



MINUTES
EWIB BOARD OF DIRECTORS MEETING
TUESDAY, SEPTEMBER 25, 2018
8:00 A.M.

Members Present: *Kylee Carbone (Alt); Susan Hibbard; Thayne Hutchins, Jr.; Chris Jewell; Armelde Pitre; Patrick Reuss; Mel Olsson; Marcy Reed; Lisa Arends; Jessica Corneau; & Jim Butler.*

Staff Present: John Beauregard, Mark Hill, Virginia Sampietro, Carol LaBelle, Guy Saporito, & Sheila Taurianen.

Others Present: Acting Deputy Commissioner Daryle Dudzinsky, CT Sen. Cathy Osten, CT Rep. Holly Cheeseman, Pat Dixe, Nancy Cowser, Lyn Lawrence, Cyndi Wells, Bibi Amin, Carol Williams, Gumwatty Garcia, Dan Urr, Andrea Messenger, Denise Collins, Jody Lefkowitz, & Peter Lent.

Call to Order

Chairman Jewell called the meeting to order at 8:10 am & welcomed Patrick Reuss to the Board (*replacing Howard Jenkins*) as Electric Boat's representative. He noted that seven new companies have been nominated to the Board, some of whom are here today: Dominion Energy, L+M Hospital Nurses Union, seCTer, & Sonalysts. He also welcomed Acting Deputy Commissioner of Labor Daryle Dudzinski, Sen. Cathy Osten (*CT 19th Dist.*), & Rep. Holly Cheeseman (*CT 37th Dist.*) to the meeting.

Chairman Jewell informed Board members that the items they were given when they came in were in celebration of the Board's successful year.

PUBLIC COMMENT

None.

ACCEPTANCE OF PREVIOUS MINUTES

A **MOTION** was made to accept the minutes of the May 22, 2018 EWIB Board of Directors meeting, as presented (*BUTLER/HIBBARD*). **ACTION:** Unanimously approved.

CORRESPONDENCE

The following items were reviewed:

1. **Philanthropy** – Several regional philanthropic investments to multiple EWIB programs were noted including: \$450K Youth Manufacturing Pipeline Initiative (*YMPI*) from the Gawlicki Family Foundation; the Jeffrey P. Ossen Family Foundation investments; the 2018 EWIB Summer Youth Employment Program; and the EWIB-Pitre STEM Leadership Scholarship program.
2. **EWIB Manufacturing Pipeline Initiative (MPI)** – Various media coverage of EWIB's MPI metrics to-date and the positive impact the program is having on the region.
3. **Micro Career Fairs** – NBC CT story on the hiring events being held weekly at the region's new full-service American Job Center. The story is a follow-up from the Center's grand opening.

4. **Chamber 'Voice'** – This Chamber of Commerce of Eastern CT publication is an example of the increased publicity the MPI is receiving.
5. **NFA School-To-Work Initiative Committee** – Mr. Beauregard shared that he, Chairman Jewell, and Mr. Reuss attended a meeting of the Committee. NFA's Head of School informed the group that the school views the YMPI program as an opportunity for kids to go down a path for ensured success. Several other regional high schools have expressed interest in participating in the program for the coming year. Although the program was started by utilizing the last of the WIF funding, it has been bolstered by a significant private contribution earmarked for the program.

CETC REPORT

In EWIB Representative, Deb Monahan's absence, Chairman Jewell reported that next CETC meeting will be held on October 19th.

