



Board of Directors Meeting
March 30, 2022 at 8:00am
Zoom Virtual Meeting Hartford CT

Attendees: Todd Andrews, Bettina Armour, Sheldon Bustow, Katie D'Agostino, Jennifer DiBella, Lindy Lee Gold, Duncan Harris, Richard McGeary, Sandy Mello, Fiona Mohring, Tom Mongellow, Phillip Montgomery, Tracy Nixon-Moore, Marcy Reed, Jonathan Richmond, Lisa Sementilli, John Simoneau, Dan Tapper, Vinnie Valente, Stephen Vaughan,

Staff: Alex Johnson, Kim Staley, Jim Boucher, Sandy Mackey, Laura Hitt, Jill Larmett and Liz Saunders

Absent: John Nimmons, Susan White, and Lyle Wray

Guests: Mike Kordowski, Theresa Borchetta (BRS), Betty DaCruz (CFO DaCruz Manuf.), Jennifer Whittle (RETAIN CT participant)

Chairman Richard McGeary called the meeting to order at 8:05am

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

Chairman's Report:

Pilot Project with Judicial – Rich McGeary/Alex Johnson

In the past few months, meetings occurred with **Honorable Vanessa L. Bryant, U.S. District Judge and Capital Workforce Partners** to support a Workforce Development Initiative. CWP working with Judge Bryant and Court Supported Staff would work on supporting federally sentenced and individuals reentering the community to quality career pathways through workforce training and employment programs. The initiative will begin working with 15-16 individuals in Support and Reentry Court, with the first orientation scheduled for March 31st at 11:00 a.m. at the American Job Center on N. Main Street.

The orientation will include:

Introduction to American Job Center and CWP staff

Summary of Services at the American Jobs center

Update on Sector Based Career Pathways (i.e.: Manufacturing, Transportation & Logistics, IT/Tech, Healthcare, Construction, etc.)

Update on Reentry Services/Returning Citizens: Career Advisors, Business Engagement, Support Services, Follow Up Services, Stipend Options, etc.

Intake, Assessment, WIOA Eligibility, On-line training options, etc.

Discussion on documentation needs and supports

Follow up in April of 2022 will occur for individuals to receive court support services along with training and employment services leading to jobs in trucking, construction, manufacturing, culinary and other occupations. The workforce services will be provided by Capital Workforce Partners including workforce skills training, case management, career advising, employer engagement and placement and retention services.

CWP will also make available services from the BEST Chance Program, Free to Succeed Program and American Job Center Services. Working with the U.S. District Court System, other court sponsored support services will include substance abuse treatment and supports, as well as other clinical support. Other support services through CWP will include stipends, technology, transportation, and GED/educational supports. Upon completion of the employment training program, and support services, individuals will be placed in quality career pathways, most notably transportation, manufacturing, culinary, construction and other sectors.

Where applicable, referrals will be made to entrepreneurial training options for Reentry individuals considering starting a business. Upon completion of piloting the employment and training support to the initial 15-16 individuals, the Workforce Initiative will be scaled up to support a continuation of services to additional Reentry individuals and other Support Court individuals.



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There were several questions from Board members. Who are we partnering with on this program? The response was the Alternate Court system within the CT Federal courts. Also, what is meant by the Federal court system and what types of crimes were these individuals charged with if it's at the Federal level. The response was that we initiated this program with Federal Court Judge Vanessa Bryant but we are seeing that this program would also benefit individuals at the Superior court level as well. We are not one hundred percent sure of the types of charges. We are hoping to have a significant return on investment and help these individuals attain the skills needed to pursue middle skills jobs.

Legislative Update – Tom Mongellow

Tom Mongellow provided a brief update stating that funding for Workforce Development is on the table. The Finance committee is in full swing, and they have until the end of the week to wrap things up then it's the Appropriations committees turn and then on to the budget. A Workforce Committee has been formed to address the workforce issues across the state. President Johnson said they have had good conversation with the legislative leadership. President Johnson spoke on the two significant initiatives that CWP is undertaking one with IT and the other with TDL and a statewide CDL program for Class A & B. He also spoke on \$200 million of which half is being used for implementation of programs and the other half is for training, infrastructure and increasing staff at the community college level. On the federal level the omnibus spending bill did include \$600,000 for CWP for the I-BEST program.

