



GOVERNOR'S WORKFORCE COUNCIL

Governor's Workforce Council

December 8, 2022

Minutes are unapproved

Council Members Present:

Amy Porter, Andrew Bond, Anthony Medici, George Anderson for Brian Doubles, Keith Norton for Charlene Russell-Tucker, Mark Soycher for Chris DiPentima, Kyle Ballou for Chris O'Connor, Cindi Bigelow, Dante Bartolomeo, Erika Smith, Marty Guay for James Loree, John Murphy, Joseph R Gianni, Sal Mancino for Kathleen Silard, Kelli-Marie Vallieres, Leslie Torres-Rodriguez, Lillian Brough for Leticia Colon de Mejias, Jack Maloney for Maggie Hulce, Mark Argosh, Michelle James, Paul Costello, Rich Jacobs for Peter Salovey, Jeff Auker for Ravi Kumar, Peter Holland for Shane Eddy, Sharon Barr, Johnathan Harris for Stephen Sullivan, Tiana Ocasio, Rep. Toni Walker, Ty Talley-Rushing,

Council Members Absent:

Alexandra Daum, Ed Hawthorne, Jay Williams, Jeffrey Flaks, Judy Olian, Keri Hoehne, Molly Kellogg, Monette Ferguson, Neil O'Leary, Peter Nystrom, Radenka Maric, Ray Pineault, Rohan Freeman, Sal Menzo, Shellye Davis, Suresh Muthaswami, Terrence Cheng

Chair Argosh calls the meeting to order at 2:34pm and provides opening remarks.

Welcomes all to the 4th quarter council meeting. Welcome to the council members, partners in the community, government and business community. Wishing all a joyful holiday season and a happy and healthy New Year. Introduced and welcomed 5 new associates from the Office of Workforce Strategy (OWS) and thanked for the support of the Governor's Workforce Council (GWC). Meeting to focus on the familiar theme of the labor shortage. Will look at best practices of companies, non-profits, government, and educators that are taking steps to attract and retain non-traditional talent. There is a need to expand the talent pipeline to meet the needs, along with providing the training and education to qualify for those roles. Will have breakout sessions by industry sector to discuss successful workforce strategies. Kelli-Marie Vallieres will provide a demonstration and discussion of the new CareerConneCT portal used to support 17 training programs. Argosh noted it has been 2 years since the approval of the current strategic plan, which laid out a vision for and equitable workforce system to meet the needs of employers and expand opportunities for residents. There were 19 strategic initiatives and are at a point to do a formal assessment with a report back to the GWC. Additionally, should discuss updates to the strategy. In January, OWS will be launching 3 new programs: CareerConneCT, Good Jobs Challenge and CT Health Horizons. April 21st looking to host a in-person 'Workforce Development Summit'.

Chair Argosh calls the committee to vote at 2:39.



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Motion to approve September 15, 2022 minutes, made by Kelli Vallieres seconded by Cindi Bigelow, 29 Yea, 0 Nay, 0 Abstain. **Approved.**

Motion to approve 2023 meeting dates of the Governor's Workforce Council, made by Toni

Walker, seconded by Tiana Ocasio. Discussion: Note the April 21 date is in-person, the others are virtual as we have been doing them. 29 Yea, 0 Nay, 0 Abstain. **Approved.**

2023 Quarterly Meeting Schedule

- February 23, 2023: 2:30pm-5:00pm
- April 21, 2023: 8:00am-9:00am (GWC Business Meeting, time subject to change)
- July 20, 2023: 2:30pm-5:00pm
- October 19, 2023: 2:30pm-5:00pm

Voting concludes at 2:48.

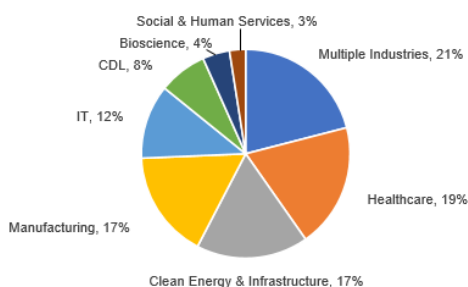
Kelli Vallieres provided an update on CareerConneCT at 2:48. CT has an investment of \$70 million of ARPA funds. The investment came through the Governor's Office and the Legislative process. Thank you to the appropriation chairs and Representative Walker for their support. Able to fund 19 programs in multiple industry sectors. Funds have also been utilized to build out a systematic framework with a common platform. 51% of the funds went to small community-based organizations, in the neighborhoods of the people who are under or unemployed that may have traditionally been left out of the workforce system. Looking to attract and provide foundational and technical skills for entry in career ladder roles. For example, there are programs that focus on re-entry populations, disabilities, immigrants, woman, opportunity youth, high schoolers, and non-college bound recent graduates. Additionally, there are supports for the traditional workforce system through the Workforce Boards. The Workforce Boards have been partners in the development of the programs, and the development of the virtual portal allowing easy access across the state. Each Workforce Board was able to expand best practices and programming across the state. All of the programs and trainings are linked to employer demand. Employers have informed what and when skills are needed so they can hire right out of the programs.



