

GOVERNOR'S WORKFORCE BOARD RHODE ISLAND
March 13, 2008 BOARD MEETING
MINUTES

ATTENDANCE

BOARD MEMBERS (*DENOTES ABSENT)

Mario Bueno*	William McGowan	Sandra Powell
Mia Caetano Johnson	Brandon Melton	Lorna Ricci
Armeather Gibbs	Sharon Moylan	Cathy Streker*
Saul Kaplan	Robert Nangle	Martin Trueb*
Paul MacDonald	George Nee	Jack Warner*
Joseph MarcAurele	Robert Paniccia*	

STAFF: Michael Koback, Nancy Olson, David Francis, Maureen Mooney

GUESTS: Robin Smith, Dottie Miller, Nick Ucci, Kristen Midura, Michael Hogan, Robert Kalaskowski, Connie Parks, Bill Holmes, Paul Harden, Johan Uvin, John O'Hare, Lori Norris, Nick Ucci, Lisa D'Agostino, Laura Hart, Gail Theriault

LOCATION: RI Department of Labor and Training (DLT), 1511 Pontiac Avenue, Cranston, RI

With a quorum present, Chair J. MarcAurele called the meeting to order at 8:10 a.m. and welcomed everyone to the meeting.

Chair MarcAurele noted the concise agenda before the board. He indicated there was no presentation and that he would leave the meeting open for discussion. He also indicated there were meaningful committee reports to follow. He spoke of the negative economic news in the headlines and that he would like to describe his sense of the current state of the economy noting his work in the banking industry. He stated that the banking industry is on the leading edge of certain economic indicators and that there are certain segments of the financial community that are responsible for factors leading to the current downward trend.

Chair MarcAurele mentioned that to put this situation in perspective, he referred to discussions with colleagues on the foreclosure issues. He noted that one of the interesting but unfortunate results is that 95% of the foreclosures are being performed by banks that do not have a presence in RI or even in New England. In the communities with more economic challenges such as Central Falls, West Warwick, and Pawtucket, he conveyed that many of the foreclosures are handled through Country-wide or through Deutsche Bank or through a subsidiary of a large financial institution providing subprime lending. He mentioned that Citizen's Bank is establishing a pool of money to be made available to non-profit housing developers who will attempt to take control of some of these foreclosed properties in a relatively rapid fashion to assist with affordable housing efforts. The goal is to restore housing to the renters who are the innocent victims. He mentioned the daily reports of people being forced out of their homes even though they are current with their rent payments. Several major banks such as Sovereign, Citizens and Bank of America have joined together with the Mayor of Providence to assist with housing issues that are affecting the economy locally, nationally and globally. He reported that Citizen's Bank is a conservative consumer lender and did not participate in the subprime market. However in looking at the bank's consumer and home

equity loan performance portfolio, he noted a significant increase in delinquency even though these loans were made to customers with good credit scores, and with equity in their homes. This is an indication that along with inflation, high energy prices, and declining home values that the economy is not getting better. The World Bank of Scotland economists have been indicating this trend for some time and predict that we are looking at a 12-18 month period that will be at least partially recessionary.

Chair MarcAurele emphasized the important role of the Board during this difficult economic time even though the board cannot solve this problem. He indicated there is potential for companies that are otherwise relatively stable to experience some level of layoffs in anticipation of a weaker economy. Chair MarcAurele informed board members to expect additional press coverage because both EDC and the GWB will have important things to say about the state's economic future. He emphasized that we cannot stay on the sidelines and that it is important to be visible during this time. He also noted that he will be meeting with S. Kaplan, S. Powell, and M. Koback briefly after the meeting to discuss ways to address the issues relating to potential unemployment rises in the state.

FEBRUARY 21, 2008 MEETING MINUTES

Chair MarcAurele asked for a motion to approve the February 21, 2008 Governor's Workforce Board meeting minutes.

VOTE on motion to approve: G. Nee moved to approve, seconded by S. Moylan. All approved. Motion to vote passes.

VOTE to approve, 2008 Governor's Workforce Board February 21, 2008 meeting minutes. All approved. February 21, 2008 meeting minutes approved.

CHAIRMAN'S REPORT

Chair MarcAurele acknowledged the hard work of the committees and the tremendous progress with many of the current initiatives. He noted the work on the strategic plan has been pushed forward quickly and thanked Vice Chair W. McGowan and committee members for the tremendous effort. He noted the individual committee reports forthcoming will provide updates. He turned the meeting over to M. Koback for the Director's Report.

