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**State Workforce Innovation Board (SWIB)**

**Program Year 2023 Meeting 2**

**February 6, 2024**

**1:00 pm**

**Agenda**

1. 1:00pm--Call to Order:
  - 1a. Roll Call
  - 1b. Approval of October 17, 2023, Meeting Minutes
  - 1c. Welcome
  - 1d. Public Comment
  
2. 1:10pm—Informational Items
  - 2a. EasterSeals (All Youth Count)
  - 2b. Rapid Response update
  - 2c. Financial Update
  - 2d. Performance update
  - 2e. ELMI- WIOA Impacts in NH
  - 2f. Program Success Stories
  
3. 2:30pm—Board Motions & Discussion
  - 3a. WIOA Combined State Plan 2024-2027
  - 3b. Topics for June 4, 2024, Meeting
  - 3c. Board Motions and General Discussion

4:00pm—Adjourn

Next Meeting: June 4, 2024

**Workforce Innovation Board (SWIB)  
Program Year 2023 Meeting 2  
February 6, 2024  
1:00pm**

**Board Members:**

Mike Alberts  
Christine Brennan  
Kenneth Clinton  
George Copadis (temp chair)  
Tiler Eaton  
Patrick Fall  
Chase Hagaman (New Member)  
Shane Long  
Donnalee Lozeau  
Lori Ann Lundgren  
Larry Major  
Shannon Reid  
Richard Sala (New Member)

**Guests:**

Ben Adams (Easterseals)  
Thomas Ware (Easterseals)

**Members of the Public:**

Kate LaPierre  
Sara Sacco  
Sarah Wheeler  
Jim Roberg (NH DOT)  
Nicole Bryant (NH DOT)

**OWO Office:**

Joe Doiron  
Lisa Gerrard  
Jimmie Hinson  
Melissa Salmon  
Lucia Roth

P R O C E E D I N G S

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GEORGE COPADIS: Good afternoon, everybody, for the record my name is George Copadis, and I am filling in for Chairman Micheal Kane. Some quick notes as we begin this meeting.

This meeting is being recorded. Before speaking, please state your name, so that the transcription service can accurately document today's meeting. Today's meeting is an official meeting of the Board. It's open to the public, and will be run in a manner compliant with RSA 91-A.

Meeting materials for the Board and the public can be found by visiting the Department of Business and Economic Affairs' website. We have a number of items to work through in a very short timeframe. You can find these items on the agenda with your enclosed supportive documents. The agenda and the documents have been provided to the Board electronically. Printed copies are available today and all materials will be made available to the public via the BEA website.

Joe, would you please call the roll.

JOE DOIRON: Thank you, Mr. Chairman. Mike Alberts?

MIKE ALBERTS: Here.

JOE DOIRON: Thank you. Jim Alden?

[Pause]

Joseph Alexander?

[Pause]

Kevin Avard?

[Pause]

Rick Bartle?

[Pause]

Christine Brennan?

CHRISTINE BRENNAN: Here.

JOE DOIRON: Thank you. Anya Burzynski?

[Pause]

Kelly Clark?

[Pause]

Kenneth Clinton?

KENNETH CLINTON: Here.

JOE DOIRON: Thank you. George Copadis?

GEORGE COPADIS: Here.

JOE DOIRON: Thank you. Bruce Crochetiere?

[Pause]

Mary Crowley?

[Pause]

Tiler Eaton?

TILER EATON: Here.

JOE DOIRON: Thank you. Patrick Fall?

PATRICK FALL: Here.

JOE DOIRON: Thank you. Chase Hagaman?

CHASE HAGAMAN: Here.

JOE DOIRON: John Hennessey?

[Pause]

Michael Kane is absent. Justin Kantar?

[Pause]

Shane Long?

SHANE LONG: Here.

JOE DOIRON: Thank you. Donnalee Lozeau?

DONNALEE LOZEAU: Here.

JOE DOIRON: Thank you. Lorianne Lundgren?

LORIANNE LUNDGREN: Here.

JOE DOIRON: Thank you. Larry Major?