Mission Moment: Supporting Job Seekers with Disabilities– Kimberly Staley, Sandy Mackie, Jill Larmett and Jonathan Richmond

- CWP employs the State's only Disability Resource Coordinator (DRC) Jill Larmett.
- Prioritizing Accessible American Job Center Services, Coordination of Integrated Resources Teams (IRTs) to Leverage Resources, Promoting the Growth and Development of a Disability Workforce Pipeline via the Governor's Workforce Council-Diversity, Equity and Inclusion Committee, Facilitating Supportive Programs and Grant Opportunities ie; Ticket to Work Program, RETAIN CT, HOPWA Employment Project, Disability Program Navigator and Disability Employment Initiative.
- The role of the Disability Resource Coordinator was explained as well as how the DRC represents CWP on initiatives, systems change, capacity building, service delivery and by actively participating in many organizations.
- Programs and Services were discussed and outlined for all in attendance with funding sources, dates, goals, statistics, and customer outcomes.
- Jennifer Whittle a RETAIN CT participant spoke on her journey.
- Employer & Partner Discussion took place with Theresa Borchetta from the State of CT Bureau of Rehabilitation Services, Betty DaCruz, CFO of DaCruz Manufacturing and Jonathan Richmond from the State of CT Bureau of Educational Services for the Blind.

Consent Agenda:

- Approve February 23, 2022 Meeting Minutes

Outcome: Lindy Lee Gold made a motion to approve the February 23, 2022 meeting minutes. Duncan Harris offered a second. All were in favor; none opposed; the motion carried.

Committee Updates -

Finance & Audit – Stephen Vaughan

Stephen presented a verbal report on the following;

Federal Single Audit was filed on 2-28-22

State Single Audit was filed on 2-25-22



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990 was filed on 3-2-22

Accounting software has been narrowed down and Finance & Audit Committee will hear recommendations from Laura at the next meeting in April. This has been thoroughly vetted and out looking at 3 different vendors including also upgrading to the cloud for current software.

The next Finance & Audit committee meeting will review updated Budget Forecast for FY22 and preliminary budget numbers for FY23 with final numbers approved on 6-1-22.

Governance –

Board Recruitment Targets-

Governance Chairman Tom Mongellow explained that Erin Stewart is the new Chair of the Consortium of Chief Elected Officials and in her role, she has delegated Mayor Jay Moran to represent the Consortium on the Executive Committee. Chairman Mongellow stated that we have had some good conversations regarding meeting our DEI goals with respect to Board recruitment. We currently have availability to bring on seven new Board members. We did a deep dive of our current Board make-up and we have identified five areas when seeking potential new candidates. Under 50, Diversify membership, represent high priority sectors (IT, Healthcare, Construction and TDL), youth focused representative and people with disabilities representation. President Johnson also identified the vetting process. He asked if anyone was interested in accepting the role of Secretary which has been left vacant with Renata Dixon's passing to please let him know. John Simoneau stated it is a large task to try and secure seven new people for the Board with the gap areas identified. President Johnson answered by saying yes, it is a significant challenge however we can continue the process beyond June if needed as the Consortium of Chief Elected Officials meets quarterly. Jonathan Richmond has someone in mind he will send the name to President Johnson who will send it to the Governance committee.

Board Member Expectation Document

President Johnson stated that this document does not need to be approved today. He has included it in the meeting packet for all Board members to review and offer any suggestions or changes. Chairman Mongellow asked that any suggestions for inclusion be substantive. John Simoneau cautioned that we need to be thoughtful that we recognize the Board's fiduciary responsibility and the separation of management's responsibilities.

President/CEO Report: Alex Johnson

Program Updates

CT – WHISP (H1B)

CWP launched year two of the four-year \$10-million USDOL Grant in February of 2022. In year one of the H1B grant we worked to create and establish internal forms, paperwork, policies, and procedure and to train the other 5 boards in H1B administration. Due to the unforeseen infrastructure work that had to be accomplished, along with a delayed offer letter, year one enrollments were lower than anticipated. Year two of the grant has launched, we have modified all the board contracts and we are, collectively, confident that we will be able to meet our enrollment goals. In addition to the enrollments reflected below, we have recently enrolled 30 new trainees in IT training with DCI, where they will earn a helpdesk + CompTIA certificate

IT Training

In addition to H1B skills training we are also offering two other IT skills training programs with two providers: Merit America & Year Up. These programs were funded by a CT DECD Tech Talent grant of \$1.38-million for the Merit America training and \$1.66 million for the Year Up programming.



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Year Up: Year Up enrolled 30 participants in full-time training, complimented by supportive services and a free laptop. Of the 30, 26 participants are still enrolled halfway through the program. This attrition rate on this program is currently only at 13%, far lower than the 30% we typically see. Additionally, 2 Year Up participants have already been employed in the field of IT, before even completing the training.