DIRECTOR'S REPORT

With the Chair's approval, M. Koback noted that the Consent Agenda Item #6 relating to the Carl D. Perkins Career & Technical Education Five-Year Plan is being moved up on the agenda. He indicated that J. Uvin needed to leave for another meeting. M. Koback reported that the board is required to endorse the five year plan that RIDE will be submitting.

Item 6: Carl D. Perkins Career & Technical Education Five-Year Plan

J. Uvin thanked the Chair and M. Koback for allowing the change in the agenda in order for him to attend a Career and Technical Education meeting in Middletown. He indicated that the five year plan has been discussed at the committee level and that the reauthorization requires all states to submit new plans for the implementation of the Act for the next six years. He noted that the Career and Technical Education plan is consistent with the strategic planning effort. He noted the complexity of the plan because it is a road map for five years for career and technical education.

He noted there are 5 concepts:

1. Quality and responsive programming noting there is a need to increase the responsiveness on the demand side.
2. The alignment of this plan with graduation requirements to ensure there is not a separate set of requirements for career and technical education.
3. Incorporating the recommendations made by the House Finance committee into this plan.
4. Quality assurance which includes establishing a new program approval process for career and technical education.
5. Emphasis on the underlying theme indicating performance will be improved with career and technical education initiatives.

J. Uvin concluded by emphasizing the goal is to ensure that the 5 year plan is fully consistent and aligned with the strategic planning process.

M. Koback mentioned that initially there was some resistance by the Career and Technical Education centers in adopting this new plan. He asked J. Uvin if this has changed going forward. J. Uvin indicated there is a great energy and commitment from the professionals in the field that is brought into the work of this plan which should assist in alleviating some of the resistance. He did note however, that some of the resistance is based on valid concerns.

S. Kaplan mentioned that this plan involves more than \$6 million dollars of federal funds.

J. Uvin indicated there is over \$1 million dollars in state allocations for career and technical education and that they are trying to determine the amount of funds that are expended on this.

S. Powell inquired about the alignment with the strategic plan and the board in terms of the Perkins Plan. Specifically she asked about the alignment of the work that with the youth system, the Youth Development committee and the development of career and technical education. She noted it is the perfect nexus for education and work in terms of making young people aware of opportunities.

J. Uvin responded that they must continue the dialogue with all of the partners to ensure that the new career and technical education system is inclusive of all industries and partners. He noted there is a lot of work to be accomplished but that the goal is to follow a similar course of action as the adult education initiative.

B. Melton invited J. Uvin to attend an upcoming Youth Development committee meeting to further the discussion on how the Perkins Plan and the career and technical education component can further align with the goals of the Youth Development committee.

J. Uvin indicated he would like to attend and to bring Vanessa Cooley, who is an expert in this area.

M. Koback referred to the handout in the meeting packet entitled "Fact Sheet" done by Laura Hart of the Marketing division. It is a brief resource providing facts about the accomplishments of the GWB in the past couple of years. He noted that the fact sheet is one resource and that there will be others.

M. Koback also referred to the meeting notes from the Strategic Planning steering committee meeting held on February 28th. He reported that the draft of the blueprint of the plan should be ready by April 8th for the next Planning and Evaluation committee meeting. He noted 4 primary goals which are outlined in the handout (adult, youth, employers, and system) and that there will be objectives determined under each of these goals. The next phase of the plan will be approval by the Planning and Evaluation committee, the Workforce cabinet and then focus groups will be conducted. The current goal is to focus on the business plan and to identify and articulate the strategies behind the plan.

S. Powell inquired about the specific agencies that participated on the steering committee. M. Koback responded: EDC, RIDE, EPC, representatives from business, DLT, the Poverty Institute, the 2 LWIBs, the Industry Partners, and the United Way.

W. McGowan noted that when the steering committee was formed, the goal was to be inclusive and that there has been tremendous participation from all sectors.

B. Melton inquired how far the plan goes out and M. Koback responded 2013.

M. Koback ended the discussion by noting that a key component of the strategic plan is to have the developed strategies supported by the data.

CONSENT AGENDA (ITEMS)

M. Koback referred the board members to the consent agenda reporting it contains 6 items including:

Item 1: **WIA Consent Agenda:** Workforce Investment Notice listed for Program Year '07 pursuant to policies regarding allocations of JDF funding to the LWIBs for the Industry Skills Development Initiative.