LARRY MAJOR: Here.

JOE DOIRON: Thank you. Ashok Patel?

[Pause]

Jim Proulx?

[Pause]

Shannon Reed?

SHANNON REID: Here.

JOE DOIRON: Thank you. Tim Sink?

[Pause]

Gary Thomas?

[Pause]

JOE DOIRON: Mr. Chairman -- oh!

CHRISTINE BRENNAN: This is Richard Sala from --

GEORGE COPADIS: Perfect.

JOE DOIRON: Richard Sala?

RICHARD SALA: How are you doing?

JOE DOIRON: Good.

RICHARD SALA: Good to see you in person.

JOE DOIRON: You are present. So Mr. Chairman, so we have -- Mr. Sala's letter came in earlier, so he's appointed by the Governor, and so, we have a quorum just barely, so please nobody go to the bathroom in groups.

GEORGE COPADIS: Nobody can leave; lock the doors. Just -- we have some people back here. Could you just all introduce yourselves to the group, please?

KATE LAPIERRE: I'm Kate LaPierre [00:02:47 audio] Employment Security.

SARA WHEELER: I'm Sara Wheeler from the Bureau of Adult Education.

SARA SACCO: I'm Sara Sacco, the Director of Workforce Development at Southern New Hampshire Services.

JIM ROBERG: Jim Roberg of the Workforce Development Administrator at New Hampshire DOT.

NICOLE BRYANT: Nicole Bryant the Training Development Manager at DOT.

GEORGE COPADIS: Thank you. The meeting minutes from the June meeting, are found in your packet. Any errors, corrections, or omissions? If not, I'll make a motion to approve?

MIKE ALBERTS: Make a motion to approve the minutes.

GEORGE CAPADIS: Motion made.

PATRICK FALL: Second.

GEORGE CAPADIS: Second. All those in favor?

THE BOARD: Aye.

GEORGE CAPADIS: Opposed? Or abstain?

RICHARD SALA: Abstain.

CHASE HAGAMAN: Abstain.

GEORGE COPADIS: Ok. The motion carries.

Welcome, everyone. Let's keep it moving. We'd like to know if anyone from the public would like to provide any public comment. If so, please state your name for the record prior to speaking. And if -- anybody from the public that wants to offer anything?

[Pause]

Okay. We'll start our agenda here today with some informational items. Staff will not be presenting; rather, they will be answering any questions that you may have.

Joe, could you please guide us through these items?

JOE DOIRON: Thank you, Mr. Chairman. So we have --



we like to provide The Board briefings and opportunities for interaction with our varied subrecipients of the programs that we have.

We're really grateful that All Youth Count and Easterseals could join us here today to talk about the program that we're using with Governor's discretionary dollars that the Board approved a while back. I think that you're going to figure out how meaningful and impactful this program has been in just a short amount of time.

So I'd like to introduce the folks from Easterseals and All Youth Count to take it away.

BEN ADAMS: Beautiful, thank you very much, Joe. My name is Ben Adams. I'm with the Easterseals NH, a Senior Director of Programs. Really fortunate to work with All Youth Count, or AYC, which is the program that we're going to talk about today.

We have Mr. --

THOMAS WARE: I'm Thomas Ware. I'm the Program Coordinator for All Youth Count.

BEN ADAMS: Beautiful. Sorry we don't do super polished presentations, but we're going to try to get you all of the appropriate information you need so you can hopefully

realize kind of the impact that this program has. So we've got some basic slides to kind of structure and walk through.

So Thoams, if you want to run through the first few?

THOMAS WARE: Sure. All right. Well, I'm not just going to read from it. I'll just see if I can expand a little bit on the bullet points there in the slide.

But yeah, we were established a couple years ago. We had a couple gentlemen come to Easterseals with a problem statement saying that "Hey, we've identified a gap in service."

And that gap was after youth age out of the foster system, from DCYF, they are really starting to kind of fall through the cracks and at risk for a whole host of negative outcomes. Anything from, like, homelessness, substance misuse, incarceration, suicide -- all those negative things.

