



GOVERNOR'S WORKFORCE COUNCIL

Governor's Workforce Council

July 20, 2023

Minutes are unapproved

Council Members Present:

Mark Argosh; Kelli-Marie Vallieres; Amy Porter; Charlene Russell-Tucker; George Anderson for Brian Doubles; Patrick Flaherty for Dante Bartolomeo; Jeff Auker; Bill Tommins for Joseph Gianni; Bethany Zemba for Judy Olian; Sal Mancino for Kathleen Silard; Keri Hoehne; Leslie Torres-Rodriguez; Maggie Hulce; Michelle James; Monette Ferguson; Paul Costello; Peter Salovey; Ray Pineault; Sal Menzo; Shawn Coyne; Jonathan Harris for Steve Sullivan

Council Members Absent:

Alexandra Daum; Anthony Medici; Chris DiPentima; Chris O'Connor; Cindi Bigelow; Ed Hawthorne; Erika Smith; Jay Williams; Jeffrey Flaks; John Murphy; Leticia Colon de Mejias; Martin Guay; Molly Kellogg; Neil O'Leary; Peter Nystrom; Radenka Maric; Rohan Freeman; Shane Eddy; Sharon Barr; Shellye Davis; Suresh Muthuswami; Terrence Cheng; Tiana Ocasio; Toni Walker; Tiana Ocasio; Tywanda Talley-Rushing; Wes Alexander

Chair Argosh calls the meeting to order at 2:30pm and provides opening remarks.

Chair Argosh reviews the issues to be voted on.

1. Revised Governor's Workforce Council Committees
2. FY24/PY23 WIOA Allocations
3. June 8, 2023 Minutes

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

VOTES

1. Revised Governor's Workforce Council Committees
 1. Michelle James motions
 2. Leslie Torres-Rodriguez seconds
2. FY24/PY23 WIOA Allocations
 1. Amy Porter motions
 2. Ray Pineault seconds
3. June 8, 2023 Minutes
 1. Kelli Valleries motions
 2. Peter Salovey seconds

Discussion

Question - Amy Porter: What is the mechanism for bringing information together across the new committee structure to ensure that we are addressing issues holistically?

Answer - Mark Argosh: The DEIA Committee is making sure all the other committees are reviewing the plans and making sure they incorporate the work they are doing into them.

Answer – Kelli Valleries: Anthony Barrett, who is leading the DEIA committee, is participating in the other committees and members of the DEIA committee also are participating in other committees. The Chairs of each strategic committee also are part of the Executive Committee so that all the issue roll up to the top.



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<i>Item</i>	<i>Yay</i>	<i>Nay</i>	<i>Abstentions</i>	<i>Result</i>
1) Revised Governor's Workforce Council Committees	25	0	0	<i>Motion passes</i>
2) FY24/PY23 WIOA Allocations	25	0	0	<i>Motion passes</i>
3) June 8, 2023 Minutes	23	0	2	<i>Motion passes</i>

**Note: At the time of vote, 48 members are currently assigned to the council, and 25 members were present, resulting in a quorum.*

Voting concludes at 2:50 p.m.

Chair Argosh asks Kelli Vallieres to provide the OWS Report at 2:50 p.m.

- CareerConneCT update
 - 9,600 registered
 - Almost 5,000 completed skills inventory
 - 3,600 passed the skills inventory
 - 1600 enrolled in training out of goal of 2200 for year
 - 800 complete training
 - 500 placed in jobs
- Good Jobs challenge update
 - The contracts process has been long, but in meeting with federal government, we are on target with most states
 - We will be requesting one year extension
 - Launch expected this fall
- Industry focus: Healthcare
 - CT Health Horizons: 130 faculty, expanding programs by a total of 1,200 seats statewide; ~1,700 students will receive tuition support; two new nursing programs at Albertus Magnus and ECSU
 - **Kelli introduces Rocco Orlando, Chief Academic Officer at Hartford HealthCare**, a non-university teaching organization, providing experiential learning opportunities for students to enter the health professions in partnership with university partners, including UCONN, Quinnipiac, CT State, Sacred Heart. With CT State, Hartford HealthCare is working with Eastern CT State University to build the pipeline in Eastern CT, which is the toughest area of the state in terms of nursing shortages. ECSU has health sciences but does not have a nursing program. ECSU will be offering a Bachelors in Nursing program, with Hartford Healthcare offering the space for a simulation center at Windham Hospital and matching the Health Horizons funding. Hartford Healthcare is also partnering with Quinnipiac University across a broad array of academic departments, not only traditional areas of healthcare deployment. For example, building a new psychiatry program in new areas of the state.
- US Department of Labor - Nursing Expansion Grant: \$3M award over 5 years to The Workplace to train 200 entry-level healthcare professionals to obtain a nursing degree and support frontline



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healthcare professionals to advance on a career pathway. Partners include CT DMHAS, Griffin Hospital, iCare, Hartford Health, CT Hospital Association, CSCU, Goodwin University

