

# CONNECTICUT EMPLOYMENT AND TRAINING COMMISSION

June 5, 2014

Legislative Office Building – Room 1D  
Hartford

## MINUTES

**Present:** Donald Shubert (Chair); John Harrity (Secretary-Treasurer); Thomas Burns; Elliot Ginsberg; James Ieronimo; Zdzislaw Kremens; Kathleen Marioni; John Olsen; Raymond Oneglia; Norma Ortega; Sharon Palmer; James Parent; Stefan Pryor; Catherine Smith; Paul Timpanelli; Nivea Torres; Lyle Wray; Michael Gargano (for Gregory Gray); Judy Resnick (for John Rathgeber); Raymond Singleton (for Roderick Bremby); Susan Whalen (for Robert Klee).

### **Minutes**

On a motion by Mr. Harrity, second by Mr. Olsen, March 12, 2014 minutes were approved unanimously.

### **Public Comment**

No public comment was offered at the meeting.

### **Correspondence**

Mr. Shubert reported on two items: his March 13 letter to Governor Malloy recommending endorsement of the *Connecticut State Plan Revision for Adult and Family Literacy, Title II of Workforce Investment Act, Fiscal Year 2014-15*; and a June 4 letter from Governor Malloy appointing Department of Energy and Environmental Protection Commissioner Robert Klee to serve as a member of CETC.

### **State Agency Updates**

DECD Commissioner Smith reported on the State's agreement with UTC whereby the company will spend up to \$500 million over the next five years to build new Pratt and Whitney headquarters in East Hartford and expand manufacturing operations and research and development capabilities in Connecticut. She described the new Connecticut Manufacturing Innovation Fund to promote manufacturing growth in the state. DSS Deputy Commissioner Singleton addressed automation enhancements intended to expedite eligibility determination and service referrals for public assistance participants seeking employment, collaboration with CTDOL to assure the right services are delivered well, and recent efforts to build on the strengths of the Fatherhood Initiative. He also indicated that information concerning the Supplemental Nutrition Assistance Program (SNAP) Employment and Training Program would be made available to CETC members. CTDOL Commissioner Palmer described a series of recent STEP-UP Employer Conferences in collaboration with the WIBs and various state legislators, and additional STEP-UP employer outreach efforts scheduled for June.

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

On behalf of Connecticut's WIBs, Bill Villano reported that the recently concluded legislative session increased funding for the 2014 youth summer jobs program by \$1 million, appropriated \$3.6 million for statewide implementation of Platform to Employment (P2E) efforts, provided \$2.5 million for Ride To Work transportation services and boosted STEP-UP support by an additional \$10 million. Several members emphasized the importance of maintaining the Ride To Work program services as a CETC priority.

### **Report of the Chair**

Mr. Shubert welcomed Michael Gargano, recently appointed Provost and Senior Vice President, Academic and Student Affairs, Connecticut State Colleges and Universities, representing Dr. Gregory Gray. Mr. Shubert introduced Laurie Colburn from CTDOL's WIA Administration office to address Program Year (PY) 2014 WIA funding allocations for Connecticut at the state and regional levels, the proposed PY14 allocation formula, and the recommended WIA 8.75% Governor's Reserve Allocations budget. Supporting materials were provided in members' meeting folders.

PY14 total Connecticut allotment is \$31,284,95. Youth allotment is \$9,398,657. Adult allotment is \$8,642,428. Dislocated Worker allotment is \$13,243,210. The Governor's 8.75% Reserve is \$2,737,375. Rapid Response 25% is \$3,310,803. PY14 regional allocations (spread across Adult, Dislocated, and Youth categories) are: North Central/\$7,171,674; South Central/\$5,347,485; Southwest/\$5,347,433; Northwest/\$3,983,464; East/\$3,406,062. The proposed PY14 Governor's 8.75% Reserve Funding Budget of \$2,737,375 represents a \$1,360,039 increase above the PY13 budget plan.

Discussion addressed the increase in oversight costs to monitor WIBs' performance, the importance of reinstating incentive awards for outstanding performance by the WIBs, and the need to engage CETC proactively in collaborative planning with the WIBs for the effective use of available funding in synch with CETC state-level priorities. On a motion by Mr. Shubert, seconded by Ms. Ortega, members voted unanimously to approve the PY14 WIA funding allocations, formulas and budget as presented by CTDOL.