So what about creating a program to work with those youth? So they are aging out of the foster care system, and they can try to navigate the community resources that are out there, that exist, but there's really not a program that was providing kind of wrap-around case management and care coordination for those youth.

So we decided to create All Youth Count to meet that need.

So what that looks like -- we want to go to the next one -- it says, "Individualized support and care coordination." So what that looks like is myself, or my Staff, a Care Coordinator, working one-on-one with youth, meeting them wherever they are; and that could be, like, in person, over the phone -- it could be on a video chat, figuring out what their needs are, what the problems are, what they're facing -- then ok, what can we do to help?

And typically, kind of the main lanes that we work in, we want to try to find these youth good housing, safe and stable housing, which is a very significant challenge, as I'm sure you're all well aware.

And then the second lane is employment -- provide meaningful employment -- and hopefully not just, you know, going and grabbing a job anywhere but, you know, let's steer these youth towards career paths.

And then the third piece we can provide emergency financial assistance -- what we call, like, Flex Funds. And those come in really handy because these youth without a support system, a natural family support system, are really kind of out on their own.

And so, you know, maybe they're working and when they do finally find an apartment, their living hand-to-mouth,

paycheck to paycheck, so they don't have enough money saved up for first month's rent, security deposit. That's where our funds can really help out to get them incentivated (sic).

BEN ADAMS: This financial assistance is key -- sorry Thomas -- just like real examples: Last week, twenty-seven dollars and somebody would have been evicted. Twenty-seven dollars! They couldn't go get it anywhere. You know, we can pay that to make sure that they secure housing.

Another youth, the apartment's all ready to go, "I need sixty-three dollars for an application fee." If you don't have that, you don't get into the apartment, even though your voucher's been cleared, the housing provider says, "Yeah, you're a good fit; no sixty-three dollars? Onto the next."

So this financial assistance; those are small examples, but it's really important and, like, central to the program.

THOMAS WARE: Right. So when we launched the program, we decided obviously we need to work with the state agency that oversees the foster system, right? We know these youth, they've got established relationships.

They're going to be able to send us those referrals: "Hey, we're working with this youth" or "They're connected to us

by aftercare assistance, so we know this youth could really use your help and support." So we've already -- DCYF.

We piloted the program in partnership with their Concord office. Since then, we've expanded throughout basically all of Southern New Hampshire and parts of the Lakes Region. We just expanded towards the seacoast as well.

As I mentioned, we had a couple gentleman come to us with the initial problem statement to help create the program. They then went out and connected with people from a variety of different industries and around the state to put together an Advisory Council. They have been helping us raise funds before we were able to get the Governor's grant, discretionary funds.

And then they also, you know, hopefully leveraged their connections to landlords, business owners, people around the state who can then go to them and say, "All right, we've got a youth who is interested in becoming an LNA." Or they're interested in whatever it is, let's see if somebody has a connection to a business or a connection to a training program so we can leverage the Council members that way.

Yep. We may be able to do that for, like I said, for jobs or housing -- connections to the property management companies and landlords around the state.

We can go to the front end, instead of saying -- going through the standard process of, like, finding an apartment on Zillow or online or wherever we can find them these days. And that would be anything from, like, Craigslist to Facebook, all of that.

But instead, we go directly to that landlord and say, "All right, we've got a youth who is homeless, or she needs a place within -- by the end of this month or next month. Do you have something that might work?"

And so, we've made some great connections that way.

BEN ADAMS: Yeah. So we jumped over it in a previous slide, but essentially this Advisory Council represents the private sector. So this is a public/private partnership. We know we've got DCYF at the table, right? They're our public sector partner.

And then we have various private sector partners who represent housing, employment; as Thomas said, like, a range of interests.

And so, that's the leverage that we can access to get preferential treatment for some of these youth. I mean, I don't mean to that in a pejorative way. If you're coming up and you've got Mom and Dad and you go to college and you come out,

maybe Mom and Dad know somebody, and they can hook you up with something that's going to help you make progress in your life: These kids don't have that.

