

**GOVERNOR'S WORKFORCE BOARD RI  
EMPLOYER COMMITTEE MEETING  
NOVEMBER 7, 2013**

**MINUTES**

Committee Members Present: Martin Trueb, Chair, Connie Howes, Mike Grey, Sharon Moylan, Robert Nangle

Committee Members Not Present: Cathy Streker, Juana Horton

GWB Staff Present: Rick Brooks, Amelia Roberts, Sherri Carello

DLT Staff Present: Sue Chomka, Sue Biagioni, Connie Parks

Others Present: Ruth Gobeille, RIMES; Andrew Cortes, Building Futures; Malcolm Baxter, BIS; Irena Nedeljkovic,

Location: RI DLT, Conference Room 73-2

**Call to Order**

Chair Trueb called the meeting to order at 8:15 a.m. and welcomed everyone to the meeting.

**Meeting Minutes 5-24-13**

Chair Trueb asked for a review of the minutes of the 8-22-13 meeting. He asked if there was a motion to approve the meeting minutes.

**Vote:** R. Nangle motioned to approve, seconded by S. Moylan. All were in favor, the motion passed unanimously.

**Employer Advisory Group Meeting**

*Review of October 10, 2013 Meeting and Proposed Agenda for March 18, 2014 Meeting*

Chair Trueb referred to the notes from the Employer Advisory Group (EAG) meeting on Thursday, October 10, 2013 and asked for feedback from committee members. Chair Trueb noted that there was a good turnout with diverse conversation, primarily focused on workforce board issues. R. Nangle inquired about an action plan to bring businesses, employees, training providers, and Industry Partners together to discuss the disconnection between employers and qualified job seekers. Discussion took place about core competencies, skills gaps, and addressing the generational disparity in reference to interviewing new candidates for a position, as well as unrealistic employer expectations. M. Grey suggested the next EAG meeting would be a good opportunity to have a broader discussion on core competencies and how employers develop interview questions. Chair Trueb suggested a panel discussion to create a dialogue to identify the disconnection between employers and job seekers. The committee agreed that a dialogue between partners, employers, and training providers would identify key issues and help connect employers with job seekers who possess the skills they want.

## **GWB Industry Partner Presentations**

### *RIMES (Manufacturing)*

Chair Trueb asked Ruth Gobeille, Communications Manager for Rhode Island Manufacturing Extension Services (RIMES), to provide an update on their Industry Partnership program. R. Gobeille gave background information on RIMES, noting that they were initially funded by the Governor's Workforce Board in July 2012 and provides support to mainly small to medium size manufacturing companies. R. Gobeille discussed concerns about the aging workforce and generational gap within the industry. Chair Trueb noted the importance of changing perceptions and educating students and parents about the benefits of working in the manufacturing industry. R. Gobeille further discussed RIMES' workforce development efforts and current involvement with the Career Pathways On-Ramps program.

### *Building Futures (Construction)*

Chair Trueb asked Andrew Cortes, Director of Building Futures, to provide an update on their Industry Partnership program. A. Cortes presented background information on the program, noting that Building Futures has been an Industry Partner since 2007. He discussed the pre-apprenticeship program and the advisory council (consisting of 24 employer representatives). A. Cortes stated the primary target population for the pre-apprenticeship program is 18 years or older, noting that only one 19 year-old has completed the program thus far. The committee discussed the importance of prior work experience for successfully completing rigorous programs such as the Building Futures pre-apprenticeship program. A. Cortes highlighted that there are currently 23 journey workers, noting that Building Futures tracks participants even after they have completed the program. He further discussed the Apprenticeship Utilization Program and current market conditions of the construction industry.

## **Industry Partnership Evaluation (Update)**

Due to time constraints, the committee tabled the discussion to the next committee meeting on Friday, February 28, 2014.

## **Meeting Schedule**

Chair Trueb announced the next Employer Committee meeting date: Friday, February 28, 2014

## **Adjournment**

With no further business, Chair Trueb asked for a motion to adjourn.

**VOTE:** R. Nangle moved to approve, seconded by M. Grey. All were in favor. Motion passed.

The meeting was adjourned at 9:18 a.m.

Respectfully submitted,

Amelia Roberts