- RSPs: Four healthcare RSPs in total comprised of more than 120 participating organizations. **Kelli introduces Diane Manning, President and CEO, United Services to share the Eastern CT Healthcare Partnership** which has a focus on workforce issues in Windham, New London and parts of Tolland and Middlesex Counties. Hospitals, nursing homes, emergency response, behavioral health, etc. are all facing workforce shortages. One in particular, professionals with Master of Social Work has been a workforce gap. We discovered that there are six MSW programs in the state, but all inaccessible for individuals who live and worked in Eastern CT. We focused on how we could keep our staff in healthcare agencies and also help them further their careers. Reached out to University of Saint Joseph, which had Health Horizons funding, to expand their footprint in the east. Providers offer space, preceptors for interns, adjunct faculty, allow staff the time and flexibility to work on their education, help with marketing to employees and provide internships in-house. 45 employees signed up.
- Congratulations to Department of Labor for being awarded a \$2.9M Workforce Data Quality Initiative grant from the US Department of Labor. Through the grant, DOL, OPM, and OWS will evaluate the workforce ecosystem and provide publicly-facing career pathways dashboards. Funding will support investments that will improve data sharing for OWS' P20 WIN request.
- Legislative Update
 - Maintaining status as independent agency, but within DECD for administrative purposes only
 - ~\$1.2M Budget to OWS for full-time staff and operational expenses
 - 8 pieces of legislation related to OWS, including:
 - Career Accelerator: "Pay It Forward" fund that enables individuals who are unable to participate in job training programs because they are financially challenged to secure low-cost or no-cost loans that they would pay back once they are in a job. Under the legislation, we will design a Career Accelerator program for CDL and also identify additional industry categories to expand the scope of the program.
 - Governor's Workforce Council: Adds 3 additional members to the Governor's Workforce Council, appointed by the Governor, including: Expert in residential construction; Representative from a regional vocational-technical school; and Representative from a regional agricultural science and technology school. If you would like to make any recommendations, please email: GWC@ct.gov

Kelli introduces Labor Market Report: Patrick Flaherty, Director, Research & Information, CT DOL at 3:12 pm

Released June employment and unemployment numbers.

- Unemployment rate is at 3.7%, right in line with nation, after being higher
- Jobs are 96.4% recovered from COVID shutdown
 - Warehousing/transportation – larger
 - Retail – smaller (change in the way people shop)
 - Professional/scientific and technical services – Well above pre-pandemic levels
 - Area of long-term concern – financial sector, which has been on long-term downward trend since before the pandemic
- Job loss in June but after strong increase in May
 - Seasonally adjusted data to give a better sense of long-term trends



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- Off to a great start in 2023 with job growth reflecting strongest start since 2005
- One concern – Manufacturing is taking a step back; behind since December. Good year last year, but this year is a slow start. May be attributed to retirements happening faster than hires.
- BLS – openings and turnover
 - As of April, 100,000 job openings. People quit one job to take another job, creating the large number of openings. 35K people quit their job a month; vast majority are quitting to take another.
 - May – jobs grew by 5000, but that is only a 7th of the turnover.
 - Usual job growth is 1000 a month, which is a good month. The flow is greater than the net.
- CT DOL subscribes to Help Wanted Online (Conference Board)
 - Data from scraping job boards (Monster, Indeed, corporate boards)
 - Data through June: 90,000 job postings
 - Largest sector: Healthcare, but wide range of industries
 - Level of education: ~half require some sort of college degree, about half do not
 - Occupations with most postings: Wide range of occupations, most in healthcare, also software developers, high skill, low skill
 - Employers with most job postings: Largest companies in the State
 - We can go into the texts of the job postings and look at required credentials. Challenge is that there are so many jobs. Wide range, high is drivers license.

Question: Is there any data on female participation?

Yes, we have high labor force participation for men and women. CT has stronger participation of women than participation on national level. There are more women in payroll jobs than men, who are more likely to be self-employed. We did see concern earlier in pandemic when women of age group who may have small children left the labor force. That seems to be alleviated in recent months, but if greater access to childcare, we might see participation at pre-pandemic levels.

Question: Any trends in independent contractor or 1099 work?

Gig economy was over exaggerated. Vast majority of workers are in payroll employment. Some growth in other work arrangements, but not as dramatic as discussed 5 years ago. There was a jump up but that has plateaued.

Question: Are start-ups identified as a separate component within the employment reports?

We don't have data that we publish. Number of business registrations is at record pace. Started in 2020 after the pandemic. Could be because there is more remote work, with individuals working in CT at a company that might be headquartered in another state. They do need to register with DOL to create a UI account as a business in CT. Hard to know if the business registrations are that type of arrangement or start-up companies.

Question: Do we have data on wages of jobs that are open to look deeper to see if jobs that have family sustaining wages are increasing?

We have a lot of information about wages. When you look at variety of industries/occupations that are growing, RNs make pretty good living, but fast food workers do not. Software developers make a pretty good living, other occupations do not. Growth across a variety of sectors across our economy.



