



Board of Directors Meeting
May 18, 2022 at 8:00am
Zoom Virtual Meeting Hartford CT

Attendees: Todd Andrews, Bettina Armour, Sheldon Bustow, Jennifer DiBella, Lindy Lee Gold, Duncan Harris, Richard McGeary, Sandy Mello, Fiona Mohring, Tom Mongellow, Phillip Montgomery, Marcy Reed, Jonathan Richmond, Lisa Sementilli, John Simoneau, Dan Tapper, Vinnie Valente, Stephen Vaughan, and Susan White

Staff: Alex Johnson, Kim Staley, Andrea Eastman, Laura Hitt, and Liz Saunders

Absent: Katie D'Agostino, John Nimmons, Tracy Nixon-Moore, and Lyle Wray

Guests: Andrea Hawkins, Sara Moulton, Nicole Bosco

President Johnson called the meeting to order at 8:06am

President Johnson called the meeting to order for Chairman McGeary who was running a few minutes late.

Legislative Update – Tom Mongellow

Tom Mongellow provided a brief update stating that the Legislative session ended two weeks ago and the Governor signed the state budget. There are lots of good things included for a variety of folks. Tom hasn't had an opportunity to do a deep dive yet. He had a meeting with House Speaker Matt Ritter.

President Johnson stated that we look good for all our funding. Still watching the bond authority item. Soon the state will be announcing the Career ConneCTs funding. They have received numerous proposals and the state is looking to release all the money. CWP continues to sift through the budget and will provide an update at the June Board meeting.

Mission Moment: Leading Culture Solutions – Kimberly Staley/Andrea Hawkins

Kimberly introduced Andrea Hawkins of Leading Culture Solutions.

Andrea gave the Board a brief background on herself and a short overview of the Leading Culture Solutions program which included the 4L journey to Inclusion framework which includes the four phases of Listen, Learn, Lean-in and Live. There was a period of questions and answers, and Andrea provided some good reading material for anyone who is interested. They are CASTE, White Fragility and Anti-Racist. Andrea exited the meeting reminding everyone to "stay curious and be kind". She expressed her thanks to everyone.

Consent Agenda:

- Approve March 30, 2022 Meeting Minutes
- 3rd Quarter Financials
- Approve One-Stop MOU's (attached)
 - CT DOL
 - CT State Dept. of Education
 - CT Dept. Of Aging & Disability Services (BRS & BESB)
 - CT Dept. of Social Services
 - Hartford Job Corps.
 - New England Farm Workers Council
 - RI Indian Council
 - The Workplace

Outcome: Lindy Lee Gold made a motion to approve the consent agenda. There was a question from Stephen Vaughan asking why we approve the items prior to discussing them. The response was that the materials are sent out in advance so everyone can review and what is on the consent agenda has been vetted through their respective



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committees as well as the Executive Committee. John Simoneau and Tom Mongellow both emphasized if there is ever a concern something can be removed from consent and discussed and vote on them separately. Stephen was satisfied with the process. Sandy Mello offered a second. All were in favor; none opposed; the motion carried.

Committee Updates -

Finance & Audit – Stephen Vaughan/Laura Hitt

Laura Hitt presented a verbal report on the following;

Review Updated Budget forecast FY22 – Laura Hitt

1. This revenue was originally projected and less than what was revised in November 2021 of an increase to \$28M shown in revenue detail. 2. Increase in legal fees due to DECD contracts requiring attorneys. 3. Unemployment and Workman's Comp came in a little higher than anticipated. It was asked if our program effectiveness was the reason for the unspent dollars or if we had a slow start? President Johnson responded no, it is the effect of the number of customers actually going into and using the AJC's.

