



# GOVERNOR'S WORKFORCE COUNCIL

## Governor's Workforce Council Quarterly Meeting

December 8<sup>th</sup>, 2022, 2:30 PM – 5:00 PM

<https://us06web.zoom.us/j/82393793251?pwd=b3NvZXBFU3lRRStTbUvLZzdYcGFMZz09>

2:30 PM – 2:45 PM	<b>Welcome, Agenda Review, and Votes</b> Mark Argosh and Kelli-Marie Vallieres
2:45 PM – 3:15 PM	<b>CareerConneCT Update</b> Kelli-Marie Vallieres
3:15 PM – 4:00 PM	<b>Panel: Corporate Best Practice Models for Attracting and Retaining Non-Traditional Talent</b> Mark Argosh and Kelli-Marie Vallieres <ul style="list-style-type: none"><li>- Apprenticeships in IT and Healthcare</li><li>- Career Pathways</li><li>- Re-entry Population</li></ul>
4:05 PM – 4:45 PM	<b>Breakout Discussions: Successful Workforce Development Initiatives and Partnerships</b> <ul style="list-style-type: none"><li>- Clean Energy and Infrastructure</li><li>- Bioscience</li><li>- Healthcare</li><li>- IT</li><li>- Manufacturing</li></ul>
4:45 PM – 5:00 PM	<b>Next Steps and Adjourn</b> Mark Argosh and Kelli-Marie Vallieres

### OFFICE OF WORKFORCE STRATEGY

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# December 8<sup>th</sup>, 2022 Votes

1. Approve Meeting Minutes: September 15, 2022
2. 2023 Quarterly Meeting Schedule
  - February 23: 2:30 p.m. - 5:00 p.m.
  - April 21: 8:00 a.m. - 9:00 a.m. (GWC Business Meeting, time subject to change)
  - July 20: 2:30 p.m. - 5:00 p.m.
  - Oct 19: 2:30 p.m. - 5:00 p.m.

**SAVE THE DATE! April 21st, 9 a.m. - 4 p.m. (tentative)**

**First annual Workforce Development Summit**

Co-sponsored by CBIA, Connecticut State Colleges & Universities, Office of Workforce Strategy, and Social Venture Partners



**GOVERNOR'S  
WORKFORCE COUNCIL**

**Governor's Workforce Council  
September 15, 2022**

**Draft Minutes – Minutes are unapproved**

**Council Members Present:**

Amy Porter, Anthony Medici, George Anderson for Brian Doubles, Charlene Russell-Tucker, Kyle Ballou for Chris O'Connor, Cindi Bigelow, Dante Bartolomeo, Ed Hawthorne, Erika Smith, Governor Lamont, James Loree, Jay Williams, Jeffrey Flaks, John Murphy, Judy Olian, Sal Mancino for Kathleen Silard, Kelli-Marie Vallieres, Keri Hoehne, Leslie Torres-Rodriguez, Leticia Colon de Mejias, Mark Argosh, Michelle James, Neil O'Leary, Paul Costello, Peter Salovey, Gladis Kersaint for Radenka Maric, Jeff Aufer for Ravi Kumar, Ray Pineault, Sal Menzo, Shane Eddy, Shellye Davis, Stephen Sullivan, Suresh Muthaswami, Terrence Cheng, Tiana Ocasio, Rep. Toni Walker, Ty Talley-Rushing

**Council Members Absent:**

Andrew Bond, Chris DiPentima, David Lehman, Joseph R Gianni, Maggie Hulce, Molly Kellogg, Monette Ferguson, Peter Nystrom, Rohan Freeman, Sharon Barr, Toni Walker, Will Haskell

**Chair Argosh calls the meeting to order at 2:32pm.** Welcomes the council members, community leaders and the business community. Introduces two new committee members and new Office of Workforce Strategy (OWS) staff. Today's focus will be on the strategic initiatives of the Governor's Workforce Council (GWC). Additionally, noted Governor Lamont will join and provide remarks. Kelli Vallieres will lead a cross sector panel on how the two large programs 'Good Jobs Challenge' and 'CareerConnect' will help build a more collaborative and inclusive workforce system that is business led and provides opportunities to all our residents. The breakout sessions will focus on current and future priorities. Argosh reflected that the GWC was created by in the Fall of 2019 to create a new workforce strategy to include all stakeholders. In 2020 the Strategic Plan was created and in 2 years there has been significant progress against the plan.

