



Board of Directors Meeting
September 23, 2020 at 8:00am
Zoom Virtual Meeting Hartford CT

Attendees: Todd Andrews, Bettina Armour, Bill Bishop, Sheldon Bustow, Jon Colman, Jennifer DiBella, Renata Dixon, Paula Gilberto, Lindy Lee Gold, G. Duncan Harris, Mike Komaromi, Richard McGeary, Sandy Mello, Fiona Mohring, Tom Mongellow, Phillip Montgomery, Tracy Nixon-Moore, Susan Pierson, Jonathan Richmond, Lisa Sementelli, John Simoneau, Dan Tapper, Stephen Vaughan, and Lyle Wray

Staff: Alex Johnson, Kim Staley, Richard Pearson, Latonia Tabb, Ben Hensley and Liz Saunders

Absent: John Nimmons

Chairman Thomas Mongellow called the meeting to order at 8:03am

Chairman Mongellow welcomed and thanked everyone for taking the time to join us remotely this morning.

LEGISLATIVE UPDATE:

Chairman Mongellow stated that Matt Ritter will become the new Speaker of the House. There seems to be a concern about the super majority in the House with the Dems. It appears that Jason Rojas will be the Majority Leader. Jason is a very nice man very pro education and workforce development. On the Senate side no, real changes are apparent. There is lots of talk about not funding some workforce initiatives, but we need to wait and see. Elections will be pretty run of the mill. The Governor race next year should prove to be very interesting.

Consent Agenda:

- June 19, 2020 Minutes
- Approve FY20/21 Meeting Schedule
- Approve 6-30-20 Financials

Outcome: Lindy Lee Gold made a motion to approve all the items under Consent. Jon Colman offered a second. Paula Gilberto abstained due to not being at the last meeting, the remainder were all in favor; none opposed; the motion carried.

New Business-

- **Action 1 – Approve WIOA Local Plan FY 2020-2024- Alex Johnson & Ben Hensley**

Alex and Ben discussed the plan at length for the committee. President Johnson explained that every 4 years we are required to develop, update and submit our WIOA Local Plan to the Governor and every 2 years we are given the opportunity to make changes. This year is a 4-year update to our plan that will carry us through 2024. We have included in your meeting packet a document outlining the changes to our plan. It includes grants that have ended and new grants, adult and youth program changes as well as employer engagement strategies. We also included our response to COVID 19 and page numbers of changes to make it easier to follow along. A full copy of the plan was sent to all Board members separately for their reading enjoyment. Alex reminded the group that the full plan will go to the Consortium tomorrow for approval before submitting to the Governor.

It was asked how we are reaching out to the folks who have struggles connecting with us? We are reaching out through our centers, social media campaigns and the call center. There are challenges, however Alex mentioned that through our CARES ACT program we will be able to help individuals with laptops. Sandy Mello mentioned that DOL is planning a soft opening on 10-19-20 and they will be using several formats to get the word out.

Outcome: Lindy Lee Gold made a motion to accept the report. Jon Colman offered a second. All were in favor, none opposed; the motion carried.



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Committee Update -

Governance Ad-Hoc: Kimberly Staley & Fiona Mohring

Kimberly Staley and Fiona Mohring facilitated a conversation regarding their work on the Board Engagement Discussions Powerpoint. They mentioned that the desire to fully engage our Board members from their individual and collective expertise experience. Fiona encouraged everyone to participate and to be comfortable with the discomfort. She encouraged everyone to keep the ground rules in mind during our discussions and to embrace the Collaborative Principles. President Johnson mentioned that we are not abandoning our Board requirements. This will be in addition to help the Board engage in and embrace the vision we have set forth. Jon Colman complimented the work of the sub-committee. Kimberly asked Board members to share their thoughts, a recap follows:

- Great for getting to know each other better but not sure of the value. What difference will it make.
- Worthy topics but should we focus on the Strategic review of those we serve. We need a crisp understanding of those we serve and our customer segments. We need to get to scale.
- Encourage Board members to engage in dialogue. We need an annual day or semi-annual day where we discuss topics to engage in conversation in a more relaxed atmosphere
- Happy with the diversity of the Board. It's important for people to understand the experiences that people have come from and to understand diversity
- Like the concept. Time will be our enemy as we have many obligations. Anything we can do to help us make better decisions for the people we serve
- Inclined to agree with a lot of what's been said. We need to be aware of who our customers are. You have my full support to make this happen and invest our time in it
- Element before us, what's the plan, what lies before us and how do we deal with it? How much of what we do is driven by the funding and when the funding runs out we are on to something else. It's that dynamic we need to deal with. The ALICE Report shows more people slipping into a poverty situation. How do we fix this? Churning people into lower paying jobs is not what is needed! We need to figure out how to support CWP and help get these individuals a self-sustaining wage
- Good start, dig deeper, move ahead with this.
- Agree with what everyone has said. However, we need to include people with disabilities and English Language Learners. We have a great Board and I look forward to hearing more
- Echo Sandy's comments regarding English Language Learners. I commend CWP on doing this. I am not sure who all the Board members are and what they do, it's probably my fault for not reading all the documentation. CWP is a great Board who does a lot
- Agree with all the comments, we need to keep in mind that our customers are impacted by numerous factors
- Agree with all my colleagues, excellent work by the sub-committee. We need deeper dives, love the retreat idea
- A lot of thought and worthwhile conversation. Connecting us with each other, push us forward when things get in the way, Like the survey idea please move forward
- Like the retreat idea, a further breakdown of individuals with disabilities needs to occur for both adult and youth
- Enjoyed today's conversation, already people are showing an example of what we are aiming towards. We need a deeper understanding of coming back together as a Board to serve people and do work differently, support the network. We are a small but mighty organization and we know we can't control everything. Thank you for today's conversation
- Agree with Lyle's comments. We need to come full circle. This is a good program to initiate
- Echo Bettina's comments. This needs special time not just Board time. Focus on what Lyle said. His observations are things we should focus on