Mr. Shubert recalled that at the March 12 CETC meeting he reported on CETC collaboration with the Connecticut Energy Workforce Development Consortium to address workforce priorities in the state's energy sector. He invited Judith Resnick, CBIA Education Foundation Executive Director, to update recent efforts on behalf of the Consortium. Ms. Resnick reported that the Consortium met April 16. Participants are encouraged by the direction of these efforts, support collaboration with CETC and endorse having a single employer-led table to drive energy sector workforce strategy. She noted recent outreach to key state officials to address implications of the new Comprehensive Energy Strategy's financial incentives and investments intended to stimulate the energy market. Leaders at CEFIA and DEEP are extremely receptive to working with an organized group of energy-related employers on sector workforce priorities. Work proceeds to quantify the anticipated impact of impending state energy investments/incentives, using jobs multiplier calculation tools. These public investments/incentives are anticipated to stimulate the market, increase private investment, and create further job opportunities.

Ms. Resnick noted that staff is working directly with employers to understand how different categories of energy-related business are impacted. DEEP and CEFIA will provide lists of their contractors for review with CTDOL's Office of Research on relevant occupations (NAICS codes), jobs forecasts, skills requirements, etc., to align information among agencies and create a baseline. An ad hoc employers group is working to define "energy sector" in Connecticut – an imprecise term not aligned with established industry codes – as a practical matter for planning purposes. Staff is reaching out directly to employers for good information about current job vacancies, workforce challenges, anticipated needs and opportunities to collaborate to ensure skilled workers and good jobs. Ms. Resnick indicated that the ad hoc work group of selected energy-related employers will reconvene in July to review information developed from these outreach efforts and map out a strategy to move forward with energy sector workforce agenda. The next Energy Workforce Consortium meeting is September 16.

In the ensuing discussion members noted the importance of having bona fide Connecticut companies, employing qualified Connecticut residents, doing the energy-related work stimulated by the various public/state investments and incentives. The need to know exactly what qualifications are needed to perform each job was emphasized as the basis for developing training strategy.

### **OWC Report**

OWC Executive Director Kathleen Marioni introduced Karen Quesnel, recently joining OWC, who will coordinate the USDOL-funded Disability Employment Initiative (DEI). Ms. Marioni invited Kim Andy to report on the status of DEI efforts. Ms. Andy noted that DEI is a joint effort (funding and administration) of the US Department of Labor Employment and Training Administration and Office of Disability Policy. CTDOL was awarded \$3,058,706 for the period October 2013 – January 2017. DEI goals are to improve employment outcomes leading to economic self-sufficiency for individuals with disabilities and promote systemic change across multiple workforce and disability services systems. DEI features the Ticket to Work Program (TTW) to improve employment opportunities for Social Security disability beneficiaries. Capital Workforce Partners and the Northwest Region WIB operate as pilot sites, while The Workplace and Eastern WIB serve as comparisons. Partnerships have been developed with BRS and CSDE. DEI evaluation information will be shared with CETC as the effort moves forward.

OWC's Eddie Cajigas offered a status update on Jobs Funnels Programs, focusing on work conducted under the Green Jobs Funnel Innovation grant funded by USDOL. Mr. Cajigas reported that the project had been granted a one-year no cost extension, about to come to a close, to serve additional participants. All outcome objectives have been exceeded. Targeted outreach, partnerships with organized labor and broad statewide

partnerships have been cited as noteworthy practices. Jobs Funnel representatives have been invited to speak as subject experts at several national conferences and webinars, including the National Governors Association, and new partnerships enabled by the federal were established with Wider Opportunities for Women and the Connecticut Department of Transportation, respectively.

Alice Pritchard reported on steps that have been taken to prepare a response on CETC's behalf to a Request for Information (RFI) jointly released by the US Departments of Education, Labor, and Health and Human Services addressing career pathways strategies and systems. She noted that to gather information a joint working session had been convened with members of the Career Advancement and Youth Employment Committees, brief surveys had been distributed to selected system stakeholders, and a meeting had been held with key officials of the CSCU system. The CETC paper will take a broad statewide view of career pathways-relevant efforts, challenges, opportunities and strategy in Connecticut. Ms. Marioni noted that the paper is due by June 9 and will be shared with CETC members when complete, but following its submission. The objective is to position Connecticut to pursue likely career pathways opportunities with these several Federal departments.