So none of these kids raised their hand and said, "Hey, I would love to end up in foster care." You know? It wasn't a choice of their own.

So coming out with no supports, where they've been basically wrapped with centralized supports, high control over their life, they come out and all of a sudden, it's like, "Navigate this landscape of very diffuse supports. So we used to get you everything at DCYF, now go to these five entities to get it."

These kids aren't equipped to do that. I'm not going to say all of them can't, but a majority of them can't. So that's where think of care and coordination model comes in.

The next few slides are going to look like demographics and outcomes. So before we go to that, any questions about, just, like, the program model?

GEORGE COPADIS: How big is the Advisory Council?

BEN ADAMS: I think we've got 20 members. Maybe 10-12 show up every meeting, kind of like a rotating cast. But the key is it's those 12 members, 16 members, and then their

Rolodex, right? So if we made an -- make an ask to the Council, they can think about who they know and leverage those contacts.

THOMAS WARE: We're always looking for more.

BEN ADAMS: Yeah. we're going to ask you guys. So these are just basic demographics. In this packet, these demographics and outcomes are a little bit stale. Behind this general program review, this is the report that we submit to Joe and Lisa and Melissa every month, and you can get some more updated information there.

But this is just to give you kind of an idea of the outcome capacity that we have as an organization to say, "This is what we're doing with the kids."

Because it's great to say, 'We provide program coordination and care coordination.' Well, what happened? Like, what are the outcomes. So as an agency, we're really focused on showing what those are.

So at this point in time -- this I think was Quarter 1, we had 35 participants, you can see mostly Hillsborough, Merrimack and Belknap County. Of these participants, we can look at what services they've accessed -- 19 flex funds, 35 supportive services, seven were in post program support, so when you discharge, you're not just totally discharged. You stay



kind of on an inactive caseload for six months in case something pops up. Gender breakdown there, age of the participants broken down there.

THOMAS WARE: Yeah. And I don't think I mentioned the age [of the] population concerned.

BEN ADAMS: Oh, yeah.

THOMAS WARE: It can be as young as 14 and then about to the 27<sup>th</sup> birthday. But yeah, you can see from that average age that kind of our wheelhouse is that, like, 18 to 23 range.

BEN ADAMS: Yes, sir?

MIKE ALBERTS: What drives Hillsborough and Merrimack to have higher numbers than the rest of them? What drives that?

BEN ADAMS: So as Thomas noted, we piloted -- so DCYF, they know exactly who they have in service, right? And they've got to a pretty good idea who's going to age out without being reunified with a biological family member or being formally adopted.

So they said, "Hey, our Concord office is where that's a real issue." So the first year we piloted with that, right? And that's where we geographically located our Staff.

Then when we decided to expand, we said, "We'll take youth from any office, but the goal is they want to live kind of

along the I-93 Corridor out into the Lakes Region.

So we're saying, "Hey, you could be way up in Coos County, but if your goal is to live in Manchester, Nashua, Portsmouth out into the Lakes Region, Tilton, Franklin, we'll take you."

MIKE ALBERTS: Are those same services available in the other counties that don't have members up there, do you know?

BEN ADAMS: No, currently no. And so that's kind of --

MIKE ALBERTS: So it builds around the services that are provided that -- they move into that territory?

BEN ADAMS: I'm sorry. Say that again?

MIKE ALBERTS: So you've got the services available right there?

BEN ADAMS: Yep.

MIKE ALBERTS: So that's where the folks go, as opposed to having services in Grafton County.

BEN ADAMS: Yep.

MIKE ALBERTS: They're not going there, because there aren't any services?

BEN ADAMS: And that's -- they're coming for this service, which is -- again -- a pilot program under this funding.

And again, a lot of it -- it's like where the housing and the jobs are.

MIKE ALBERTS: Right.

BEN ADAMS: You know?

MIKE ALBERTS: Okay.

CHASE HAGAMAN: Hi. Do I have to say my name before I speak?

JOE DOIRON: If you could.