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


Item A: Motion to approve May 12, 2022 minutes, made by Cindi Bigelow, seconded by Shellye Davis. 27 Yay, 0 Nay, 7 Abstain. **Approved.**

Item B: Motion to approve a change to the By-laws to apply and stagger term limitations for Gubernatorial Appointments, made by Leticia Colon de Mejias, seconded by Kelli Vallieres. 34 Yay, 0 Nay, 0 Abstain. **Approved.**

**Item B: By-Law Overview Slide**

To comply with WIOA Federal Statute, GWC membership must be staggered

- Section 3: TERM OF APPOINTMENTS:
  - Gubernatorial Appointments:** The terms of members shall be staggered in three-year durations in accordance with 20 CFR§ 679.110(d)(2). For purposes of membership and appointments, the yearly term begins on October 1 and ends on September 30.
  - Appoints by virtue of their position:** Members serving by virtue of their position (e.g. Chief Workforce Officer) shall serve for the tenure of their position.
  - Other Appointments:** Pursuant to Conn. Gen. Stat. § 31-31(b)(2), as amended, members of this appointment category shall serve for the tenure of their service or at will. Vacancies shall be immediately refilled.
- Section 8: VACANCIES
  - When vacancies occur, the Governor shall fill the vacancy by reappointing the member or appointing another person of like qualification to serve a three-year term. If a vacancy occurs for any reason other than the expiration of the member's term, the Governor shall appoint a person of like qualification to serve for the remainder of the unexpired term.

Connecticut 

Item C: Motion to approve an update the GWC Committees as presented, made by Charlene Russell-Tucker, seconded by Leticia Colon de Mejias. 34 Yay, 0 Nay, 0 Abstain. **Approved.**



Item D: Motion to approve WIOA Governor’s Reserve Allocations & Rapid Response Funds, made by Ed Hawthorne, seconded by Shellye Davis. 34 Yea, 0 Nay, 0 Abstain. **Approved.**

**Item D: PY22 Governor’s Reserve for Statewide Activities & Rapid Response**

<b>15% Governor’s Statewide Activities</b>	<b>\$5,146,814</b>
<b>25% Rapid Response</b>	<b>\$3,358,511</b>

- New Comprehensive AJC in Hartford will have a single IT system accessible by all partners within the building.
- Issue RFP for an assessment and evaluation to identify opportunities for continuous improvement to the WDB and AJC system with the outcome of enhanced services to clients
- A collaborative effort between OWS, DOL, and WDB to identify, prioritize, and implement CTHires system improvements aimed to enhance the functionality and efficiency of the current system to better service clients and system administrative functions

<b>I. Disseminating: Performance data</b>	<b>\$138,807</b>
Office of Research	\$138,807
<b>II. Conducting Evaluations /Oversight/Administration/MIS</b>	<b>\$3,877,863.51</b>
WIOA Administration	\$472,795
Contracts Unit	\$1,058,646
Monitoring Unit	\$734,402
Manage ETPL	\$79,861
Business Management Direct Accounting for WIOA	\$52,641
CTHires Staff and Vendor Support	\$328,375
Performance and Accountability	\$200,000
CTDOL Indirect Cost to Governor’s Reserve	\$401,143
Office of Workforce Strategy	\$550,000
<b>III. American Job Centers (AJC’s) Basic Services</b>	<b>\$380,144</b>
<b>IV. Provide Incentive Awards to Boards</b>	
<b>V. Provision of Technical Assistance to Boards</b>	
<b>VI. Demonstration Projects</b>	
<b>VII. Capacity Building/Technical Assistance</b>	<b>\$750,000</b>
Capital Workforce Partners AJC IT Infrastructure	\$125,000
Assessment and Evaluation of the WDB & AJC System	\$275,000
Enhancements to the functionality of the CTHires System	\$350,000
<b>Total 15% Governor’s Reserve</b>	<b>\$5,146,814</b>

Voting concludes at 2:59.

