

## CONNECTICUT EMPLOYMENT AND TRAINING COMMISSION

**December 11, 2014**  
**Legislative Office Building – Room 1D**  
**Hartford**

### **DRAFT Minutes**

**Present:** Donald Shubert (Chair); Lt. Gov. Nancy Wyman; John Barto; Thomas Burns; Christopher Bruhl; Elliot Ginsberg; John Harrity; Kathleen Marioni; John Olsen; Sharon Palmer; Amy Porter; Stuart Rosenberg; Paul Timpanelli; Nivea Torres; Lyle Wray; Dennis Murphy; Tracy Ariel (for G. Gray); Tracy Babbidge (for R. Klee); Michael Michaud (for P. Rehmer); Peter Palermino (for R. Bremby); Judith Resnick (for J. Rathgeber).

**Presentation: Tomorrow's Framework- Strategic Action Plan 2014-17 (CT Technical High Schools)**  
CETC Chair Donald Shubert introduced Dr. Nivea Torres, Superintendent of the Connecticut Technical High School System (CTHSS) to report on the recently adopted *Tomorrow's Framework- Strategic Action Plan 2014-17*. Dr. Torres' noted that the plan focuses on academic, structural and economic priorities, and is the product of nine months of intensive work. The goal is to lay out a strategic plan of action that builds on existing infrastructure, identifies changes needed to fully implement a college and career readiness curriculum, and expands opportunities for all CTHSS students. Her overview of the CTHSS action plan highlighted the following information:

The CTHSS mission is to provide a world-class, unique and rigorous learning environment for high school students and adult learners that:

- Ensures both student academic success and career technical education mastery, as well as promotes enthusiasm for lifelong learning.
- Prepares students for post-secondary education, including apprenticeships and immediate productive employment.
- Engages regional, state, national and international employers and industries in a vibrant collaboration to respond to current, emerging and changing global workforce needs and expectations.
- Pursues and participates in global partnerships that provide CTHSS students with international exposure band experience.

The CTHSS Board has developed and adopted fourteen foundational imperatives, establishing a common focus to drive the strategic direction of CTHSS.

The strategic action plan embraces four core goals as the driving force behind the objective of becoming the nation's best career technical education system:

1. Enhanced employer engagement and alignment with industry needs: Partner with business and industry to develop career technical education programs that provide CTHSS students with the skills and work habits to be successful in a dynamic 21<sup>st</sup> Century work environment.
2. Alignment between K-12, post-secondary and adult programs: Create an alignment between K-12, Post-secondary and Adult Programs to provide a continuum of educational services resulting in readiness for career and college.
3. Flexibility, responsiveness and innovation: Transform CTHSS with innovative program designs that are responsive to Connecticut's workforce needs, thus positioning the system as a leading force in career technical education.
4. Professional capital: Invest in the development of faculty and staff to support the system's core mission.

In the ensuing discussion CETC members expressed support for the efforts of Dr. Torres, CTHSS Board, CTHSS staff and CTHSS faculty to map out and pursue the strategic actions presented. Dr. Torres indicated her intention to keep CETC informed on the status of implementation efforts going forward.

### **Governor's Report**

Lt. Governor Wyman commented on the upcoming budget challenges that need to be addressed by the Malloy Administration and General Assembly, with the opening of the 2015 legislative session in January. She indicated that the Governor is interested in CETC's efforts going forward and that more information about workforce-related initiatives is forthcoming.

### **CT Workforce Development Council Update**

John Beauregard and Tom Phillips provided overviews of two recently awarded Ready To Work partnership grants from the US Department of Labor. Mr. Phillips described the four-year \$6.7 million *Re-Employment Alliance for Careers in Health* (REACH) administered by Capital Workforce Partners in the north central region. The effort will train 300 individuals for positions in nursing and information technology in healthcare. Eighty-five percent of participants are long-term unemployed. Targeted occupations require a minimum of an associate's degree and/or industry-recognized credential, advancing participants on career pathways that have relied on H1-B visa recipients. *REACH* uses an intense career coaching approach through the American Job Center/CTWorks One-Stop system. Ninety percent of unemployed participants will obtain employment and 95% of incumbent workers served will advance to a new position. Mr. Beauregard described the \$5.5 million *Connecticut Ready to Work Initiative* grant awarded to Workforce Alliance (South Central WIB) in partnership with the Eastern Connecticut Workforce Investment Board (EWIB), to provide retraining and job placement for 567 long-term unemployed workers and veterans – 220 in eastern Connecticut and the balance from the south central region. The effort has a STEM (Science, Technology, Education, Math) focus, emphasizing job opportunities in information technology, engineering and advanced manufacturing. The Initiative has a goal that at least 10% of participants will be veterans. Eighty seven percent of program participants will obtain employment, with 96% of participating incumbent workers retaining their jobs or advancing in their places of employment.