CHASE HAGAMAN: Chase Hagaman from BEA. Just -- I may be getting the cart before the horse, because you may be heading there now, so if that's the case, just brush me off and say, "We're getting there."

I'm looking at the Quarterly Report. And the Case Management number is 1288. The intake is 30. So what's the distinction there, what makes someone in Case Management versus some kind of full intake for this program?

BEN ADAMS: So Case Management, or individuals that were actually working with, and then Intake are kids who are in

the pipeline or chasing paperwork.

CHASE HAGAMAN: Yep.

BEN ADAMS: They've got to do their due diligence and fill out the forms. Ideally, they're attached to a case manager at DCYF who also can give us some information. So we know who we're working with, where they currently are, and where we're trying to get them to.

CHASE HAGAMAN: Okay. Can I ask a follow-up question?

BEN ADAMS: Yeah.

CHASE HAGAMAN: You have a nice breakdown. I think I saw a slide that was starting to go that direction. But the question I have going into it, any -- using the Youth with Housing goal and assessment period as a point of reference, the intake is 28. 12 months out you're tracking 8.

Does that mean that 20 individuals have rolled out of the program, no longer in the program? How does that -- what's of that meant to reflect?

BEN ADAMS: All right, yeah. So we're going to get into this.

CHASE HAGAMAN: Perfect.

BEN ADAMS: So basically, everything's based on

assessments, right? The youth completes an assessment based on their experience, and then Thomas and his team, they do an assessment based upon the youth assessment and the referral source assessment, right?

So everything's pegged to a Likert scale. So we can see this five-point Likert scale over here, right? So right here we're talking about education.

Red is bad. Green is good, right? At red, we're not currently enrolled in secondary education.

Two, currently enrolled in secondary.

Three, graduated, completed some secondary.

Four, now we're really taking that step, because we're talking about education as it relates to employment. We're trying to give more education and training so we can get that better job.

And then five is they've completed that.

So when we measure this, we need some time to work with these kids. So we're only reporting out on a youth who has in program for nine months, right? So of the youth who have been in the program for nine months, we can see where they are at intake all the way through to discharge and they've closed.

CHASE HAGAMAN: Got it.

BEN ADAMS: And so, this one's education, it's important. But as we can see, employment, you know, is the focus group of -- is the focus of this group. So it's the same thing. You know, we're looking at intake through discharge. We're only looking at youth who have been in program and assessed for nine months.

And so, we can see the color shows it, but then also some breakdowns below here that let's you know hey, 60 percent are working at goal hours. Like, that's important. 80 percent, they're employed, which is great. But if you're employed and you're not working at the right hours, that's not the best.

So we're proud of 80 percent working, but 60 percent working at goal hours is even better.

I know we're talking about employment today, but social determinants of health, it's hard as hell to have a job if you don't have a place to stay, right?

So the fundings for Workforce for employment we've got to address housing. And this is one that we are -- we're really proud of. So this scale is always going to be different for every one of these performance indicators.

So we might be living dark blue 3 -- we're living in

safe housing, but we're uncertain of our future. That's not great. Right? We're safe today, but we may not be safe tomorrow.

CHASE HAGAMAN: Okay.

BEN ADAMS: But that's better than temporary or substandard housing. Four, we're living in safe housing, it's adequate for our needs. Oh, I'm sorry, we're living in safe housing, but it's inadequate for our needs.

So maybe I'm a father. I've got a young child. I'm in a studio. I'm housed, I'm not homeless, that's great. But it is inadequate, because it would be great to have a bedroom. You know?

And then five is the goal, living in safe housing that's adequate for their needs. And at discharge currently, we're batting 100 percent. That doesn't mean next quarter we might be down at 80 percent, 20 percent. Because the kids are rolling through.

So any questions on, like, the outcomes? Metrics?

[Pause]

Excellent. So here's the last slide. Thomas?

THOMAS WARE: Well yeah. I mean, like I mentioned

earlier, we're always looking for new Council members, and then connections to landlords is the big one.

So if anybody has connections to a landlord, property company, apartments, housing, we need housing to get them a place to live that's going to be safe and somewhat affordable.