CHAIRMAN/PRESIDENT'S REPORT

- 1) **Manufacturing Pipeline Initiative (MPI) Panels** – Chairman Jewell reported that he & Maura Dunn (*EB Vice President of HR & Admin.*) participated in a SENDIA (*the Southeastern New England Defense Industry Alliance*) panel discussion over the summer on workforce development & our MPI. The Small Business Administration (*SBA*) later invited both to provide the same presentation on a panel for its regional staff.
- 2) **Meeting With Gubernatorial Candidates** – EWIB, on behalf of the CT Workforce Development Council (*CWDC*), has been requested to meet with Ned Lamont on Oct. 5th to talk about the Manufacturing Pipeline Initiative (*MPI*). In an effort to remain politically neutral, the CWDC extended an invitation to Bob Stefanowski, however, no response has been received to-date.
- 3) **Financial Update** – Mr. Saporito reported that the Board's 2018/2019 overall revenue responsibility has increased by \$214,808 (*\$18,152,313*) from the May 2018 projections (*\$17,937,505*). Decreases in both federal & state resources were offset by an increase in private funding (*+\$467,000*). Expenditures for the Board's 2017/18 Operational Budget came in \$3,000 under budget.
- 4) **Initiatives Review**
 - a. **Montville AJC Grand Opening** – Mr. Beauregard reported on the successful grand opening of the region's only full-service American Job Center. The event was very well attended including several dignitaries such as: Gov. Malloy, Lt. Gov. Wyman, Sen. Blumenthal, Rep. Courtney, and several CT Commissioners.

An analysis was done of the first four months the new full-service Center has been opened and found that it is already experiencing more visits than both of the two Centers it replaced, combined.
 - b. **Philanthropic Donation** – During the grand opening, the Gawlicki Family Foundation announced a \$450,000 donation to EWIB for our Youth Manufacturing Pipeline Initiative (*YMPI*) allowing EWIB to expand the MPI to high school seniors from participating high schools (*3 schools/year for 3 years*) not going on to college. The program was designed for participating schools to incorporate the curriculum & funding beyond Year 1, thereby making it self-sustaining; and 300+ placements into employment will be made through the program by Year 5. A pilot for the program ran this summer at Norwich Free Academy and had a 100% placement rate.
 - c. **How We're Doing As A Region** – The Norwich/New London Labor Market Area (*LMA*) is in the top 30% of the *nation* for the 1-year change in employment (*+2,000 jobs*) by sector (*measurement is GDP*) when comparing metro regions over the last year. This is a testament to manufacturing's impact on the region.

Over the last 14 quarters of the Norwich/New London LMA's job growth, employment has increased by 5,700 jobs; a pattern that is more in line with the national economy than the state economy. It's reasonable to expect that this pattern will continue if the region continues to build the skills of its workers.
 - d. **MPI Participants** – The grant was written to serve the un- & underemployed. When the program began it was serving 60% unemployed / 40% underemployed; now data shows more underemployed are registering for the program. Also, MPI results show that ~80% of MPI placements had no manufacturing experience before the program yet employer feedback suggests their performance on the job is better than hires through traditional channels.
 - e. **New Manufacturing Pipeline Center** – During the grand opening it was announced that Grasso Tech will be hosting a new Manufacturing Pipeline Training Center. This was a result of the strong collaboration & support from Grasso Tech administration, CT Technical High School System, EWIB, Three Rivers Community College, CT State Colleges & Universities, Electric Boat, Eastern Advanced Manufacturing Alliance, and others.

- f. **MPI Closeout** – Mr. Hill informed the Board that the grant funding the training in this program, the federal Workforce Innovation Fund (WIF) grant, will be ending Sept. 30th, and provided a summary of program’s accomplishments to-date. 90%+ of trainees graduated were employed. Moving forward, the program is being funded by state & private funding. The Board thanked Sen. Osten for her efforts towards obtaining that state funding. Once the WIF training funds expire (9/30/18), the independent third-party evaluator will spend the next 6-9 months examining data prior to issuing its final report.

Key Metrics	Goal	Actual	%
Applicants via EWIB Portal	1,350	6,638	492%
Number of Training Classes	30	43	143%
Enrolled in Training	450	686	152%
Job Placements	400	1,090*	273%

* 1,090 placements translate to ~2,780 jobs (multiplier effect)

- g. **Potential MPI Opportunities** – EWIB recently met with Nordson (formerly known as Plas Pak) to discuss their expansion plans and opportunities to meet their hiring needs. The company is currently reviewing the data & MPI model information that EWIB provided.

