

CENTRAL MA. WORKFORCE INVESTMENT BOARD
Quarterly Board Meeting
October 21, 2010

Chairperson Rosalie Lawless presided

The following members were present: D. Anderson; J. Anderson; P. Arons; T. Bauer; J. Froimson; D. Bono; G. Carberry; C. Carlson; P. Holmes (for J. Dagilis); R. Fernandez-Penalosa; D. Ferrante; S. Gately; D. Hennessy; R. Kennedy; P. LaFleur; K. LaTulippe; P. Morano; L. Miller; L. Parady (for J. Healy); D. Perro; M. Richman; R. Scrivens; T. Stone; D. Wallace; J. Zimatravich

The following members were not in attendance: B. Allen; G. Carmark; L. Cooper; D. DelaGorgendiere; P. Gilbody; J. Hamerly; J. Healy; J. Mello; D. Osborn; D. Penta; D. Post; J. Poteete; T. Provost; C. Richard; P. Rogers; A. Sinkewich; P. Soucy; R. Thomas;

The following CMREB staff members were present: J. Turgeon; P. Niddrie; L. Oden; R. Zukowski.;

Guest(s) present: M. Boone;

1. CALL TO ORDER

Rosalie Lawless, CMREB Chairperson, announced that a quorum was established and called the meeting to order at 8:35 a.m.

2. CONFLICTS OF INTEREST

1. R. Lawless asked if anyone had a Conflict of Interest with any of the agenda items. No Conflicts of Interest were noted.

3. INTRODUCTION OF NEW MEMBERS;

R. Lawless welcomed three new members to the Board; Melinda Boone, Ed. D., Superintendent of the Worcester Public Schools, Leonard Cooper, Area Director for the Massachusetts Rehabilitation Commission, and Rosmary Scrivens, the Regional Director for the Massachusetts Office of Business Development.

4. VOTES

1. A **MOTION** was made and seconded to approve the minutes for the July 15, 2010 meeting.
VOTED: Unanimous.
2. A **MOTION** was made and seconded to approve the proposed CMWIB meeting schedule for 2011, with a change in the starting time for meeting from 8:30 a.m. to 8:00 a.m.
VOTED: Unanimous.

E. INFORMATIONAL

1. **Executive Committee Update:** R. Lawless reported that the following occurred at the last Executive Committee meeting on June 17, 2010:
 - a) The committee has approved the two year plan for spending the \$100,000 funds which the CMWIB earned with High Performing

Board certification. J. Turgeon stated the plan balances funding for new CMWIB strategic initiatives with supporting current infrastructure and staffing. He emphasized that although some of the funding will be used to support staff salaries, none of these funds will be used to increase pay or for staff bonuses; these funds will merely offset cuts to funding.

- b) The Committee established a grievance policy outlining the process used for Board members should they have a concern regarding the Board. After discussion, it was decided that the draft should be revised to include a reference to the fact that grievances should be submitted in writing. **ACTION:** J. Turgeon will revise the policy as instructed and bring it to the Executive committee for review.
- c) The Committee formally approved the creation of a standing Cultural Proficiency Advisory Committee. The statement of work for this committee was distributed to the Board and a sign up sheet passed around for anyone interested in joining.

2. **Youth Council Update:** S. Gately reported the following on the CMWIB Youth Council:

- a) The Youth Council has established two new committees; one will address the need for greater youth work-readiness through increasing youth work-based learning opportunities, including paid and unpaid internships, and subsidized and unsubsidized employment. The committee will also identify policy changes that would help this effort, and advocate for greater support. During discussion of this initiative, it was suggested that tracking outcomes for work-readiness training is critical. The second new committee is tasked with increasing resources available for youth workforce development in our region.
- b) The Youth Council has developed a new Youth Council orientation and has contacted several potential new Youth Council members.
- c) J. Turgeon presented the summer youth employment participant numbers; state funded YouthWorks (Worcester only) = 393 youth participants, federally funded ARRA (stimulus)/Workforce Investment Act = 305 participants through the region. Laurie Ross from Clark University is preparing an evaluation of both programs which will be posted on our website upon completion. A summary of the youth employment numbers was suggested, and it was noted that the Worcester Youth Opportunities develops such a list. **ACTION:** J. Turgeon was asked to distribute the city youth employment summary list to CMWIB members.

3. **Career Center Committee Update:** R. Zukowski reported the following on the CMWIB Career Center Committee:

- a. **The Career Center Committee is working on efforts to reach out to vulnerable populations through its NRSA access point**

project to get information about Workforce Central services out into the community. The Committee would like to possibly expand this same effort into the region through education local librarians about the services offered at Workforce Central.

- b. The Committee is looking at customer satisfaction at the career centers via a customer survey that has been created.
- c. A consultant is putting together a strategic plan for the New Leaf program (program for ex-offender re-entry). It is hoped that this strategic plan will help to obtain more funding for the program.

4. **Grants Update:** R. Zukowski noted that there are no new grant proposals in process at this time. Lisa Oden advised the Board about recent activities in the CMWIB's federally funded Science, Technology, Engineering, and Math (STEM) grant.

5. **Legislative Update:** P. Niddrie discussed the current state priorities related to workforce development; namely, the full funding of the Workforce Training Fund, continued funding of youth school to career programming (Central MA receives \$75,000 annually for this programming), and the use of next summer's YouthWorks youth employment funds for the summer just passed.

6. **CMWIB Staff Update:** J. Turgeon announced that a candidate for the vacant Operations, Communications, and Administrative Specialist staff person has been identified and is currently going through the new employee process with Human Resources.

F. **DISCUSSION OF EMPLOYER NEEDS**

R. Lawless asked attendees to comment on issues affecting their industries, as well as addressing what it is that employers currently need, and what the CMWIB can do to help with these needs. There were a variety of viewpoints regarding these topics, including;

- An ongoing court case over rates is looming over the utilities industry which will have ramifications for the workforce.
- While the economy is slowly improving, those companies looking to hire staff are generally calling back people they had previously laid off, and not hiring new people.
- The health care industry is trending toward more staff with advanced degrees and less administrative staff overall.
- The MassMEP is partnering with Manpower, Inc., to help fill a gap in intermediate skill sets.
- There are a significant number of people that will admit to struggling with math, while they also struggle with reading but are fearful of admitting this because they believe they will be stigmatized.
- Becker College is working with state officials to develop the gaming industry, which is fast growing as training tools in corporate and military circles.
- Job Corps is revamping its curriculum to meet the new challenges. This change will be piloted as several centers throughout the country and the

Grafton Job Corps center has been nominated by the Regional Office to be one of the pilot sites.

R. Lawless also asked for feedback regarding the effort to increase youth work readiness through exposure to the work place. This was generally viewed as being a difficult message for businesses due to the economy.

J. OTHER BUSINESS

1. D. Ferrante was recognized for his longstanding service to the Board as he retires from his position at Worcester Public Schools.
2. R. Lawless discussed the need for recruitment of new members from the private sector.
3. J. Turgeon sought feedback from the Board for having an informal holiday party after work on Thursday, Dec. 16th. Members appeared to be in agreement with this suggestion. Invitations will be forthcoming.

H. ADJOURNMENT

1. **MOTION:** A motion was made and seconded to adjourn the meeting..
VOTE: Unanimous.
The meeting was adjourned at 10:30 a.m.

Respectfully Submitted,
Jeffrey Turgeon
Executive Director