So yeah. If you have any of those connections, please find a way to get in touch with us. Or if you want to get involved and you care to help, more than happy to have you on board.

BEN ADAMS: Yeah. And then in the longer report, you'll see there's some note of support of employers. Those employers who have met with Thomas or myself we've explained the population, we've explained the goal and they've said, "Yeah, we're willing to go above and beyond and to make sure that that youth is successful here."

Knowing that it might be a little different than your normal direct hire. They might need a bit more support from a peer or a mentor. You might have to roll through a few more bumps in the road than you would.

So if any of you are or know of an employer that would be a good fit to be a supportive employer, that would be excellent as well.



Any other questions?

THOMAS WARE: Thank you all for having us.

COLLECTIVE: Thank you for the opportunity.

[Applause]

BEN ADAMS: Thank you again and have a good meeting.

GEORGE COPADIS: Thanks, okay Joe, would you continue with Rapid Response update.

JOE DOIRON: Thank you, Ben.

COLLECTIVE: Good to see you.

JOE DOIRON: So -- and this is - page 23 in your packets. Item 2b. is a Rapid Response Update. And I will kick it over to Jimmie Hinson.

JIMMIE HINSON: Hi. I'm Jimmie Hinson. I'm with the New Hampshire Department of Business and Economic Affairs, Office of Workforce Opportunity, and also the current State of New Hampshire Dislocated Worker Unit Administrator.

As we transition into our second quarter of this year, we're currently on track with Rapid Responses at a pace of where we were this time last year. We've documented 21 at the time of this report, and -- which is two more than where we were this time last year.

The one nice part is the number of people affected is lower, impacting 987, which is still high. But the industries that are impacted are logistics, retail pharmacy, higher education, health care, insurance, hospitality, and manufacturing. I can quickly say most of this is just massaging their workforce and cutting back where they can.

We are continuing to do in-person Rapid Response sessions with very limited Zoom conferencing when necessary. With our expanding workforce of people working from home, sometimes Zoom is really the only option to reach everyone.

We've had two individuals come on board with the Business and Economic Affairs, new business resource specialists that have received training. In fact, we've done all -- we've did re-training again with that, with Chase and his team.

Really happy with the progress that they're making. And we are continuing to go out and visit the NH Works offices when we're available.

And just within the last two months, we've been able to visit the NH Works office in Nashua, Portsmouth, Manchester, Berlin and Conway.

A lot of the message that we like to send from Joe and myself is we appreciate the work they're doing in around

administering the WIOA Dislocated Worker program that is targeting people who are being laid off and getting them into employment and training opportunities.

The last thing I will say: One of the -- things I'm really, really happy about is we've been doing a lot more job fairs in conjunction with a lot of these layoffs. And it's not uncommon -- in fact, Associated Buyers, which will be closing at the end of March, I'm pretty confident we've already got everybody jobs within the surrounding areas.

So using our partnership with Employment Securities and businesses in the surrounding area, and our team at BEA, it's -- it's really good to see that. And you can see the stress on the people's face just kind of melt off when they get that kind of help.

And that concludes my report.

GEORGE COPADIS: Joe, can you continue?

JOE DOIRON: Any questions for Jimmie? Is that okay to ask?

GEORGE COPADIS: Yes.

JOE DOIRON: Awesome. Thanks, Jimmie. Thank you, Mr. Chairman. We're going to go to 2c., which is a Financial Update. A few things and that starts, on page 24.

So just wanted to highlight we are missing a member of our team, Barbara Shea retired at the end of January. We were - - we're devastated to see her go. So Lisa and I will tag team the fiscal portion. So looking forward to any tough questions that we won't be able to answer.

So she retired to become a full-time grandmother. Her son and granddaughter live down in North Carolina, where I'm told the weather today is 60 degrees and sunny. So --

CHASE HAGAMAN: We're not far off.