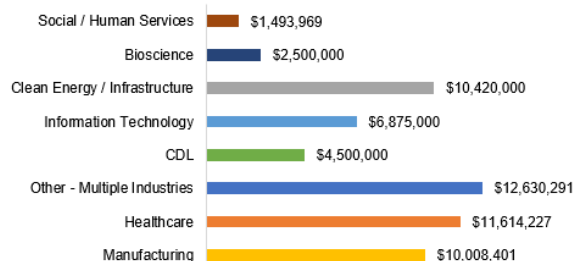
CareerConneCT is the Office of Workforce Strategy's flagship short-term training program initiative

A \$70M investment using state ARPA funds to train 6,000 unemployed and underemployed job seekers over three years for in-demand jobs

Percentage of Funds Allocated by Industry



Exact Funds Allocated by Industry



Kelli Vallieres continued by highlighting 2 CareerConneCT programs that have completed their programs with the CareerConneCT funding:

Efficiency for All – Lillian Brough Community Affairs Government Relations and Program Facilitator, and recent graduate Ofelia Rodriguez. Lillian Brough highlighted the organization's goals to educate the community on the importance of energy equity and resilience through energy efficiency and sustainability strategies. The training provides wraparound services, clothing and a full set of work skills. Current training cohort has 16 participants from across the state and will be employed and continue on the job training as energy efficiency workers. Recent grad Ofelia Rodriguez shared her story of training to become a BPI Building Analyst. Excited to help customers homes to be healthier, more energy efficient, and helping the environment. Now feeling secure with employment and financially stable.

CT Building Trades Training Institute – Yolanda Rivera Director CT Building Trades Training Institute and recent graduate James Pierog. Yolanda Rivera described the institute as a new entity founded by the CT State Building Trades Council in 2022, to prepare individuals for enrollment in registered apprenticeship training. Participants receive case management and support services such as stipends, transportation and work gear and tools. There were 18 recent graduates, all committed to various apprenticeship programs. Recent graduate James Pierog described his experience starting with a job fair at his school where the trade groups showcased their trades. Went through the training



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programs, applied to his selected trade, was hired and currently working. Highlighted this opportunity has provided great benefits and financial security.

Kelli Vallieres then provided an overview of the CareerConneCT portal. The landing page starts at ct.gov/CareerConneCT. This is a virtual front door for all training program and getting connected to the workforce system. Clicking on the career path portal, brings you to a comprehensive set of resources. Will create a career passport and give an analysis of your career path, information about training programs, job boards and other job resources. Can also be connected to a career coach and enroll in CTHires. Will be able to use metrics to demonstrate the success of the programs. Thank you to the Workforce Boards who were instrumental in designing and developing the portal. This tool is expected to stay beyond the original funding and grow and enhance the workforce system. Marketing will start with the "YOU" campaign.

Mark Argosh introduces the panel discussion at 3:20. Discussion to focus on best practice models for attracting and retaining talent, including apprenticeships, career pathway programs in high school, and programs for returning citizens.

Apprenticeships in IT and Healthcare

Panel: Ryan Oakes Accenture, Judith Hahn Yale New Haven Hospital, Mark Polzella Dept. of Labor (DOL) State of CT.

Ryan Oakes highlighted 20% of all new hires this year will be apprentices. Works collaboratively with universities, government and non-profits. This model looks for skills over degrees starting with a 2-month training program. Seen 90% of apprentices become employees, with happier and higher retention. Apprenticeship program seen as a good business practice to find talent.

Judith Hahn began by highlighting the State Apprenticeship Expansion Equity and Inclusion (SAEEI) grant which supports unlicensed staff, such as patient care technicians, to develop an apprenticeship model. They work closely with the patient and family, are a critical part of nursing care and outcomes. Have a yearlong apprenticeship model with an RN mentor. Includes simulation exercises with communication and technical skill training.