Review Preliminary Budget Numbers FY23 – Laura Hitt

This report is just informational. Revenue includes WIOA, JFES, Summer Youth, Best Chance/Job Funnel (including new money, Career ConneCT (new money, Career Navigator (new money). Increase of about \$3.5M a year over 4 years. 2. Factored in 3% cost of living increase, increase in staff due to new grants. 3. Factored in 10% increase in Health Insurance. 4. Increase for DEI contractor & PR firm. 5. Increase for new accounting software (\$10k), 3% increase for IT support and infrastructure costs around move to Weston St. 6. Increase outreach for new grants. 7. Anticipate an increase in insurance premiums. 8. Misc. has funds built in for upfront costs of moving Hartford AJC from 3580 Main to 60 Weston St.

Governance

Reappointment of Expiring Members – Tom Mongellow

The committee was presented with the slate of those current board members seeking reappointment to the board. All except two will be returning. Bettina Armour and Duncan Harris will not be returning. In addition, Lyle Wray has retired and his replacement Matt Hart will be joining the board for the new term.

Outcome: Lindy Lee Gold made a motion to approve the reappointment of the slate of returning board members. Rich McGeary offered a second. All were in favor; none opposed; the motion carried.

Committee Leadership FY23 – Tom Mongellow

Tom Mongellow identified the list of Board Officers FY23 we unfortunately still have an opening for Secretary. In addition, he stated that he would like to have a Vice-Chair for all committees and that we will be looking for a Chair of the Development Committee with Bettina's departure from the Board. If anyone is interested, please reach out to Tom or Alex. Tom stated that we have had some good conversations regarding meeting our DEI goals with respect to prospective new Board recruitment. We currently have availability to bring on seven new Board members.



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One-Stop Services – John Simoneau

CRI One-Stop Renewal Recommendations

Chair John Simoneau outlined the CRI One-Stop renewal recommendation and asked that we award Career Resources, Inc. a contract for the One-Stop Operator for program year 2022 – 2023, with the award amount to be established after WIOA allocations are received from CT DOL.

Outcome: John Simoneau made a motion to approve the a contract for the One-Stop Operator for program year 2022 – 2023, Lindy Lee Gold offered a second. All were in favor; none opposed; the motion carried.

EDSI Renewal Recommendations

Chair John Simoneau outlined the renewal recommendations for EDSI a contract to provide One-Stop Services for program year 2022 – 2023, with the award amount to be established after WIOA and JFES allocations are received from CT DOL. This recommendation represents the third and final one-year renewal period.

Outcome: John Simoneau made a motion to renew the contract for EDSI for an additional year. Sandy Mello provided a second. All were in favor; none opposed; the motion carried.

John Simoneau thanked Chairman McGeary and the Board for approving his action items.

President/CEO Report: Alex Johnson

CareerConneCT Updates

- President Johnson stated that we are waiting on word from the state regarding this program. We are hopeful we will hear by the end of May.

2nd Annual CWP 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.

CWP Annual Meeting – Alex Johnson

President Johnson announced that the Annual CWP Meeting is open to the public and will be held on Friday June 17, 2022 virtually. He encouraged everyone to attend.

WIOA Plan Updates – Alex Johnson

President Johnson announced that we are required to update our regional WIOA plan. The highlights to Capital Workforce Partners (CWP) 2020-2024 WIOA Plan Update include two-year modifications which are a required feature of the Local 4-year WIOA Plan, and provide updates to the regional economic situation, active programming, and any new activities or strategies from the Local Workforce Development Board (LWDB). The WIOA Plan details how the LWDB executes its mission and vision in the context of regional needs and assets. The 2022 two-year modification includes several areas of significant changes, including 1) a volatile labor market and economic situation; 2) new emphases on the IT/Tech and Transportation, Distribution, & Logistics (TDL) sectors with Regional Sector Partnership (RSP) formations; 3) enhanced virtual infrastructure and offerings; 4) updated DEI work; 5) emerging State governance structures; and 6) evolving programmatic offerings.

ADJOURN

Chairman McGeary called for a motion to adjourn at 9:34am. Lindy Lee Gold made the motion which was seconded by Sandy Mello. All were in favor; none opposed; the motion carried.