

The WorkPlace

Southwestern Connecticut's Regional Workforce Development Board

Board of Directors Meeting

June 16, 2023

MEMBERS PRESENT

Bing Carbone, Modern Plastics
Bruce Silverstone, Silverstone Consulting
Cindy Rafael, BRS
Clodomiro Falcon, The Falcon Vargas Group
David Morgan, Team Inc.
Devon O'Nalty, NBC Sports
Dionne Pulconella, M&T Bank
Doug Holcomb, GBT
Dwayne Smith, Housatonic Community College
Gary Feldman, US Computer Connection
Heather Cavanagh, Stamford Chamber
Jim Oddo, Exec. Search Professionals
Joe Grabinski, Sikorsky
John Loeser, CVS Health

Julie DeMarco, Bigelow CTR For Sr Activities
Lindy Lee Gold, Department of Economic & Community Dev.
Loni Richards, Service After Service
Margaret Sheahan, Mitchell & Sheahan
Mary Burgard, Vocational Rehab
Matt Seebeck, SoNo Properties
Meghan Hopkins, Operations Inc.
Mike LaBella, TD Bank
Thomas Coley, CT State Community College
Thomas Sportini, IBEW Local 488 JATC
Valerie Watson, Patriot Bank
Victor Fuda, Connecticut Department of Labor

OTHER PRESENT:

A Costay
Al Gopian, The WorkPlace
Aicha Woods
Arnold Johnson, The WorkPlace
Alexa Williams, The WorkPlace
Alexandra Langston, The WorkPlace
Andrea Smith, The WorkPlace
Angela Porter, The WorkPlace
Angie Llanos, The WorkPlace
Ashley Holtkamp, The WorkPlace
Barbara Mari, The WorkPlace
Ben Bissell, The WorkPlace
Ben Schuster, The WorkPlace
Ben Stang, SVP CT
Beth Barton, The WorkPlace
Carol English, The WorkPlace
Carrie McKeithen, The WorkPlace
Cathy Patton, The WorkPlace

Cal Glazier, The WorkPlace
Charlene Lee, The WorkPlace
Constanza Benzant, The WorkPlace
Corey King, The WorkPlace
Cristina Alcantara, The WorkPlace
CSSWFNY
Danee Allen, The WorkPlace
Donna Demattia, The WorkPlace
Dean Furness, The WorkPlace
Debbie Venditti, The WorkPlace
Desiree Brooks, The WorkPlace
Dennis Proto, Ansonia Public School
Diana Napier, The WorkPlace
Don Robinson, The WorkPlace
Dwayne Miller, The WorkPlace
Elaine Mucherino, The WorkPlace
Elizabeth Acevedo, The WorkPlace
Elle Serendi, The WorkPlace
Esley Romano, The WorkPlace
Francesca Romano, The WorkPlace

Francheska Beato, The WorkPlace
Gloria Falkowski, The WorkPlace
Gloria Perez, The WorkPlace
Grixalix Montes-Rodriguez, The WorkPlace
Hailey Gerena, The WorkPlace
Ilissa Torres, The WorkPlace
James Bethea, The WorkPlace
Jane Sikand Edelstein, The WorkPlace
Janet Brady, The WorkPlace
Janet Williams, The WorkPlace
Jasmin Reyes, The WorkPlace
Jason Galassi, The WorkPlace
Jennifer Colon, The WorkPlace
John Mountain, The WorkPlace
John Szymanski, The WorkPlace
Joselito Perez, The WorkPlace
Judy Garcia, The WorkPlace
Katherine Krueger, The WorkPlace
Kayla Montenez, The WorkPlace
Kelly Switala, The WorkPlace
Ken Laryea Jr., The WorkPlace
Kiyoko Teed
Krystal DeLeon, The WorkPlace
Lorenzo Brooks, The WorkPlace
Libby Johnson, The WorkPlace
Lisa Maloney, The WorkPlace
Lisandrey DeJesus, The WorkPlace
Lori Burgos, The WorkPlace
Lou Perno, Literacy Volunteers of Greater
New Haven
Louie Reyes, The WorkPlace
Maria Bartoli, The WorkPlace
Maria Hernandez, The WorkPlace
Maria LaRoche, The WorkPlace
Maria Matarazz, The WorkPlace
Marilyn Maquez, The WorkPlace
Marissa Proto, The WorkPlace
Marlon White, The WorkPlace
Mary Dunleavy, The WorkPlace
Maurice White, The WorkPlace
Melanie Blanco, The WorkPlace

