

CONNECTICUT EMPLOYMENT AND TRAINING COMMISSION (CETC)

March 17, 2016 at 1:00 p.m.
CT Department of Labor – Conference Rooms A&B
Wethersfield

Minutes

Present: Donald Shubert (Chair); Lt. Gov. Nancy Wyman (Vice-Chair); Andrea Comer; Elliot Ginsberg; James Ieronimo; Scott Jackson; Kathleen Marioni; Deborah Monahan; Lori Pelletier; Amy Porter; JoAnn Ryan; Catherine Smith; Paul Timpanelli; Jeffrey Smith; Lyle Wray; Ellen Cohn (for D. Wentzell); Peter Palermino (for R. Bremby); Alice Pritchard (for M. Ojakian).

Minutes

On Ms. Comer's motion, seconded by Commissioner Smith, members voted unanimously to approve the December 17, 2015 CETC meeting minutes as submitted.

Correspondence

CETC Chair Shubert reported that relevant correspondence since December 17, 2015 largely comprises comments received concerning the Draft Unified State Plan posted for public comment on December 30. The Office of Workforce Competitiveness (OWC) is maintaining and updating a master chart identifying and recording all comments received via email and/or through regular mail. Mr. Shubert thanked all those who had taken the time to forward comments, noting that in most instances the proposed suggestions served to strengthen the plan and had been incorporated into the final version.

Public Comment

No additional public comment was offered at this meeting.

Lieutenant Governor's Report

Lt. Governor Wyman reported on the successful Apprenticeship Awareness Legislative Breakfast earlier in the day. She reflected briefly on the challenging State budget deliberations underway, and underscored CETC's importance going forward.

CETC 2015 Legislative Report Card

CTDOL Office of Research Director Dr. Andrew Condon and Economist Patrick Flaherty provided an overview of the 2015 CETC Legislative Report. Highlights included:

- **Two of three public college graduates are working in Connecticut.** Of the 21,742 Connecticut public college graduates in 2014, 66% were employed *in Connecticut* nine months after graduation. The percentage varied somewhat across each higher education system with 75% of those from the Connecticut State University System (CSUS) employed in Connecticut, 71% of graduates from the Connecticut Community Colleges (CCCs), 53% of those from the University of Connecticut (UConn), and 54% from Charter Oak State College (COSC). These results reflect, in part, the student population each system serves.
- **Public colleges graduates are meeting Connecticut's knowledge needs, with more than 40% working in Education and Health Services.** CTDOL regularly forecasts the need for workers in Connecticut industries and occupations. Projections are that more than 40% of projected job growth will occur in these two sectors.
- **Employed graduates earned an average yearly salary of nearly \$40,000, with wages varying widely by industry.** Industries that paid college graduates the most were Utilities, Management of Companies, Finance and Insurance and Manufacturing.
- **Graduates majored in a wide range of programs.** A majority of graduates majored in Business, Management and Related, Liberal Arts and Sciences, Health Professions and Related, or Education. Of these, Education had the highest percentage of graduates employed in Connecticut.
- **Majority of employed graduates are women.** About six of every ten employed graduates were women. Women were 55% of employed UConn graduates, 63% of employed CSUS graduates, 61% of employed Community College graduates and 72% of employed Charter Oak State College graduates.
- **Majority of participants in CTDOL programs entered employment.** Employed JFES program exiters saw an average weekly wage increase of \$199.

In the ensuing discussion CETC members raised several questions, requesting clarification on:

- Percentage of entering college students who come from Connecticut?
- Does "manufacturing" category include engineers?

- Data available on key demographic characteristics of participants (age, sex, ethnicity, etc.)?
- Category UConn Health Center and its employees fit into?
- Any graduates who are not found in wage records at all?
- How account for students who transfer among CT public colleges/universities?
- What is included in “utilities” category?
- What is distinction (if any) between program completers and graduates/
- Are JFES and TAA data included in wage files?
- Can report card document JFES and TAA completers’ placements by industry?
- How do Connecticut’s reported training completion rates compare to other states?
- How many hours of work per week on average are included in the weekly wage rate computations?
- Where do bus drivers, truck drivers and other “logistics” workers show up in industry categories?
- Clarify “standard error rate” significance.

Dr. Wray commented on a recent CityLab report by The Atlantic ranking Connecticut third from the bottom with respect to retention of recent graduates from local 2-year and 4-year colleges, proposing quick research be conducted to understand the significance of those findings. He noted that places where one would think that retention of recent college graduates is going well turns out often not to be the case, suggesting CETC study effective initiatives to attract and retain college educated/oriented talent – such as the recruitment efforts by Northern Illinois University at O’Hare, etc.

Dr. Condon described the impending Connecticut Job Vacancy Survey and reported that CTDOL has purchased access to the Conference Board’s Help Wanted OnLine tool to produce more sophisticated analysis of actual labor demand.

CT Workforce Development Council Update

On behalf of Connecticut’s five workforce development boards, William Villano (Workforce Alliance/South Central workforce area) reported on an encouraging hearing with the General Assembly’s Appropriations Committee. WDBs reported on the significant funding brought into Connecticut through competitive grants and various other grant awards – on the order of \$120 million statewide in the past five years – to support the larger efforts of Connecticut’s workforce development system. He noted legislators’ genuine interest in understanding the nature and dynamics of today’s labor market in Connecticut. Mr. Villano noted the WDBs are all contemplating pursuit of TechHire grants.

Report of the Chair

Chair Donald Shubert commended the efforts of all involved in production of the Draft Unified State Plan. He reported that comments had been received from: Connecticut Department on Aging; Office of Policy and Management; Bureau of Education and Services to the Blind (DORS); Connecticut Department of Social Services; Board of Regents for Higher Education; Connecticut State Department of Education; Connecticut Workforce Development Council (Workforce Development Boards); Respectability USA; Fairfield County Community Foundation; Melville Charitable Trust; Connecticut Business Leadership Network; Connecticut Center for Art and Technology. Mr. Shubert observed that comments received display a serious level of interest in partnerships and collaboration. Comments had been incorporated into the plan where feasible and as practical. He indicated that the plan is a great starting point for the work that lies ahead, noted that the WIOA Transition Work Groups would be asked to stay in place for a period of time going forward as CETC gears up again, and noted that he would soon call on CETC business sector members in particular to take a more active role as WIOA implementation proceeds in a business-driven/business-led mode.

On a motion from Ms. Ryan, seconded by Dr. Wray, members voted unanimously to endorse the Final Draft of the Connecticut WIOA Unified State Plan – subject to final edits provided by the Office of Workforce Competitiveness – for transmission to Governor Malloy with CETC’s recommendation that he approve the plan for purposes of formal and timely submission to USDOL.

Brief discussion ensued concerning the process and schedule for production and approval of the respective local WIOA plans being developed by the Workforce Development Boards.

Office of Workforce Competitiveness Report

OWC Executive Director Kathleen Marioni reported on the recent convening session in Washington attended by a team of stakeholders from Connecticut. She noted that a team of officials from USDOL Employment and Training Administration Region 1 Office are in Connecticut for a State-level WIOA preparedness review, review of Connecticut’s Disability Employment Initiative (DEI) efforts, and review of WIOA preparedness with Workforce Alliance/South Central workforce area representatives, and Capital Workforce Partners/North Central workforce area representatives.

Adjournment

The CETC meeting adjourned at 2:30 p.m.