Item 2: **Professional Services – Apprenticeship**
M. Koback introduced Bill Holmes, Chair of the Apprenticeship Council and reported that this initiative is moving forward. He reported that five responses to the RFP were received, evaluated and recommendations were brought before the Strategic Investment committee met on March 10th. The committee approved the selection of Coffey Consulting LLC to provide consulting and planning services for the restructuring of RI's apprenticeship system. He noted that based on the proposal submitted by Coffey, the award \ will total \$58,000.

B. Holmes noted that 7 people were on the RFP evaluation team and that all 7 concurred that Coffey was the best provider of this service. He also reported that he and C. Grieco inquired about this company from colleagues in the field and that they received feedback that this was the most qualified company.

S. Powell acknowledged B. Holmes for his involvement in the Apprenticeship process and thanked him for his efforts in bringing the Apprenticeship program into the 21st century. She also acknowledged and thanked B. Melton for his work with this process.

M. Koback noted this is a very promising initiative that is being undertaken. He indicated the next step is to determine the steering committee which will work with the consultants to implement this restructuring plan.

Item 3: Workforce Expansion Grant

M. Koback reported that the Strategic Investments committee approved \$33,000 to Teknicote, Inc. He noted that Teknicote is considering a move to a new location and will be streamlining their operation. They will be relocating to a smaller facility and intend to hire more people in the future.

Item 4: Keynote Speaker – Annual Meeting

M. Koback reported that the Board Development committee has been meeting and planning the annual meeting. One idea is to bring in a national speaker to provide a keynote speech. After much research on fee structures and the relevancy of topics, M. Koback reported that a speaker has been identified and that the Strategic Investments committee approved an allocation of \$8000 plus expenses for the speaker's costs. Included in this cost is the facilitation of a workshop as well as a meeting for board members. The State Purchasing Department must approve this selection.

Item 5: Industry Skill Initiative – Year II Funding

M. Koback reported that at the last board meeting, the funding for phase one of this initiative was approved by the board. He indicated the work of the local workforce investment boards (LWIBs) has moved this initiative forward quickly. They are ready to release an RFP for the development and delivery of phase two of the initiative requesting services for industry demand training that aligns efforts with youth, One-Stop centers and adults. He noted that on March 5th, the Planning & Evaluation committee met and recommended to the Strategic Investments Committee to approve the award of \$2,270,000 at their meeting on March 10th, which they did.

Item 6: Carl D. Perkins Career & Technical Education Five-Year Plan

Previously discussed

With no further discussion of the Meeting Consent Agenda items, Chair MarcAurele asked for a motion to approve the WIA consent agenda items.

VOTE on motion to approve: G. Nee moved to approve, seconded by L. Ricci.
All approved. Motion to vote passes.

VOTE to approve Consent Agenda (Items). All approved. Consent Agenda approved.

COMMITTEE REPORTS

Chair MarcAurele asked B. Melton to report on the Youth Development committee.

Youth Development Committee

B. Melton reported that at the last committee meeting, L. Norris and D. Francis reported on the proposals that were received from the RFP. He indicated the number of proposals received is significantly up from previous years. He noted that as stated in the GWB Fact sheet the number served has increased in 2007 to 2,700 youth which is up from 323 youth the previous year. He reported the proposed figure for youth currently served is approximately 3,500. He noted that through L. Norris' efforts in working with the Parks and Recreation department for summer jobs for youth this number could increase dramatically. He indicated that at the next GWB board meeting there should be more information available on current youth programs.

B. Melton also noted the exciting work ahead with B. Holmes and the Apprenticeship program restructuring. He noted that there are currently 40 apprenticeship programs in the state and that there is an opportunity for expansion noting there are over 800 programs available on a national level. He noted the importance of the establishment of a steering committee which S. Powell is developing which will engage both the GWB Youth Development committee and the Apprenticeship Council.

Chair MarcAurele asked about the statistics on the increase in youth served this summer.

B. Melton responded that the increase could be up to 1,000 or more. L. Norris re-stated the figure of 2,700 for youth for last year and 3,500 for next year. She indicated this does not include the partnership with the recreation and parks department.

B. Melton also indicated the work is ongoing to advance the quality of programs to ensure the highest standards for youth.

Board Development Committee

S. Moylan indicated there was not much to add to M. Koback's report but agreed that in regards to the speaker fees that the additional workshop and meeting is a great value for the cost. She noted that after the speaker is confirmed, the invitations will be sent and the committee will be able to report back in more detail.

L. Ricci asked if the speaker was local and M. Koback reported he is from Michigan. M. Koback noted there are procedural purchasing requirements that need to be followed before releasing the name of the speaker.