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- In agreement with all that's been said. It's healthy for all of us to get to know each other. We will be a better Board if we have communication with each other

Next Steps: Process today's conversation, have dialogue, speak with the Governance Ad-Hoc committee, complete the survey. Alex mentioned that we need to process today's conversation we have structural challenges we need to address. Compliment the work of the team and thanks to Fiona and Kim for their presentation today.

President/CEO Report: Alex Johnson

CARES ACT

- The state of Connecticut received \$15 million for training due to COVID 19. We were invited to apply and will be receiving \$3,769,987 to serve 418 individuals statewide with 358 in the North Central region to be trained and placed in employment including 40 OJT placements. Average cost per participant is \$9,019. We will have 13 training program options with 9 training provider partners. The targeted sectors are Healthcare, IT/Business Services, Financial, Construction, Manufacturing and Transportation. All funds must be expended by December 31, 2020. Targeted populations include workers dislocated as a result of COVID 19 and Opportunity Youth with emphasis on underserved populations including persons of color. Alex identified how many spots would be available in each sector. Alex spoke on the supportive services and childcare as we partner with the CT Office of Early Childhood (OEC) to augment supportive services relating to childcare. CWP in partnership with the CT Workforce Development Council (CWDC) will facilitate the provision of \$500,000 in basic needs support to WTIF program participants in the North Central region. This proposal aims to provide 750 additional childcare slots for trainees across the state. This proposal will benefit both providers and trainees with a potential statewide impact to 1,275 low income CT families.

CAYEP Program Description – Alex Johnson

- Governor's Summer Youth Employment Initiative, CARES Act, 2020 (CAYEP) to Address the Health Impact of the COVID-19 Pandemic on Vulnerable Populations.
- CWP received a grant for \$392,000 from the Governor's Summer Youth Employment Initiative, CARES Act Youth Employment Program, a youth workforce initiative supported by federal Coronavirus Aid, Relief and Economic Security (CARES) Act funds. This program is aligned with local WIOA plans, local health sector strategies and the State in developing the future workforce while addressing the pandemic response.
- The program will provide youth access to career development and opportunities to assist with public safety, health, human services, eviction and homelessness prevention and services substantially dedicated to mitigating or responding to the COVID-19 public health emergency in Connecticut and will serve 24 youth ages 16 to 24.
- It was mentioned that it's very important to keep track of wrap around services.

CONTROLLER TRANSITION PLAN – Alex Johnson

- President Johnson gave an overview of the Controller Transition Plan. Susan Mertz resigned her position effective August 21, 2020. Mike Rubin will provide interim controller related services to further mitigate organizational risk. The plan presented to the committee outlines the objective, key dates, activities, staff, operations, financial, and services. There is probably more information contained in the report than what is necessary, but President Johnson wants to make sure that everything is covered. The committee was pleased with the plan.

SUMMER YOUTH UPDATE – Alex Johnson

- CWP began planning a SYELP redesign in April with the onset of COVID-19 in order to adapt the program to the pandemic so that we could commit to the youth in our communities. The process was to imagine what a remote employment and learning program could look like, and what resources, partnerships, and program design



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elements would need to be in place for it to be a valuable experience. A few key understandings were paramount to the design of the summer program:

- Of note for the program this year we served 1,191 youth, we used 11 contracted providers with 98 worksites in 23 of the municipalities we serve compared to last year we served 1460 youth in 15 of the municipalities that we serve. The number of worksites was incorrectly reported at the Executive Committee meeting.

Chairman Mongellow mentioned that CWP has been quite busy and their work shows that they are able to work outside of their 37- town responsibility as they continue their quest to be the State's Premier Workforce Board.

ADJOURN

Chairman Mongellow called for a motion to adjourn at 9:53am. Renata Dixon made the motion which was seconded by Lindy Lee Gold. All were in favor; none opposed; the motion carried.

Approved