



Board of Directors Meeting

November 30, 2023

A G E N D A

- Welcome & Call to Order
- Approval of Minutes
- American Job Centers 2023 Highlights – Pamela Tonello
- Program Spotlight: PLTI – Jill Watson
- Relocation Update – Ann Harrison
- Fiscal Update – Naomi Weinblad
- President’s Report: Equity Data Analysis Update & Request for Action  
– Bill Villano
- Committee Reports – Chairs/Staff
  - Youth Council – Chris Cozzi
  - REAI – Ann Harrison
  - Finance & Personnel – Earl Foster
  - Planning – Kymbel Branch
  - Board Dev. & Nominations – Maria Campos Harlow
- Other Business

## WA Board Meeting Minutes

November 30, 2023

Board Member Attendance: Larry McHugh, Maria Campos-Harlow, Ed Dooling, Mary Burgard, Howard Hill, Maya Alban, Marcia LaFemina Chris Cozzi, Lorna McCleod, Chris Brown, Toni Walker, Dr. Thomas Coley, John Williams, Carlos Eyzaguirre

Invitees: Pamela Tonello, Lisa Sementilli, Anthony Mangiafico, Kelly Fitzgerald, Mike Dunne, Susan Kocaba, L. Gallicchio

Staff: Josie Vazquez, Bill Villano, Naomi Weinblad, Jill Watson, John Brancato, Kymbel Branch, Earl Foster, Bobbi Brown, Ann Harrison,

### **Call to Order**

The meeting was called to order at 8:04 a.m. by Mr. Dooling.

### **Approval of Minutes**

Maria Campos-Harlow motioned for approval with correction of a minor typo under “Authorization of Signature Document 2<sup>nd</sup> line”, the word “sing should be changed to sign.” Second by Mr. Dooling; followed by unanimous approval.

### **AJC 2023 Highlights** – Pamela Tonello, Project Director

Ms. Tonello gave a brief presentation on the 2023 American Job Center South-Central CT highlights for the program year which started July 1, 2023, including engagement with job seekers to come into the center virtually or on site.

July-October, 2023:

- 198 individuals enrolled into WIOA as an Adult or Dislocated Worker
- 475 TANF (Temporary Aid to Needy Families) customers enrolled into Job First Employment Services.
- Daily traffic numbers for AJCs in all locations:
  - New Haven: 2,794
  - Meriden: 503
  - Middletown: 90.
- Meriden and Middletown remain focus areas for increasing foot traffic.
- Social media efforts which have resulted in 73% growth in Instagram, 175% growth on Facebook, 123% on X (Twitter), and 113% growth on LinkedIn.
- 81 community events resulted in 936 people requesting additional information
- Healthcare Recruitment Event on Oct. 25 at the Q-House office, where 30 employers participated, many hiring on the spot.

Following the presentation, board member Rep. Toni Walker requested statistics be provided to the board on employment outcomes, names of companies that have hired, and the timeframe (Pre/Post Covid). Board member Howard Hill requested a performance comparison of social media and outreach efforts over the last three years to be provided at a future meeting.

### **Relocation Update** - Bill Villano

Move date from 560 Ella T. Grasso Blvd., scheduled for December 15<sup>th</sup> & 16<sup>th</sup>.  
Furniture not usable in the new location at 370 James Street due to space limitations and/or condition/age will may be liquidated or donated to regional non-profits.

Staff will provide services virtually and at the Hamden, Meriden or Middletown offices until we open at the new New Haven location. An open house and/or ribbon cutting is planned.

### **President's Report: Equity Data Analysis Update & Request for Action** – Bill Villano

Mr. Villano gave a report on outcome data as part of the Racial Equity & Accountability Initiative, looking at how we have served customers for the last five program years ending June 30, 2023. The majority of data comes from 3 components, representing approximately one-third of the total number of customers during this time frame:

- 1) Workforce Innovation and Opportunity (WIOA) Adult, Dislocated Workers and Youth
- 2) Jobs First Employment Services (JFES)
- 3) Skill Up for Manufacturing

Outcome data analyzed is for those individuals who were enrolled and were exited during the program years. Key takeaways are that over the past 5 years, enrollment, completion, credential attainment and placement are fairly even. But while the average wage has gone up, disparities in certain occupations are evident. The next part of this analysis is a deeper dive into the numbers by program, in an attempt to determine why.

### **Committee Reports – Chairs/Staff**

#### **Youth Council – Chris Cozzi**

Summer Youth Employment 2023: 1336 applicants, 725 served. Municipalities with remaining funding are continuing with year-round. Governor's budget for 2024 is proposed \$10 million statewide summer programs, up from \$5 million. With a potential for \$2.2 million to our area, which would allow us for an expansion of the programming to additional municipalities.

#### **Finance & Personnel Committee – Earl Foster**

Three recent resolutions; 1) Renew the contract with Anthem Insurance for our medical and dental benefits for our staff, 2) Approved an average merit increase program for the staff of 4% which is consistent with survey data with what other organizations are doing, and an additional pool of half of 1% that could be used to supplement the merit increase of some top performers, 3) Changes to vacation policy and severance policy. Employee handbook will be updated accordingly.

Planning Committee – Kymbel Branch

Marcia LaFemina is our new committee chair replacing Ed Dooling. Two members have left the committee, replaced by Mr. Barnett, from New Haven Job Corps and a potential partner representation or from the Community Foundation for Greater New Haven.

Major initiatives include a new four-year plan in 2024, and American Job Center recertification, which is required every 3 years. The One Stop Operator will be leading that charge under the support and oversight of the Planning Committee.

Board Development Nominations – Maria Campos Harlow

Ms. Harlow reinforced the committee's focus on diversifying the board including by industry, gender, race, ethnicity, and reflective of the community that we serve. Reported that it interviewed incoming board members Doris Puma, she is Latina, and she is the Vice President of Human Services at Hartford Healthcare; and in conversations with two additional possible members. Ms. Harlow asked any board member interested in joining the committee to email her.

**In the interest of time, the following agenda items were skipped and reports emailed to board members:**

Program Spotlight – PTLI – Jill Watson

Fiscal Update – Naomi Weinblad

**New Business – none**

Meeting adjourned at 9:00 a.m.