### **Minutes**

On a motion by Mr. Harrity, seconded by Mr. Rosenberg, the September 23, 2014 CETC minutes were approved unanimously.

### **Public Comment**

Richard Mullins, Institute of Technology and Business Development (ITBD) at Central Connecticut State University, called attention to the Connecticut Manufacturing Innovation Fund Voucher Program (MVP), administered by the Connecticut Center for Advanced Technology (CCAT), as a valuable asset to support business growth. He encouraged CETC members to promote the voucher option to state companies.

### **Correspondence**

CETC Chair Shubert reported that the only significant item of correspondence since the September 23 meeting is an October 27 letter he sent to Department of Social Services Commissioner Roderick Bremby indicating CETC's support for Connecticut's 2015 Supplemental Nutrition Assistance Program (SNAP, formerly the Food Stamp program) Employment and Training Pilot Project Application.

### **State Agency Updates**

Labor Commissioner Palmer lauded Dr. Torres' strategic leadership of the Connecticut Technical High Schools System. She commended the efforts of Andrew Condon and the CTDOL Office of Research for conducting the research and analysis of labor market conditions to inform and focus the state's workforce development efforts. She called attention to CTDOL-DECD collaboration on shared priorities, including recent incumbent worker training and apprenticeship efforts with high value employers and targeted oc-

cupations, particularly in manufacturing. Commissioner Porter noted that DORS looks forward to collaborating with CETC, CTDOL, CSDE and other key partners to plan for the implementation of the Workforce innovation and Opportunity Act in 2015 and welcomes the advent of common performance measures. On behalf of DSS Commissioner Bremby, Peter Palermino reported that the SNAP E&T application had been filed, DSS is working closely with CTDOL on efforts impacting TANF participants, veterans and other low-income populations, and that TANF will be a WIOA partner program going forward.

### **Report of the Chair**

Mr. Shubert reported that a draft of the Statewide Plan to Provide Education, Training and Job Placement in Emerging Industries had been emailed to members on December 6. Mr. Shubert reviewed the legislative charge to CETC to produce the plan, the process employed by the State Plan Work Group, and subsequent work by staff to produce an initial draft and the revised draft under consideration by CETC. Dr. Wray addressed the challenge of predicting long-range labor market information, emphasizing the importance of “just-in-time” strategies that generate specific skills workers need, and employers value, in the near-term. On a motion by Dr. Wray, seconded by Mr. Rosenberg, members voted unanimously to endorse the plan and authorized Mr. Shubert to oversee any necessary changes and submit the plan to the General Assembly’s Higher Education and Employment Advancement Committee by January 1, 2015.

Mr. Shubert reported that a draft outline of the 2015 CETC Annual Plan was emailed to members on December 6. This annual plan is envisioned as an update of selected workforce initiatives consistent with CETC goals, demonstrating collaboration among CETC members, partners and stakeholders, to set the stage for planning next year to produce the unified state plan required by the Workforce Innovation and Opportunity Act. On a motion by Dr. Wray, seconded by Mr. Rosenberg, members voted unanimously to authorize Mr. Shubert to oversee completion and submission of the annual plan on CETC’s behalf.

Mr. Shubert invited Judy Resnick (CBIA) and Tracy Babbidge (DEEP) to give an update on energy sector workforce strategy. Ms. Resnick reported the Connecticut Energy Workforce Development Consortium met September 18, with the next Consortium meeting anticipated in January 2015. She noted that efforts are underway to gather and analyze information directly from employers about energy-related job openings, vacancies and anticipated needs. The Consortium developed a short employer survey, which has been vetted by energy-related companies/employers. The survey was distributed directly to a targeted list of companies/employers and also through several business associations to their members, with encouragement to respond. Responses will be reviewed, results tabulated. Information generated will serve as the focus for the Consortium’s January meeting and help to define its workforce priorities and strategy going into 2015. Survey results will be shared with the Office of Workforce Competitiveness and CTDOL Office of Research, to collaborate in helping to define the Connecticut “energy sector” in practical terms for planning purposes, aligned with established industry and occupation codes, addressing key questions: What companies should be included? Which jobs are relevant? What skills are required? Etc.

Ms. Babbidge and Ms. Resnick reported that the Consortium anticipates collaborating with DEEP to inventory energy-related education and training programs in Connecticut, catalogue the credentials and certifications offered, identify the gap compared to employers’ needs, and recommend responsive strategies.

Mr. Shubert reported that the efforts of the Natural Gas Transmission Workforce Initiative are gaining traction to align training efforts and create a pool of companies and workers qualified to perform impending gas conversion work in Connecticut. Participants in the initiative intend to work together going forward to make sure that Connecticut companies have the skilled and qualified workers they will need to perform the pipeline expansion as it comes on line over the next decade.

