
Donna DeMattia, The WorkPlace
Dorcey Mvumbi, The WorkPlace
Dwayne Miller, The WorkPlace
Elaine Mucherino, The WorkPlace
Elle Serendi, The WorkPlace
Elona Shape, Key Bank
Elra Harris, The WorkPlace

Ericka Christy, The WorkPlace	Marlon White, The WorkPlace
Esley Alicea, The WorkPlace	Mary Dunleavy, The WorkPlace
Fernando Hernandez, The WorkPlace	Maurice Douglas, The WorkPlace
Fran Ramano, The WorkPlace	Michael Gordon The WorkPlace
Fran Stankiewicz	Michael Hayden, The WorkPlace
Francheska Beato, The WorkPlace	Michael McCarthy, The WorkPlace
Frank Biancur, The WorkPlace	Michael Morgan, The WorkPlace
Gloria Perez, The WorkPlace	Michael Stokes, The WorkPlace
Gloria Falkowski, The WorkPlace	Michelle Artis, The WorkPlace
Grixalix Rodriguez, The WorkPlace	Michelle Cruz, The WorkPlace
Ilissa Torres, The WorkPlace	Monica McGinnis, The WorkPlace
James Shirvell, The WorkPlace	Nicole Brewster, The WorkPlace
Jane Sikand Edelstein, The WorkPlace	Pamela Scagliarini, Bridgeport Hospital
Janet Brady, The WorkPlace	Phil Foster, The WorkPlace
Janet Williams, The WorkPlace	Randy Troutman, The WorkPlace
Janice Bruno, the WorkPlace	Ray Hodge, The WorkPlace
Jasmin Reyes, The WorkPlace	Rob O'Mara, Griffin Health
Jason Galassi, The WorkPlace	Robert Frost, The WorkPlace
Jennifer Colon, The WorkPlace	Roberta Cempola, The WorkPlace
Joanni Rodriguez, The WorkPlace	Sandra Harmon, The WorkPlace
John Szymanski, The WorkPlace	Sai'Cha Griifin, The WorkPlace
Jonathan Lee, The WorkPlace	Samantha Santos, The WorkPlace
Joseph Carbone, The WorkPlace	Sean Fredriksen, The WorkPlace
Joseph DiBacco, Ansonia Public Schools	Severina Kearse, The Workplace
Judy Garcia, The WorkPlace	Shanice Goffe, The WorkPlace
Kapree Trip, The WorkPlace	Shannon Rule, The WorkPlace
Kayla Montenez, The WorkPlace	Sheila Steffan, The WorkPlace
Kelly Mukisa Chemung, Steuben, Schuyler	Sheryl Battles
Kim McCathron, Inline Plastics Corp.	Shirl Watson, The WorkPlace
Kimberly Hare, The WorkPlace	Stephanie Latha-Magee, The WorkPlace
Kimberly West, The WorkPlace	Stewart Battle, The WorkPlace
Leigh Roberts, The WorkPlace	Tamieka Butler- Afable, The WorkPlace
Libby Johnson, The WorkPlace	Tarrol Stafford, The WorkPlace
Lisa Maloney, The WorkPlace	Teresa San Roman, The WorkPlace
Liz Acevedo, The WorkPlace	Terri Williams, The Workplace
Lorena Perez, The WorkPlace	Thomas Powell, The WorkPlace
Lorenzo Brooks, The WorkPlace	Tiffany Johnson, The WorkPlace
Lori Burgos, The WorkPlace	Tim DeMarco, The WorkPlace
Louie Reyes, The WorkPlace	Tom Goldenberg
Luana Sardinha	Tom Long, The WorkPlace
Maria Bartoli, The WorkPlace	Tracey Sampson, The WorkPlace
Maria LaRoche, The WorkPlace	Veronica Rodriguez, The WorkPlace
Maria Matarazzo, The WorkPlace	Vincent Santilli, Homes for the Brave
Mark Grip, CT DOL WIOA	Wanda Lary, CRI
Mark Lazarus, The WorkPlace	Yusuf Hasaan, The WorkPlace
	Yvette Garcia, The WorkPlace

Ms. Russo called the meeting to order at 8:16am.