Planning and Evaluation Committee

W. McGowan reported on a special meeting March 5th of the Planning and Evaluation committee to discuss the strategic plan. He noted the valuable input from Jack Warner, the Commissioner of Higher Education; Johan Uvin, State Director for Adult Education and Lori Norris, Chief of Youth Services. He also reported that D. Miller presented an update on the Industry Skills Initiative on behalf of the LWIBs and acknowledged the tremendous effort and team collaboration exhibited with this initiative. W. McGowan noted that we are positioned in a positive fashion to assist in addressing the issues relating to current recessionary economic times. He mentioned the importance of having S. Kaplan from EDC on the Planning and Evaluation committee, his invaluable input to the strategic plan, and his view about the 21st century workforce.

W. McGowan reported that the next meeting of the Planning and Evaluation committee is scheduled for April 8th at 8:30 a.m. He invited all of the board members to attend, and noted this is a critical time for input in order to establish a meaningful strategic plan. There was a discussion about having some time after the blueprint is received for review which could include a special meeting with CSW.

Referring back to the discussion on youth initiatives, B. Melton asked about the percentage of programs that are sponsored that have a training component in the summer.

L. Norris responded that all have a work development piece and that going forward they would like to add occupational skills training for older youth.

P. MacDonald inquired how youth were recruited for jobs.

L. Norris responded that recruitment is generally not an issue because there is a much larger demand than jobs available. She reported there are 2.5 youth for every opening available with the summer program. She also noted that the vendors have a very active recruitment and outreach plan to the high schools as well as providing a strong presence in the community.

P. MacDonald inquired if schools bring in speakers for students noting it would be a valid way to inspire them. He discussed a recent experience attending a speech given by Richard Rose for a Providence community action organization and that it was motivational and inspirational to those students in attendance.

L. Norris indicated a youth Business Engagement group has been active, and recently toured some of the youth centers trying to learn about the work done in the centers. They may play a role in curriculum development and other methods of preparing youth to move into the career labor market. This could include securing guest speakers. In addition to this, this group has joined in working with RIDE to look at content standards as well as ways to bring workforce development and project based learning to the schools.

S. Powell mentioned that within the Industry Skill Initiative is a component, entitled the Greenhouse concept that connects youth ages 18-21 to training in industry and provides them with hard skills. She noted the systems work that is currently underway underlies many of the initiatives and involves the work of the ad hoc committee for netWORKri, as well as the ad hoc committee for the 2 LWIBs. Another important piece of this joint collaboration includes the work done in the youth centers, with the Industry Partnerships, and with the Industry Skills Initiative. She also emphasized the importance and effectiveness of the GWB under J. MarcAurele's leadership as Chair and W. McGowan as Vice Chair in accomplishing the work of these initiatives in this collaborative effort. The end result is that the youth workforce system is strengthening, that linkages are being developed with the industry partners, the career and technical education community as well as the restructuring of the apprenticeship program. In consideration of the career and technical education and apprenticeship program initiatives, S. Powell remarked that it is important to recognize that for some youth a traditional educational path does not work. They need hands-on education and training as opposed to acquiring a four year degree.

W. McGowan noted the importance of the critical collaboration with netWORKri under

S. Powell's leadership. With the funds appropriated for their infrastructure and technology upgrade, there is an opportunity for important linkages to career opportunities by identifying the skills and training required for work in the high growth industries.

P. MacDonald noted that in spite of the success of youth programs additional resources are needed. Chair MarcAurele stated that it has always been a goal of the GWB to focus the funding on those initiatives that are successful.

S. Kaplan noted that he agrees with the goal of the strategic plan in taking this systems view and bringing the workforce and economic plans together. He emphasized there is serious work to do and that we need to take bolder moves. He noted that we are now positioned to do this.

S. Moylan added that we must focus on the good news of the important work being done by the board and to seek more publicity for these efforts.

S. Kaplan indicated this is a different time and that we must tell a positive story and we must engage in the offensive side of things.

M. Koback concluded this discussion by noting that the strategic plan could not be coming out at a better time. He agreed that the positive message must go out.

With no further business, Chair MarcAurele asked for a motion to adjourn the meeting.

VOTE on motion to approve: L. Ricci moved to approve, seconded by B. Melton. All approved. Motion to adjourn passes.

VOTE to approve adjournment of Governor's Workforce Board meeting. All approved.

The meeting was adjourned at 9:10 a.m.

Respectfully submitted,

Maureen F. Mooney