Merit America: Merit has enrolled 150 people in training, in four cohorts. The 4th cohort is currently still in training.

Opioid Grant

The CWP Jobs Funnel BEST Chance Program was awarded additional CT DOL Opioid employment and training funds to support training, support services and job placement supports for Returning Citizens.

- We currently have 20 people enrolled in training through the Jobs Funnel.
- The current enrollment goal is 134 by 6/30/2022.
- We will be seeking an extension given the receipt of the contract, timing and the enrollment target.

Summer Youth Update

- Application opened on February 14th and we have received 315 applications so far.
- We are currently exploring options to fund a mental health component through The Village of Families and Children.
- Hartford provider start up contracts will be extended in April.
- We continue to make process and system improvements to reduce attrition rates.
- We have a meeting this week with HPS to discuss SYELP and CWP programs in general
- We have begun planning for the 2023 Summer RFP process.

Regional Sector Partnership Updates

- TDL Sector partnership launched its first meeting on February 23. Four employers in attendance. Currently planning for a 2nd meeting.
- We are currently engaging our manufacturing employer partners in conversations around manufacturing training as we prepare to launch MPI in the North Central Region
- MACH initiative: We are launching a new Career Navigator who will be located at the AJC to support program participants with their job search and also support outreach.
- Capital Area Tech Partnership: 1) Business outreach is underway for the CATP/Business-Higher Education Forum (BHEF) Tech Talent Accelerator initiative, which will support new credit-bearing and certificate postsecondary programs based aggregated skill and occupational needs from Tech companies. 2) CATP companies are meeting to consider how dual track (apprenticeship-style) models could be considered in the Hartford region. 3) The CATP Skills-Based Hiring workgroup has completed the Grads of Life Skills-Based Hiring pilot process and will report out at the next All-Hands Meeting (scheduled for mid-May).

CareerConneCT Updates

- CWP submitted two statewide, sector-based proposals to the CT Office of Workforce Strategy's CareerConneCT grant program supporting the IT/Tech and Transportation sectors. CWP was also a lead partner in several other proposals serving the Manufacturing and Healthcare sectors, as well as a Returning Citizens proposal.
- The \$17 million IT/Tech proposal includes integrated technical and professional skills training for over 1,300 individuals statewide over a four-year training period, with CSCU as the primary training vendor supporting four occupational tracks: IT Support, Network/Cloud Ops, Cybersecurity, and Web Development.



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- The \$10 million Transportation proposal includes training for CDL Class A and B licensing along with various industry endorsements with a target service level of 900 individuals statewide over the four-year training period.
- Proposals where CWP is a major partner include:
 - Statewide Healthcare Training – Entry-level training with CSCU and other partners
 - Statewide Manufacturing Training – Entry-level training leveraging MPI model
 - Statewide Returning Citizen Training and Supports – Supporting BEST Chance program
 - Regional Makerspace Manufacturing – Entry-level training with paid work experience

Recently Announced Congressionally Directed Authorized—Fiscal Year 2022 Program: Capital Workforce Partners IBEST Second Chance Program

CWP received a Congressionally Directed Authorization of \$595,418 to the BEST Chance Partnership supporting manufacturing and construction carpentry training for Returning Citizens with an emphasis on 18–24-year-olds in the Hartford Area. The Project will support up to 50 individuals over 12 months through career services, workforce training, job placement/retention services and support services. The program includes outreach, assessment, work readiness training, customer service training, IBEST training in manufacturing and construction training, support services, job placement and retention. This includes additional services such as support for substance abuse treatment, mental health services and other healthcare and behavioral health services. The I-BEST Partnership will provide employability and support services to ensure positive outcomes for individuals in good careers with good jobs, coupled with community health service supports that will provide each participant with the fullness of treatment and medical care.

Specific attention will be given to outreach in partnership with Community Resources Inc. to engage efforts in Hartford and the North Hartford Promise Zone (NHPZ), as well as to co-enrolling the students in WIOA services at the Hartford American Job Center.

Golf Tournament - Alex Johnson

President Johnson announced that the Annual CWP Golf Tournament date has been set for September 8, 2022. A copy of the various sponsorship levels has been attached to the meeting packet. He encouraged everyone to try and seek out sponsors at all levels.

ADJOURN

Chairman McGeary called for a motion to adjourn at 9:36am. Lindy Lee Gold made the motion which was seconded by Marcy Reed. All were in favor; none opposed; the motion carried.