Michael Gordan, The WorkPlace
Michael Hayden, The WorkPlace
Michael Morgan, The WorkPlace
Michael Stokes, The WorkPlace
Michelle Artis, The WorkPlace
Michelle Cruz, The WorkPlace
Mirlande Pressat, The WorkPlace
Ray Hodge, The WorkPlace
Nicole Brewster, The WorkPlace
Paula Breeden, The WorkPlace
Phillip Foster, The WorkPlace
Pricillia Santiago, The WorkPlace
R.Khanna
Randy Troutman, The WorkPlace
Regina Wrenn
Rhea Henry , Norwalk ACTS
Robert Frost, The WorkPlace
Samantha Santos, The WorkPlace
Stewart Battle, The WorkPlace
Scott Wilderman, Career Resources
Senator Blumenthal, United States Senator
Severina Kears, The WorkPlace
Shanice Goffe, The WorkPlace
Sheila Wiggins-Blathers
Shenika Slow, The WorkPlace
Stephanie Latham Magee, The WorkPlace
Shirl Watson, The WorkPlace
Suzette Hull, The WorkPlace
Teree Perkins, The WorkPlace
Teresa Giegengack
Teresa San Roman, The WorkPlace
Thom Cahir, The WorkPlace
Tim DeMarco, The WorkPlace
Todd Munn, The WorkPlace
Todd Seitzinger, The WorkPlace
Tracey Sampson, The WorkPlace
Victoria Medina, The WorkPlace
Vincent Santilli, Homes for the Brave
Yvette Garcia, The WorkPlace

Mr. Bailey called the meeting to order at 8:16am. He began by welcoming Senator Blumenthal and thanking him for all that he does for the state and region.

U.S. Senator Richard Blumenthal was originally sworn in on January 5, 2011. He is serving his third term as a United States Senator from the State of Connecticut.

Senator Blumenthal began by stating he was proud to be a friend of TWP and admires the impact that The WorkPlace has had on many individuals lives. He thinks the work that TWP does is central to the mission that he has and he will be fighting for more work training and skills that TWP provides to individuals. He recently had a meeting with top officials at the Pentagon who are tremendously enthusiastic about work done at places like Electric Boat and Sikorsky. The concern is if CT and the country will have the skilled workers to perform the tasks necessary for National Security.

Senator Blumenthal spoke about the following topics:

- Housing and Economic Development
- The PACT Act for Veterans
- Childcare being the key to unlocking the labor force and how child tax credits will help parents get back out into the workforce
- Financial Services industry changes
- Job market and training skills

He concluded by thanking everyone for their kind words and all the hard work done over the years.

President's Report

Mr. Carbone began by introducing State Representative Rachel Khana 149th District in Greenwich. Representative Khana is a member of the appropriations committee and other committees in the general assembly.

Mr. Carbone then proceeded to give a tribute to Joe Bertolino who is leaving his position as President of Southern Connecticut State University. He is taking a position at Stockton University in Galloway, New Jersey.

A tribute was given to the CEO of Career Resources (CRI), Scott Wilderman. CRI has met the needs of returning citizens who are top priority. They have done this by being innovative and searching for new ways and ideas. The Community Investment Fund is giving \$4,536,250 to "Bridge on Main" in Bridgeport. This award will assist the renovation of 1085-1095 Main Street to facilitate a suite of programs designed to help level the playing field for returning citizens and justice impacted individuals.