**Kelli Vallieres provided an update on major council initiatives at 3:00.** Kelli thanked the council for the partnership on the collective successes. Starting to see the results of the work. Kelli noted the GWC Strategic Plan established the foundation for the systematic approach to business led, demand-driven, private / public partnerships that inform the skills needed to meet the hiring demands of business while expanding and scaling best practice workforce initiatives state-wide. The success of this approach is evident in the successful design and launch of key programs that will invest \$170 million in the CT workforce development system.

- CareerConnect: \$70 million investment of State ARPA funds
- Good Jobs Challenge: \$23.9 million US Economic Development Agency competitive award
- CT Health Horizons: \$35 million investment of State ARPA funds
- IT Talent Accelerator: \$1 million investment of DECD State Bonded Tech Talent Funds

- Workforce Development Fund: \$40 million authorized investment in State Bond Funds (5 million allocated)

Kelli provided additional program details for CareerConneCT and the Good Jobs Challenge training programs. CareerConneCT will foster collaboration to deliver statewide workforce training solutions. The Good Jobs Challenge will strengthen Regional Sector Partnerships to inform and support regional workforce training needs.

**Governor Lamont joined and provided his remarks to the council at 3:08.** Noted when talking with business how workforce is a critical priority. Housing is also becoming a critical need for their employees. Reflected on addressing the retirement concerns in the State government. Accelerated teachers, mental health, nursing accreditation, such as apprentice teaching. Able to attract students for a great education, need to ensure we are able to keep them. Such as, CT providing a tax credit for business to help pay student loans. Also noted the need to speed up State hiring. Emphasized the importance of training programs for the state economy. Marg Argosh and Kelli Vallieres thanked the Governor for his leadership and support.

**Kelli Vallieres resumed overview of critical programs at 3:13.** Ben Stang provided an overview of CT Health Horizons, providing support for tuition, the faculty, and innovative partnership programs. Kelli provided an overview of the Tech Talent Accelerator program. This program is intended to close the skills gap by fostering targeted, high-performing partnerships between businesses and higher education in emerging, high-demand tech skills in areas critical to business growth in the state.

**Kelli Vallieres introduces and thanks the participants for the panel discussion at 3:19.**

Panelists:

- Terrence Cheng, President, CSCU
- Joe Carbone, President, The WorkPlace
- Garrett Sheehan, President, Greater New Haven Chamber of Commerce
- Ryan Oakes, Managing Director, Accenture
- Scott Wilderman, President, Career Resources, Inc
- Toni Walker, Connecticut Representative, District 93

Kelli remarks the Governor's Strategic Workforce Plan is grounded in a business led approach to inform the needs of the workforce development system. The investment, establishment and growth of the Regional Sector Partnerships (RSP) led to the launch and strengthening of 11 RSPs. Kelli facilitated the panel discussion and provided questions to the panelists.

- Question to Ryan Oakes (Accenture): *Please share your experiences and benefits for being a part of an RSP.*
  - Need to have strong talent and it is best to work together with business, NGO, government, and higher education.
  - Could seen as competitors but have shared goals for talent and strengthening the region
  - Want to provide good opportunities with career paths, living wages while in apprenticeship, with a career possibility at the end.
- Question to Garrett Sheehan (Greater New Haven Chamber of Commerce): *How can RSP change relationships of the workforce system, and what are the benefits of a collaborative approach?*
  - Talent is a big concern in the region. See talent as a competitive edge.
  - Able to get on the same page with the businesses
  - Engages in a different way than the usual, and need to work through relationships to find the commonalities
  - Had a successful collaboration on nursing internships
  - Working with manufacturers for a manufacturing talent pipeline
- Question to Joe Carbone (WorkPlace): *With the current demand for working, what is the value of a systematic approach for businesses supporting the underserved to gain the skills for meaning careers.*

