



**GOVERNOR'S WORKFORCE BOARD RI  
EMPLOYER COMMITTEE**

**MEETING MINUTES  
JANUARY 22, 2015**

Today's Vision... Tomorrow's Opportunity.

Committee Members Present: Martin Trueb, Chair, Monica Dzialo, Juana Horton, Sharon Moylan, Robert Nangle, Constance Howes  
Committee Members Not Present: John Gregory, Mike Grey  
GWB Staff Present: Rick Brooks, Amelia Roberts, Dan Brown, Sherri Carello, Robert Kalaskowski  
DLT Staff Present: Sue Chomka, Connie Parks  
Others Present: Malcolm Baxter, BIS; Molly Magee, SENEDIA; Rick McAuliffe, Defense Industry Partner; Heather Singleton, Hospitality  
Location: RI DLT, Conference Room 73-2

**Call to Order**

Chair Trueb called the meeting to order at 8:05 a.m. and welcomed everyone to the meeting.

**Meeting Minutes**

Chair Trueb asked for a review of the minutes of the August 21, 2014 meeting. He asked if there was a motion to approve the meeting minutes.

**VOTE:** Constance Howes moved to approve, seconded by Robert Nangle. All were in favor, the motion passed unanimously.

**Employer Advisory Group Meeting**

*Feedback from December 1, 2014 Meeting*

Chair Trueb asked the committee to share their thoughts on the December 1, 2014 Employer Advisory Group Meeting. C. Howes noted she was slightly disappointed with the number of employer representatives who attended and believes that the conversation is unfinished and needs to be further discussed. R. Nangle inquired about any existing diversity programs that could be incorporated into the discussion. Chair Trueb highlighted the major theme of connecting employers with job seekers who have the skills and are ready to work along with barriers to employment such as childcare and transportation. Robert Nangle noted many of the smaller and mid-sized companies are hesitant to hire. Sue Chomka noted that smaller companies need HR assistance and many of the issues revolve around marketing and getting the word out about resources and programs offered through the Business Workforce Center. Chair Trueb suggested utilizing the Chambers of Commerce and Employer Advisory Group to communicate to the employer community what is available. S. Chomka noted the Department, in the past, has held seminars to educate employers on various topics. R. Nangle asked where the seminars have been held and suggested going to the chambers and to smaller groups of employers to educate them on hiring resources. J. Horton suggested sending some type of short questionnaire to employers asking key questions to identify where the gaps are. C. Howes noted the Work Immersion Program can be utilized by employers to test the fit of possible employees through a temporary work experience. She also highlighted the National Career

Readiness Credential as a tool for employers. The committee further discussed how to engage employer groups that the GWB doesn't have a historic relationship with.

#### *Topics for 2015 Employer Advisory Group Meetings*

Chair Trueb suggested presenting and discussing many of the programs and resources available to employers as a topic for one of the 2015 Employer Advisory Group meetings. R. Brooks noted another topic that was previously discussed was a focus on Youth Programs to raise awareness and tap into another talent pipeline. S. Moylan asked committee members what it would take for them to attend an Employer Advisory Group. R. Nangle noted he would attend if he knew beforehand that it would be worth his time and the presentation was short and to the point. The committee discussed the hiring processes at their respective businesses. J. Horton stated she uses an outside agency to find suitable candidates and if it doesn't work out, she works with the employee to find another position that interests them. C. Parks stated that many employers do not spend the time to look up interview questions that could better assist them in finding the right candidate. R. Nangle noted the Work Immersion Program is a great resource for employers to find the right candidate through a temporary work experience. The committee discussed preventative workforce development to educate employers and jobseekers to better align expectations and agreed to add Work Immersion as another topic for one of the Employer Advisory Group Meetings. R. Brooks announced that a communication firm will be hired soon to help diversify outreach strategies to connect with other businesses through social media or other media outlets. S. Chomka stated representatives from the Business Workforce Center can be available at the Employer Advisory Group meetings to provide support and answer any questions employers may have. The committee decided to focus on the following themes:

1. Youth Strategies
2. Existing Programs and Recruitment Tools, e.g. Work Immersion and National Career Readiness Credential

### **GWB Industry Partner Presentations**

#### *Hospitality*

Chair Trueb asked Heather Singleton to provide an update on the Hospitality Industry Partnership. H. Singleton discussed the goal of increasing employer engagement by developing a data naming list to better track the type of engagement activities, managing and maintaining current employer relationships, and expanding employer partners to include vendors and suppliers that represent business sector diversity. H. Singleton highlighted the RI Hospitality Careers Social Media Campaign and discussed the current initiatives around career pathways development, workforce intelligence, and system integration. She noted 36 incarcerated women are currently being trained in work readiness through a collaborative effort with the RI Department of Corrections. H. Singleton discussed the ProStart program in which students participate in Culinary Arts and Management competitions to have an opportunity to compete at nationals. C. Howes inquired about the source of funds. H. Singleton noted there are several small pockets of grant funding from the National Restaurant Association, a National Emergency Grant from the Workforce Solution of Providence/Cranston, scholarship and charitable donations, and membership dues.

#### *Defense*

Chair Trueb asked Molly Donohue Magee and Rick McAuliffe to provide an update on the Defense Industry Partnership. Molly Magee provided an overview of the Rhode Island Defense sector, noting that the sector generates \$105 million annually in tax revenues and is the highest wage sector in the state. She stated every 100 defense industry jobs supports another 152 jobs. M. Magee highlighted the current strategies being used to create the pipeline for future

workforce including articulation agreements, the Cybersecurity Internship Program, and Defense Education Forum. She discussed some recent initiatives aimed to sustain and grow the defense and technology workforce including Defense Innovation Days and a partnership with the Maritime Cybersecurity Center to foster collaboration in addressing cyber threats. M. Magee further discussed opportunities going forward to strengthen, sustain and grow the industry workforce pipeline and raise awareness of the sector to protect RI jobs in the potential BRAC environment. Rick McAuliffe thanked the Board and staff for their commitment to building awareness of the Defense sector.

### **Adjournment**

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

**VOTE:** Constance Howes moved to approve, seconded by Sharon Moylan. All were in favor, the motion passed unanimously.

The meeting was adjourned at 9:02 a.m.

Respectfully submitted,

Amelia Roberts