In recognition of women in history month, Ms. Parkmond kicked off the meeting by introducing a few powerful women to talk about career jurnies, The "Women in Leadership". Panelists were: Nicole Russo, CEO of Microboard, Pamela Scagliarini, COO of Bridgeport Hospital Yale New Haven Health System,

Sheryl Battles, a Thought Leader/Storyteller Strategist and former VP at Pitney Bowes and Elona Shape, Market Retail Leader of Key Bank.

Ms. Russo facilitated the discussion which provided valuable insight.

Board Business

A motion was made to approve the meeting minutes from the December 2023 Board of Directors meeting. The motion was properly seconded and unanimously approved.

Next, a motion was made to approve The WorkPlace audit. The motion was properly seconded and unanimously approved.

President's Report

Mr. Carbone began his report by sharing his commendations to the panelists. He mentioned that the messages from the panelists provided all of us with the opportunity to learn and receive inspiration as well. He then proceeded to thank everyone on the Board, Chief Elected Officials, individuals from organized labor and The WorkPlace staff.

National Economic Trends: The U.S. economy grew at a robust 3.2% pace from October through December propelled by healthy consumer spending. The U.S. economy added 275,000 jobs which was more than expected.

According to a report from LinkedIn, mid-sized metropolitan areas known for their relative affordability and proximity to major coastal hubs saw the greatest jump in home values across the country last year. The report cited New Haven, CT and Newark, NJ as examples.

State and Region Trends:

Connecticut

- As of January 2024, CT's Labor Force has had a steady growth pattern which began in 2023.
- January marks 33 straight months of employment growth.
- The unemployment rate remains near historic lows following the pandemic.

SW CT

- Labor Force in SWCT has grown for the past five months in a row.
- Job growth in nine of the last 13 months.
- Twelve of the 20 communities in our region are below 5% unemployment.
- If all positions were filled we would be close to 100% employment.

<u>Connecticut</u>	
Labor Force	1,902,400
Number Employed	1,703,200
Unemployed Rate	4.4%
Jobs Posted	80,776

<u>SW Connecticut</u>	
Labor Force	408,131
Number Employed	386,600
Unemployed Rate	5.3%
Jobs Posted	17,130

Obstacles To Sustained Growth: The rate of economic growth requires a skilled and ready labor force. For CT to continue to thrive we need affordable housing to attract and keep workers, childcare to support families and transportation to connect people to jobs.

Affordable Housing: Connecticut needs 169,400 units for low-income residents and 101,600 homes for middle-income residents. The lack of workforce housing makes it a struggle for businesses to attract workers. It will take years for the state budget approved 4,400 to 6,500 units in 2023 to open.

Per 1,000 residents there was less housing built in Connecticut in 2022 than in any state except Alaska and Rhode Island.

Childcare Shortage: Connecticut's childcare industry has continued to shrink, shutting many parents out of the workforce.

Statewide the number of publicly funded slots for infant and toddler care dropped by 3,490, about 17% from 2022 to 2023. The state has 49,898 preschool slots the lowest number since 2005. Part of the decline in the number of available slots is due to a reduction in the number of places that offer childcare. CT has 1,817 family childcare homes in 2023, a 34% reduction since 2010. The state also reported 1,374 childcare centers a 13% drop since 2010.

In CT, childcare costs an average of \$18,156 per year for center-based care and \$11,995 in a family childcare home. CT has the third-most expensive early care costs behind only Washington, D.C. and Massachusetts.

Transportation: Studies by the CT DOL indicate that 80% of Jobs First Employment Services participants cite transportations as the most significant barrier to employment.

Inaccessible and unaffordable transportation presents a significant barrier to accessing stable jobs, training, educational opportunities and workforce development services. The lack of transportation options make it more difficult for companies to retain employees and for CT to attract new residents.

Labor Force Impacts Employers: In a more competitive labor market, employers raise wages and benefits to attract talent. Businesses look toward technology to increase capacity and reduce cost. According to Deloitte, tech spending as a percentage of revenue averaged 3.64% in 2018. By 2020, it increased to 4.25%. They anticipate that in 2024, the percentage will increase to 5.86%.