- Need to be holistic in approach.
- Unprecedented high margin almost 2:1 of openings vs unemployed. Population not increasing. Need to work directly to solve.
- Moved from silos to a workforce system. Need to make hiring easier. In a great position.
- Winning grants to direct to underserved communities who need it, now a resource to support the economy
- Need employers to invest workers they have, bring in new workers, invest in technology, and retain older workers.
- Example of a nursing program sees them all the way through to a career
- Example where 73% of those in a reentry program are working full time, only 1% recidivism.
- Systems and building trust matters.
- Question to Scott Wilderman (Career Resources): *What is different about the CareerConneCT program, how is your reentry program going to provide services to communities historically left out of the workforce?*
  - Working with reentry for 25 years. CT first state in the nation to reduce prison population by over 50%. Had good reforms in policies.
  - Incarceration affects more than just 1 person. Need to address in barriers in employment.
  - CareerConneCT establishes support before training. Able to build a portfolio of soft skills, such as developmental and educational training needed. Then technical training with additional support.
- Question to Terrence Cheng (CSCU): *How has the Community College system approached changed to implement the needs of employers and make programs accessible to underserved communities?*
  - Goal to have a CT student get a CT education, get a CT job and stay in CT.
  - Helped to focus on the needs of a student. Everyone is a student. Create on ramps/off ramps for the educational system.
  - All campuses are launching pads for programs, able to have reach throughout the state.
  - Able to understand the employers and society with OWS and GWC support.
  - Striving for equity of access across the state. And provide the best to employers.
- Question to Toni Walker (CT Representative): *Please share your experiences collaborating to address underserved communities from full participating in the workforce.*
  - Many in CT are still struggling. 12% do not have a high school diploma
  - Adult ED needs to serve that population, as they are a valuable part of society
  - Programs need to meet them where they are, and ensure the right level of academic approach
  - Whatever is launched needs to target the population. Needed to rethink Adult ED.
  - Worked with community colleges to have training in the CC building.
  - Bringing in all skills necessary for employment under one roof. I.e. Access to Adult Ed, remediation and workforce development.
  - Investing in youth employment providing high schoolers to get a job. Need to broaden job availability.

**Chair Argosh thanks the panelists and introduces the breakout sessions with the 5 Council Committees at 4:09.**

Breakout Committees met as follows:

# GWC Committee Breakouts

Breakout Session to  
conclude at 4:50

## Business Leadership

- Committee Chairs: Marty Guay, Andrew Bond
- Discussion facilitated by Kelli Vallieres
- Topics: CareerConneCT Feedback loop, Regional Sector Partnerships, Good Jobs Challenge, CampusCT

## WIOA

- Committee Chairs: Kelli Vallieres
- Discussion facilitated by Mark Polzella, Bill Villano, Cathy Awwad, Rep. Toni Walker
- Topics: The Roles & Responsibilities of the State Workforce Board, the Regional Workforce Boards, and the AJC System Overview, & Adult Education

## DEI&A

- Committee Chairs: Jay Williams, Cindi Bigelow, Monette Ferguson
- Discussion facilitated by Anthony Barrett
- Topics: Key recommendations to supporting marginalized populations

## Career & Education

- Committee Chairs: Terrence Cheng, Ravi Kumar, Charlene Russell-Tucker
- Discussion facilitated by Molly Thomas
- Topics: Healthcare Pathways, Computer Science, Teacher Certification & Reform, Career Pathways

## Data, Technology Systems, & Performance Management

- Committee Chairs: Maggie Hulce, Chris DiPentima
- Discussion facilitated by Mark Argosh, Scott Gaul
- Topics: Strategic Initiatives, Performance Measures

Breakout sessions with the Committees close at 4:50

Chair Argosh thanks everyone for joining in today's session and welcomes feedback for these GWC meetings as well as the ongoing work. Mentions the GWC Quarterly meetings are snapshots and the OWS team and partners are working every day. Reminder there is a Statewide workforce summit on October 6<sup>th</sup> 2022, sponsored by the CBIA, ReadyCT and Social Venture Partners (SVP). The half day summit will focus on workforce and career pathways. The next GWC meeting will be December 8<sup>th</sup> 2022, and will discuss progress of the last few years, and focus on what's next. Committees will have meetings and will advertise on the GWC site, can also email Laura Baker [GWC@ct.gov](mailto:GWC@ct.gov). Chair Argosh appreciates the active participation in today's session.

**Meeting concludes at 4:56**