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Mark Argosh introduces Commissioner Charlene Russell-Tucker, SDE, at 3:31 p.m. to share “The Sky Is Not the Limit.” Logo and branding for 2022-23 school year.

Charlene introduces Keith Norton, Chief Strategic Planning Officer, to share 15 ways that SDE is supporting career pathways and workforce readiness. Keith shares:

- Overview of key initiatives and funding:
 - SDE manages federal and state grants (Perkins 5, WIOA, Adult Ed)
 - \$5.5M federal pandemic funding: Expand dual credit offerings
- Professional Learning: Align training programs from adult education providers with industry sectors of local Workforce Development Boards; National Restaurant Association: Serve Safe Certification training for teachers
- CTE and Computer Science and Curricula development; Personal Finance or Financial Literacy Curriculum
- Collaborate with key partners: RESCs, WDBs, CT Stte, CTECs, Manufacturing Collaborative, New England Pathways Initiative

Keith Norton introduces Karen Amaker, Director, Workforce and Career Readiness: Workforce and career readiness preliminary survey results.

- Sent survey before the end of the school year, 1/3 of districts responded
- Information includes:
 - Grade that students select pathway
 - Dual enrollment information
 - College credit and industry recognized credentials: Asked districts to detail what programs they have in place and do they offer a license, certificate or industry-recognized credential.
 - Career clusters offered
 - WBL and career-connected learning offerings
 - Partnerships with industry
 - Report on exemplar programs
- What's Next: Engage remaining districts; use data to expand workforce initiatives in all districts; provide technical assistance to districts and partner with WDBs; develop dashboard to showcase what is happening

Karen Amaker introduces Ajit Gopalakrishnan, Chief Performance Officer, Dual Credit Expansion Opportunities Grant

- Dual Credit: Bridge to higher education system
- SDE has created a Postsecondary Success Workgroup and Dual Credit Website
- Data: 17,500 11th and 12th graders are taking dual credit classes or ~35,000 course enrollment at UCONN, CT State and other institutions as well
- Disparities of who is taking these courses: Underrepresentation with students of color and low-income students

Grant Program: Closing July 28

- As of July 17: 78 districts applied, requesting \$3.7M
- Start-up costs: Teacher stipends to create/amend courses; reimbursement for high school teachers to compete coursework to qualify as concurrent enrollment instructors; equipment; marketing
- Examples shared from Ansonia, Bristol, Clinton and Meriden, Colchester, East Lyme, East Hartford and Wethersfield, Region 8, Ed Advance



- Student centered, equity focused, industry aligned, results oriented

Future work

- Scale implementation through Communities of Practice
- Advocate for dedicated state funding to support student fees for dual credit courses
- Ensure ongoing quality by supporting IHEs to achieve national accreditation or its equivalent
- Increase transparency of course-level data so partnership and pathways become more transparent

Commissioner Russell-Tucker closes.

Breakouts

Mark Argosh introduces Kelli Valleries for the Breakout discussions: Career Pathways led by Commissioner Russell Tucker, SDE, and Chancellor Terrence Cheng, CSCU; Sector Training led by Shawn Coyne, VP, Human Resources, Electric Boat, President John Maduko, CT State, and Michael Nogelo, President and CEO, EWIB; and Industry Partnership led by Mark Argosh and Jeff Auker, Infosys

Report Outs

Career Pathways: Keith Norton

- Great things are under way that can be expanded or replicated
- Expand definition of career pathways as part of Perkins 5
- Further dual credit offerings and equity of access through funding to cover student fees
- Help IHEs offer courses for teacher to help them get credentials to teach courses in high school
- Pathway courses help students keep on track for high school completion
- Need for soft skills/human skills

Sector Training: Michael Nogelo

- Demand-driven that responds to employer pull
- Supportive services and stipends to address barriers to completion
- RSPs as key driver for sector-based training program; key partners are public workforce system, education and training partners, industry partners including unions
- Feedback from RSPs: Be patient because it is a paradigm shift, listen to feedback from employer partners and respond as quickly as possible
- Multiple training institutions offering different curriculum for same job can be challenging for employers; need more consistency across providers; CT State consolidation holds great promise
- RSP provides way for smaller employers to join forces to be heard by education and training providers in way that can't happen when only one small employer
- Importance of creating stacked credentials, both non-credit and credit are important

Industry Breakout: Jeff Auker

- How do we cover the last mile from training to jobs?
- Work-based training is key
- Urgency to replace aging workers; importance of having learning transfer
- For small to medium manufacturer, big commitment to mentor or have an apprentice; RSPs can help smaller employers aggregate their needs
- Focus on getting at kids at earlier age, at least middle school
- Crystal clear on needs of industry so training partners can be responsive
- Track pathways to jobs – make adjustments as necessary



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Chair Argosh thanks everyone for joining the meeting and for their time.
Mark reminds everyone of the next GWC meeting on October 19, 2023.

Meeting concludes at 3:25pm.

DRAFT