Hiring and Workplace Trends:

- **Tight labor supply will continue to impact hiring-** The market is experiencing a persistent gap between employer demand for new hires and the supply of candidates. The hiring difficulties seen today will continue.
- **Remote work is here to stay** – The pandemic caused a shift to widespread remote work which will be a permanent feature of the labor market. Though many jobs can't be done remotely, employers are beginning to offer a more flexible approach.
- **Pay is top of mind for job seekers-** Compensation is key consideration for job seekers driven by a cost of living crisis. For jobs where remote work isn't feasible, flexibility around hours and shift patterns matter. Other facets matter too including: health insurance, retirement account and other benefits.
- **Unconventional labor pools-** Exploring alternative sources of labor is required as well as leveraging remote work options, keeping mature workers engaged, job sharing, and expanding opportunities for people with disabilities.

Unemployed Workers and Open Jobs: There are many jobs with not enough workers to fill them. If every unemployed person found a job we would still have 23,000 open jobs. Nationally it would be 4 million open jobs.

Labor Force Participation: The labor force is the number of people who are either working or actively looking for work. Several factors have come together to cause the ongoing shortage:

- Increased Savings
- Early Retirements
- Access to Childcare
- New Businesses

Missing Workers- There would be 32,500 more CT workers today if the labor force participation rate was the same as in February 2020.

Labor Shortage: The structural labor shortage could have a profound impact on our economy and society. For consumers it could mean delays, higher prices and not being able to access goods and services. In 2023 the working age population is expected to grow by 400,000. The expectation is a decline for the following two year.

SWCT Employment:

	Jan . 23'	Change vs. Jan. - 22'	% Change vs. Jan. - 22'
Retail	42,900	-300	-0.7%
Education Services	15,500	700	5.9%
Health Care & Social Assistance	66,200	3,300	5.2%
Financial Activities	34,800	-600	-1.7%
Manufacturing	29,600	1,400	5.0%
Lelsure & Hospitality	39,400	2,100	5.6%
Professional & Business Services	64,900	1,000	1.6%
Construction	12,600	800	6.8%
Information	12,600	400	3.3%
Government	42,000	100	0.2%
Total Nonfarm Employment	396,900	9,700	2.5%

Health CareerRx Academy: The Office for Workforce Strategy awarded TWP \$7,500,000 over two years to train 760 individuals across CT. Two new hires and three candidates are in the process for Case Management, Concierge and Employer Relations.

In February, orientation sessions were held for the Community Health Workers program and for people referred from the Career Connect portal. TWP has received 190 referrals from Career Connect to date.

Training is planned in partnership with the Connecticut State and Community College (CSCU).

RemoteWorks: Congressman Himes secured \$1 million in federal funds for remote work training. The Office for Workforce Strategy awarded \$669,000 to prepare people for remote work. TWP is preparing to launch by recruiting staff, exploring partnerships such as LinkedIn Learning with over 1,000 courses and meeting with other workforce boards and community partners to prepare referral sources.

Platform to Employment (P2E): Mr. Carbone noted that this program has had continued success. The most recent cohort has an Average wage of \$26.02 and average salary of \$54,122. On March 27 another cohort is set to launch with 50 individuals.

Platform to Employment (Re-entry): This program has been in operation for four years. This program has served over 500 people, the rate of employment to full-time employment is currently 72%.

MaturityWorks: TWP is proud to announce we've expanded to Vermont. The state of Vermont awarded a 15-month \$527,000 contract to operate the Senior Community Service Employment Program. Operations begin April 1 and will complement our activities in other states serving over 700 individuals that are 50 years of age or older.

Driven to Serve: Growth since March 2022 +\$36,087,589, overall 12.2%

	December 2022	March 2023
Public Funding	\$296,087,080	\$299,700,503
Partner with Business and Foundations	\$13,286,737	\$13,343,404
Fee for Service	\$18,166,492	\$18,699,682
Total	\$327,490,309	<u>\$331,743,589</u>

Mr. Carbone concluded by thanking all Board members, Community Partner funders, elected officials, staff, and our customers.

Board Business:

- A motion was made to accept minutes from December 16, 2022 Board of Directors meeting and seconded. Motion carried.
- Consent Agenda: A motion was made and properly seconded to approve the consent agenda. The consent agenda was unanimously approved.

Adjournment: There being no further discussion, the meeting was adjourned at 9:22am. The next Board of Directors meeting will be held on June 16, 2023.

Submitted by,
Tiffany Johnson, Executive Assistant to Joe and Adrienne