Ms. Marioni reported briefly on the status of the Workforce Innovation and Opportunity Act (WIOA), noting that it is bipartisan, bicameral legislation reauthorizing the Workforce Investment Act, introduced by Democratic and Republican leaders in both houses and therefore likely to move quickly by consensus through the legislative process to adoption. Observers believe that the bill could be ready for the President's signature by early autumn and that his support is anticipated. If this scenario and timeline hold, effective WIOA implementation impact would occur in July 2015, with youth-related activity starting in Spring 2015. Ms. Marioni noted that WIOA requires a unified State plan across all categories and aligned local (WIB) plans. The role of the state workforce investment board (CETC) in developing the unified state plan, and the timing of planning efforts, require clarification. As presently drafted, WIOA: applies a single set of common outcome metrics to all programs under WIOA; integrates intake, case management and reporting systems; strengthens evaluation; eliminates the current "sequence of services" requirement; reserves 15% of funding at the state level for flexibility to meet specific priority needs; maintains the basic structure of WIBs and American Jobs Centers (former CTWorks One-Stop Career System); and emphasizes career pathways, sector strategies, integrated instruction (contextualized learning), and industry-validated credentials (leading to real jobs), among other features.

## **Committee Reports**

### **Youth Employment Committee**

Co-Chair Norma Ortega reported that the committee met March 28th to discuss summer youth employment. WIBs and several Chambers of Commerce shared information about program strategies and planned activities for 2014. Ms. Ortega noted that Co-Chair Jim Ieronimo moderated the WIBs' April 8 Youth Symposium, where Joseph McLaughlin, Director of Research and Evaluation, Boston Private Industry Council presented *The Decline in Teen Employment: Strategies for Boosting Employment and Career Readiness Activities in a Challenging Labor Market*. The symposium was intended to encourage key state agency partners to engage in summer youth employment. The Committee meets next on June 12th to hear about the State Department of Education's efforts to promote implementation of the student success plan statewide and the Board of Regents' planning around middle-/early-college.

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

Alice Pritchard noted that the Board's 2014 report *Analyzing Trends in Connecticut's Allied Health Workforce* had been completed. The report and accompanying inventory of programs statewide will be posted on the CTDOL/OWC/CETC website.

### **Advanced Manufacturing Work Group**

Co-Chairs John Harrity and Elliot Ginsberg recommended that the work group should be renamed the CETC Manufacturing Committee, dropping the label "advanced", since as a practical matter all manufacturing in Connecticut is advanced. They reported that outreach to manufacturing associations and selected employers continued since the March CETC meeting. A meeting was held May 20 with an ad hoc group of representatives of various manufacturing associations where there was general agreement to rebuild committee membership to include leaders of the associations, leaders of selected manufacturing companies, representing each of the manufacturers associations, key manufacturing sectors and geographic regions, and appropriate additional CETC members who may wish to participate. Representatives of key "system" entities will be invited to provide technical expertise. The committee will work to produce and analyze timely employer-generated information

about current workforce needs and anticipated requirements for the next 1-3 years, and promote policy and strategy addressing identified manufacturing workforce priorities.

Manufacturing association representatives will review a short set of questions targeting a statewide group of 100-125 selected manufacturers and help to encourage responsiveness. Staff will follow-up with company officials to ensure that requested information is obtained and packaged for review. This employer-outreach will be launched promptly and the workforce information will be developed for examination quickly. The committee is likely to focus will on adult incumbent manufacturing workers – those recently beginning manufacturing careers at the entry level, incumbent middle-skill workers looking to advance their careers, and recently dislocated manufacturing workers – all options for meeting anticipated demand in the near-term. The committee will examine the integration of technical high schools and post-secondary apprenticeships, and support efforts to build the manufacturing workforce pipeline of young prospective workers. The committee will convene in the near future and meet periodically to review updated workforce data, draw conclusions, and propose practical strategy/policy.

**Adjournment**

The meeting adjourned at 10:55 a.m.