An increased use of remote work and hybrid work assignments has changed how businesses manage staff and communicate with employees. According to Upwork, by 2025, an estimated 32.6 million Americans will be working remotely which equates to about 22% of the workforce.

Roundtable Conversations: The WorkPlace conducts regular sessions with workforce stakeholders. These discussions are an opportunity to learn and improve relations with the business community.

- Business leaders across sectors discuss recruitment, training and retention challenges.
- Sectors include healthcare, manufacturing, skill trades and retail.
- Discussions with Chief Elected Officials and School Superintendents to discuss career paths for students not going to college.

The next sessions will be with the hospitality industry and childcare providers.

Operations Highlights:

- **Platform to Employment:** Over 90% of participants placed in a work experience have been hired by employers with an average salary of \$ 57,720.
- **Re-Entry:** The Re-Entry Restorative Justice program secured partnerships with the Board of Parole and Pardons as well as Quinnipiac University to aid individuals who seek expungement of their records.
- **ApprenticeshipWorks:** Interest continues to grow. In the past three months 25 participants completed manufacturing training and 90 more have entered the program for either manufacturing or healthcare related training.
- **Project Retail:** TWP developed a partnership with the Fashion Institute of Technology to develop curriculum and provide training for multiple career paths including Image Consulting, Merchandising & Buying, and Computer Graphics in the retail sector.

Platform to Employment Youth: This program will benefit young workers by strengthening pathways to employment and contribute to the professional development of our future workforce. Through comprehensive training and internships youth will foster mentorship relationships with industry professionals. The targeted audience is disconnected youth facing socio-economic barriers, including minorities, low-income individuals and those from underserved communities.

Research commissioned by Dalio Education indicated that in 2022, 119,000 or 19% of Connecticut’s 14- to 26-year-olds were either at risk of dropping out of high school or disconnected from a school system.

Competitive Grants: Below reflects a chart of grants that are pending, in process or in the pre-development stage.

Name	Source	Length	Requested	Summary	Status	Focus Area
WaterWorks	EPA	5 Years	\$1,500,000	Funding to support clean water training program	Pending	Environment
Clean Energy Training Academy	DOE	4 Years	\$500,000	Developing new training academy for clean energy applications	Pending	Environment
PCIC Challenge	Families and Workers Fund	3 Years	\$949,612	Proposal for an expansion of the EnergyWorks Program	Pending	Environment
YouthBuild	DOL ETA	40 Months	\$1,500,000	YouthBuild with Construction Plus Healthcare	Pending	Youth
SSVF	VA	1 year	\$2,450,260	Continuation of Veteran programming	Pending	Vets
Pathway Home 5	DOL ETA	42 Months	Up to \$4,000,000	Reentry programming for the region.	In Process	Reentry
Growth Opportunities - Rounds 4 and 5	DOL ETA	42 Months	\$2,000,000	Youth programming for justice involved young adults	In Process	Youth
Apprenticeship Building America	DOL ETA	4 Years	\$4,000,000	Expand apprenticeship programming in the region for multiple industries.	In Process	Youth
EnergyWorks	DOE	3 Years	\$2,000,000	Clean Energy and Manufacturing Workforce Training and Technical Assistance	In Process	Environment
OneStop Greater RI	RI DLT	NA	NA	Renewal of OneStop Operator contract in Rhode Island	Pre-Development	AJC Ops
SCSEP	DOL ETA	NA	NA	Renewal of SCSEP program (CT, RI, NY, PA)	Pre-Development	Mature Workers
CSS OneStop (Upstate NY)	CSS Workforce Development Board	NA	NA	Renewal of OneStop Operator contract in CSS region NY	Pre-Development	AJC Ops

Driven To Serve 1996-2024: Growth since March 2023 is + \$33,403,709, a 10% growth.

	December 2023	March 2024
Public Funding	\$328,579,612	\$330,201,326
Partner with business and foundations	\$13,534,660	\$13,772,052
Fee-For- Service	\$20,680,632	\$21,173,920
Total	\$362,794,904	\$365,147,298

Adjournment: A motion was made to adjourn; the motion was seconded and unanimously approved. The meeting adjourned at 9:22am.

The next Board of Directors meeting will take place on **Friday June 21, 2024.**

Submitted by,
Tiffany Johnson, Executive Assistant