



## Board Minutes 1-30-19

**Attendees:** Todd Andrews, Bettina Armour, Bill Bishop, Terry Borjeson, Sheldon Bustow, Jon Colman, Renata Dixon, Lindy Lee Gold, Richard McGeary, Sandy Mello, Thomas Mongellow, Susan Pierson, Jonathan Richmond, Dan Tapper, Joseph Toner and Lyle Wray

**Staff:** Alex Johnson, Pamela Tonello, Jim Boucher, Rich Pearson, Susan Mertz, Summer Gomes and Liz Saunders

**Excused:** Ana Alfaro, Paula Gilberto, Eric Hoepfner, Mike Komaromi, Jim Lombella, John Nimmons, John Simoneau,

**Guests:** Charles Botts,

### **Chairman Thomas Mongellow called the meeting to order at 8:02am**

Chairman Mongellow thanked everyone for attending and asked everyone to introduce themselves. Special recognition of Kimberly Staley and Richard Pearson the newest employees at CWP. Lindy Lee Gold stated that this is the most awesome team in 20 years. She isn't sure what Alex did to convene such a group but hats off!

### **Mission Moment – CT Apprenticeship Initiative – Jim Boucher and Pamela Tonello**

Pamela and Jim gave an overview of the CT Apprenticeship Initiative and answered numerous questions. The implementation date is 3-1-19. Some comments and questions from the group follow:

What are the support services envisioned in the CTAI proposal and where/how do they fit?

Where how does adult education fit into the proposed strategy?

Please clarify what's happening on manufacturing pre-apprenticeship strategy in New Britain?

Provide examples of specific jobs kids can transition into that are viable, actual apprenticeships or good jobs?

Are these real job commitments? How many? How solid?

How can/should we try to integrate in-school pre-apprenticeship/dual track efforts with in-school STEM efforts, in participating schools?

What is the status of the Eastern Manufacturing Pipeline? Relevance to our efforts?

What is our back-up plan to get participating employers to contribute funding directly to support training, beyond in-kind/matching supports and job hiring commitments?

Over what time frame do we project the estimated \$15m ROI to be realized?

How do we exercise quality control over pre-apprenticeships/apprenticeships to protect integrity, and also for rigorous monitoring going forward?

### **Consent**

- November 28, 2018 Minutes
- Approve Regional SYELP 2018 Report

**Outcome:** Lindy Lee Gold made a motion to accept the consent items, this was seconded by Terry Borjeson. All were in favor; none opposed; the motion carried.

### **Committee Reports:**

#### **Finance & Audit Committee – Renata Dixon reported**

Renata Dixon reported on the 2<sup>nd</sup> quarter preliminary Financial Reports and the Technology Report. She gave a quick recap of the Statements of Financial Position identifying our assets, liabilities and net assets. In addition, Renata outlined the Statement of Activities for the period ending 12-30-18. All accounts and contracts have been reconciled and we are on track with our spending. In addition, Renata spoke on the Technology Plan and a copy of the plan was included in the meeting package. Of note is that the Finance & Audit Committee approved all the responses to the management letter and our workplan is on target.

**Outcome** - A motion was made by Lindy Lee Gold and seconded by Jon Colman to accept the 2<sup>nd</sup> Quarter Preliminary Financial Reports and the Technology Plan. All were in favor; none opposed; the motion carried.

### **Development Committee – Jim Boucher reported**

**Website Update** – Jim stated that Pat Davis Design Group was chosen as the vendor to provide our website services. They will be responsible for converting our existing site to a new site by June 30, 2019. Included with the Board package was a handout of the project schedule.

**Social Enterprise Project** – Jim spoke on our social enterprise accelerator initiative titled Platinum Services & Staffing LLC. An updated version of the presentation was emailed to everyone this morning. This is the project we have been working on in conjunction with the Hartford Foundation for Public Giving. We had to come up with an idea for an earned income strategy that will enable CWP to work with a consultant on implementing a business plan, including branding, marketing, business development, etc. The team consists of Bettina Armour, Sheldon Bustow, Jim Boucher, Kim Staley and Alex Johnson. We are in the final phase and will be submitting our attached proposal for review. Some comments from the group follow:

How does temporary hires strategy impact placement outcomes of Traditional WIOA etc. CWP Training programs?  
How does the staffing agency model align with or not CWP focus on quality, good, living wage jobs. Aiming at \$12 per hour jobs in market environment where entry level is shifting to \$15 per hour.

Need to develop, embrace, report on long-term impact metrics on retention and wage progression, and share that info. broadly.

Are we offering levels, grades of memberships to employers? What is the financial model?

What extra services are we proposing to offer that employers are already paying for to somebody else?

CWP should not be labor brokers. CBIA should be doing that it fits their mission, not ours

Who are we competing against for this funding, other WIBs, or entities operating in Workforce Development space?

**Outcome:** A motion was made by Lindy Lee Gold and seconded by Richard McGeary to accept the Social Enterprise Project. 1 opposed the motion (Joe Toner), 1 abstained (Sandy Mello) and the remaining 14 Board members were in favor; the motion carried.

### **Executive Committee – Chairman Thomas Mongellow**

**Federal /State Legislative Update** - Chairman Mongellow mentioned that it is important that our Board Members champion our priorities. A copy of the draft legislative Priorities is included in your meeting packet.

**Outcome:** A motion was made by Jon Colman and seconded by Lindy Lee Gold to accept the Draft Legislative Priorities. All were in favor; none opposed; the motion carried.

### **Governance Committee – Sheldon Bustow reported**

**New Member Recruitment** – Sheldon stated we need at least 3 new Board members from the private sector formally affiliated with a corporation. It is essential that we reach out to our sectors that we do business with to try and engage some individuals from there. It was suggested that we should have a one pager to identify the ideal candidates for our Board. Paying attention to our priority sectors as addressed in CTAI.

### **President & CEO Report – Alex Johnson**

President Johnson apologized for the meeting running over in time.

**HIGHLIGHTS DOCUMENT** - Included with your meeting materials is a document highlighting our successes over the last couple of months. We have included several updates on this document.

Susan Pierson asked Alex not to forget Adult Education with programs. Alex stated we will not forget them as we continue to embrace this work.

At 9:45a.m. Chairman Mongellow thanked everyone for attending and asked for a motion to adjourn. Bettina Armour made a motion to adjourn which was seconded by Bill Bishop. All were in favor; none opposed; the motion carried.