Mr. Shubert and Dr. Wray discussed the recent “Getting to Work” forum on transportation and job access hosted by the Connecticut Chapter of the American Planning Association, emphasizing the importance of accessible affordable transportation options to ensure efficient mobility of the transit-dependent work-

force to and from Connecticut workplaces. Recent reductions in Transit Operations funding at CTDOT and in Transportation for Employment Independence funding at DSS and CTDOL jeopardize services to low-income individuals served by the Jobs Access Program, including the Bradley Flyer. Dr. Wray emphasized the need to ensure that the Jobs Access Program serves the needs of TANF, JFES and other low-income individuals. He noted that CRCOG and other partners would continue to advocate for funding of the Jobs Access service, working closely with both DSS and CT DOT. Mr. Shubert and Dr. Wray called attention to employment-related transportation as a critical workforce challenge warranting CETC's attention in the year ahead.

### **Office of Workforce Competitiveness Report**

OWC Executive Director Kathleen Marioni discussed the proposed July 2014 American Job Center Monitoring Policy and Tool distributed to CETC members for review in advance of the meeting. On a motion from Mr. Rosenberg, seconded by Dr. Wray, members voted unanimously to endorse the policy and tool as presented. Ms. Marioni provided a brief update on the status of planning by USDOL for implementation of the Workforce Innovation Opportunity Act, noting that various aspects of WIOA become effective July 2015 while a unified state workforce plan is due in March 2016. Interim planning regulations from USDOL are due in January, and key Connecticut partners and stakeholders will be convened in early 2015 to review WIOA requirements and begin a state-level planning process. Andrew Condon, Director of CTDOL's Office of Research gave a brief overview of the 2014 Legislative Report Card of education and training programs, noting that production is underway and that a final version will be ready in early 2015. He noted that the effort is consistent with the P-20 WIN information integration system that will allow a longitudinal view of programs' impact over time. Dr. Condon also noted that the employer vacancy survey will be completed in early 2015, and that its results will be shared with CETC.

### **Committee Reports**

#### **Allied Health Workforce Policy Board**

Allied Health Workforce Policy Board Co-Chair Stuart Rosenberg reported that he was presenting the Board's 2015 legislative priorities for CETC's consideration. Each year the Policy Board submits a report to the legislature reviewing trends in the allied health workforce, challenges facing employers, educators and students in maintaining an allied health workforce pipeline and recommendations for strategic initiatives and investments. The 2015 report to be released in January will provide an update on key information shared with CETC in June 2014. Mr. Rosenberg noted that the Policy Board's 2015 priorities and related recommendations had been emailed to CETC members in advance of today's meeting. The four priorities are to: collect and strategically utilize healthcare workforce data; support a pipeline of new and incumbent workers; create an infrastructure to support Direct Care workforce engaged in community care; and, coordinate a statewide allied health workforce outreach campaign. Each priority is supported by 2-4 specific recommendations, detailed in the materials submitted to CETC members for advance review.

On a motion by Dr. Wray, seconded by Mr. Ginsberg, members voted unanimously to endorse the Allied Health Policy Board's 2015 priorities and recommendations and to assist in promoting them with state policymakers in the year ahead.

#### **Manufacturing Committee**

Manufacturing Committee Co-Chairs Elliot Ginsberg and John Harrity reported that the Committee held a well-attended meeting December 5, featuring updates on the Advanced Manufacturing Centers and Connecticut Advanced Manufacturing Initiative; Connecticut Tech High Schools Manufacturing Program; Connecticut Manufacturing Innovation Fund; Manufacturing Month/Mania; Manufacturing Apprenticeships, and other related efforts. The Committee discussed the report produced by staff summarizing observations and conclusions from outreach to a sample of manufacturers from the northwest region. The report gets good marks as an accurate picture of current conditions and workforce priorities for 2015 and beyond and will be distributed through the various manufacturing associations.

The Co-Chairs reported that topics likely to serve as the focus for the Committee's work in 2015 include: bridging the middle-skills "experience gap" to accelerate workers' acquisition of experience and skills in key occupations where increasing demand and changing workforce demographics threaten a critical talent shortfall; stimulating innovative partnerships and creative use of existing resources and facilities (public and private) to tackle the experience gap challenge; accelerating "post-graduate" hands-on workplace experiential training for recent graduates of the community college and technical high school manufacturing programs; increasing the number and pace of manufacturing apprenticeships; using available facilities during off-hours in technical high schools, community colleges, adult education centers, manufacturing labs, manufacturing companies etc., to train incumbent and other adult workers. The Committee will reach out to manufacturing associations to participate as members and as liaisons to manufacturers, to support business-led/business-informed efforts. The Committee aspires to play a productive role in developing the state's unified workforce development plan in 2015.

**Adjournment**

The meeting adjourned at 10:30 a.m.