Mark Polzella made the distinction registered apprenticeship programs are more than a program, it is a structure to become proficient in the industry they are pursuing. Seen expansions in and to fields such as healthcare, IT, insurance, and childcare because the structured approach is adaptable. The State's Apprenticeship Office under the DOL has been focused on expansion in non-traditional areas. It is important to note the program is industry led, aligning with industry standards. Apprenticeships are paid jobs with mentorship and



structured learning. Made additional highlights to the growing numbers of apprentices.

Career Pathways

Panel: Shannon Marimon ReadyCT, Leslie Torres-Rodriguez Hartford Public Schools, Melanie Tucker Hartford Healthcare. Kelli Vallieres highlighted the importance of providing opportunities for CT's 9000-12,000 high school graduates without a post-secondary plan.

Shannon Marimon described ReadyCT as a statewide non-profit focused on the connection between K-12 education and the workforce. Seeing untapped potential for talent in students. ReadyCT, Hartford Public Schools and Hartford Healthcare created the Allied Health Pathway Program. This healthcare program can start as early as middle school, building to upper grades, potential for a 120-hour paid internship experience. Provides access to industry recognized credentials.

Leslie Torres-Rodriguez sees Career Pathways as equity. Research shows woman, students of color have less access to skilled labor training. Career Pathway engaged students are 10% more likely to graduate. Able to explore what success looks like. Partnerships allow access to industry expertise. Pathways should focus on in demand areas with workplace skills. Be responsive to what students are saying. Parent and community awareness is important.

Melanie Tucker mentioned when people think healthcare they think doctors and nurses, but is much more. Able to educate students about the industry and be able to come on to job site and have possible internships. Bring together the industry to solve for future problems and build the future workforce. Will also do mock interviews, and works with partners to solve actual problems. Will be more prepared for a job that feels right for you. Able to work with the communities that we serve.

Reentry Population

Panel: Rob Hebert Career Resources, Crystal Engram Greater Bridgeport Transit (GBT)

Rob Hebert described the WE RISE program which will use the pre-existing network of welcome centers for returning citizens in 5 regions of the state. Program designed for any justice involved individuals, understanding barriers can be year over year. Noted that 6 months prior to release, 92% of inmates had less than 5 years of work experience. Starts with assessments and soft skills training, understanding businesses, job searching, training with technology, conflict resolution. Provides micro credential as a success. Don't want barriers to



prevent them from finishing training. Dept of Corrections needs help fortifying digital literacy and the technical infrastructure.

Crystal Engram mentioned GBT's mission which is contributing to a better community through public transportation, with a vision of the highest quality bus transit service possible. Transportation is essential, and transportation workers are essential. Constantly relooking at the challenges, including the population and workers available. Suggest organizations look at the Equal Employment Opportunity plan. Also looking to tap into reentry individuals. Employers should look at hiring practices and be in touch with agencies and school systems.

Chair Argosh thanks the panelists and introduces the breakout groups at 4:15.

Focus on what is working with key initiatives of workforce development and what types of partnerships have been formed. Breakout groups also reflect Regional Sector Partnerships.

Breakout 1: Clean Energy/Infrastructure

Discussion facilitator:

Lillian Brough, Community Relations, Government Affairs Liaison, Program Facilitator, Efficiency for All

Breakout 2: Bioscience

Discussion facilitators:

Garrett Sheehan, President & CEO, Greater New Haven Chamber of Commerce
Erika Smith, CEO, ReNetX Bio, Inc.

Breakout 3: Healthcare

Discussion facilitator:

Ben Stang, Director of Healthcare Workforce Strategy, Social Venture Partners

Breakout 4: IT

Discussion facilitators:

Frank Avery, Director, Regional Programs, Business-Higher Education Forum
Marty Guay, Vice President, Business Development, Stanley Black & Decker

Breakout 5: Manufacturing

Discussion facilitators:

Cindi Bigelow, President & CEO, Bigelow Tea
Andrew Bond, Vice President of Planning, General Dynamics Electric Boat

Breakout sessions with the Committees close at 4:54



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Chair Argosh concludes hoping all enjoyed today's meeting and found meaningful action steps. Would like to hear feedback and wishes all happy holidays. Looking forward to meeting again in February and working in committees.

Meeting concludes at 4:57

DRAFT