Deepwater Wind has pledged to hire ~1,400 people direct and indirect over the next five years. The company requested a meeting with EWIB to discuss their plans and the potential hiring available via the MPI program. This is an example of the MPI portability to different sectors & geographies as a “*Talent Pipeline*.” Chairman Jewell noted that the Board is looking to expand the model to the Healthcare sector.

COMMITTEE REPORTS

Performance Accountability & Planning (PAP) Committee

- **Healthcare Pipeline Sub-Committee Report** – In Sub-Committee Chair Drummer’s absence, Carol LaBelle reported that the group met on Sept. 14th where they received an update on the Health Profession Opportunity Grant (HPOG). Year 3 closed strong, with Year 4 scheduled to begin Sept. 30th. A draft logic model chart for a Healthcare Pipeline Pilot was reviewed, with a key component focusing on addressing the “*soft skills*” that employers deemed as their top priority. The group was informed that CT’s Opioid Health Crisis grant application to USDOL was not selected for funding, however a new round of funding will be released in the future. The group agreed to hold a spring healthcare event to bring healthcare employers and trainers together. A **MOTION** was made to accept the Sept. 14, 2018 Healthcare Pipeline Sub-Committee Report, as presented (**HIBBARD/CORNEAU**). **ACTION:** Unanimously approved.

Youth Committee – The Committee has not met due to last minute schedule conflicts and is in the process of rescheduling their meeting to a date in October.

- **Summer Recap** (SYEP, Early College, SHIP, Youth Pipeline)
Ms. LaBelle provided a recap of the Summer Youth programs, noting that \$47,000 was received from seven (7) regional philanthropic entities (People’s United Community Foundation, Community Foundation of Eastern CT, Charter Oak Federal Credit Union, Dime Bank Foundation, Liberty Bank Foundation, Chamber of Commerce of Eastern CT Foundation, & Chelsea Groton Foundation), which was added to funding received from State & federal (WIOA) sources. This year’s program enrolled ~317 youth ages 14-24 in jobs at 214 sites throughout the region. The program kicked-off July 2nd, with the majority ending Aug. 17th. Thanks to EASTCONN, New London Office of Youth Affairs, and Norwich Youth & Family Services for another successful year.
- **EWIB-Pitre STEM Leadership Scholarship Recap**
Scholarship Founder Armelde Pitre reported that 41 applications (73% female, 27% male) were accepted for this year’s program; 26% of applicants this year were ranked in the Top 10 of their graduating class, with 10% being ranked #1; 3 students were accepted to an Ivy League school; applicants attended 18 E/CT high schools (2 of which were from Technical High Schools). 61% of applicants plan to pursue a career in Science (↑11% from 2017), 27% in Technology, 7% in Engineering, and 5% in Math. The 2018 EWIB-Pitre STEM Leadership Scholarship winners are:

Tessa Carty, Norwich Free Academy, pursuing Civil Engineering at Cornell

Lauryn Lu, Ledyard High School, planning to become a Doctor at Northeastern University

Silas Olsen, Lyman Memorial High School, studying Mathematics at Colby College

OLD BUSINESS

None.

NEW BUSINESS

- Board Resolution EWIB-18-14 – The resolution authorizes the acceptance of \$450,000 from the Gawlicki Family Foundation for the YMPI. A **MOTION** was made to approve EWIB Board Resolution EWIB-18-14, as presented (*HIBBARD/BUTLER*). **ACTION:** Unanimously approved.

ADJOURNMENT

A **MOTION** was made to adjourn the meeting (*Pitre/Arends*). **ACTION:** Unanimously approved.

The meeting was adjourned at 9:30 a.m.

Meeting minutes respectfully submitted for Eastern CT Workforce Investment Board Secretary James S. Butler by Executive Assistant, Sheila R. Taurianen.