JOE DOIRON: Yeah, right? It's a bittersweet loss, but we'll be welcoming Melissa Carter, who currently works at the Department of Business and Economic Affairs. So she'll be starting this Friday. So we had kind of our own Operation Warp Speed to fill that spot. So we'll be introducing you to her at the June meeting. So I just wanted to highlight that.

We are hoping that -- I tried to convince Barb to stay on a little longer, especially to get through one more Board meeting. But North Carolina was calling. So Lisa and I will happily answer any questions.

You know, the report is in front of you with the different spreadsheets that we have attached. We're -- if I can just mention, those who have been on the Board for a while, you

can kind of see a difference between the total dollars.

You'll remember that during COVID, and the years kind of -- a year post covid, we received additional funding from the U.S. Department of Labor because of our increased unemployment rate.

We're normally a minimally funded state, which means we get the same amount of money as the state of Vermont and Wyoming, which makes total sense, even though we have in Vermont, double the population and way better performance metrics -- just saying -- and enrollments and what not.

So you'll see that those numbers kind of more normalize and what not. So we're -- I just wanted to highlight that. We didn't lose money from anything that we did wrong. It's just a normalization of that.

So I want to highlight that, because I did get a question about that from somebody. So any questions on 2c. that we can try to answer?

GEORGE COPADIS: No questions, then we'll move on to 2d.

JOE DOIRON: Thank goodness. All right, 2d. So I'm going to kick that over to Lisa for a Preference update. Take it away, Lisa.

LISA GERRARD: Hi. So I'm Lisa Gerrard with the Office of Workforce Opportunity. 2d. is your Performance update for QY 23 quarter 1. Quarter 1 is hard to really look at because it's the first quarter of a new Program Year.

But our quarter, our performance -- we're kind of trending the same way we always do, where we meet most of our performance, meet or exceed them across the Title I programs. The one that is always the kind of outlier is measurable skill gains. That is a yearlong performance measure.

So we add to it each quarter. So that one always looks bad at the beginning of the year, and then by the end of the year we kind of bring it all up.

But for the most part, performance is going relatively good. We've had some struggles, especially in measurable skill gains in credential attainment. And that has a lot to do with turnover of new Staff at the field at the subrecipient level.

And we've been actively working on trying to do some more technical assistance with them, so that they understand all of the ways that they can count their activities toward these two measures.

But that's kind of where we're at for Title 1. You have the Title 3 and 4 measures in their as well.

GEORGE COPADIS: Any questions, anybody? If not, we'll move on to 2e.

JOE DOIRON: Great. Thank you, Mr. Chairman. So 2e. we worked with our partners at Employment Security quite a bit for a number of things including looking at economic and labor information. The Economic Labor and Market Information Bureau, or ELMI, sends us a report every two years about essentially like cost effectiveness of WIOA.

So I wanted to highlight, because you're not bad for a government program, but -- and I can provide the report if you want, but I copied and pasted from Brian Goggle's (phonetic) report that WIOA programs -- the conclusion at the bottom in bold, "WIOA programs produce approximately two dollars of economic activity output in the state for every one dollar of program expenditure," which if I can just say not bad for government work --

CHASE HAGAMAN: Woo-hoo!

JOE DOIRON: -- normally we're saying it's very much inverse.

I do want to mention it used to be about three dollars the two years prior. And I wanted to highlight that, because there's a number of members on the Board. We have -- the

dollar, frankly, isn't what it used to be, and just the difference between the past few years, but also too costs have skyrocketed, with the exception of community college programs, the community college system, if I just do a quick shout out.

Have kept tuition the same for how many years?

SHANNON REID: Nearly a decade.

JOE DOIRON: So we appreciate that and appreciate you. But we see the -- especially with CDL trucking with the private providers going from, like, about \$7000 to upwards of \$12000. So it just kind of is what it is.

But also too, and I don't know if Lisa or Melissa wanted to chime in from the programmatic side of things: We are spending more on supportive services. And people are in -- in, you know, some really tough spots.

So, you know, we frequently go above the \$1500 cap and try to meet the need whenever possible. It is part of our goal to not send anybody way. No wrong door and to serve the individual.

So I wanted to kind of couch all that, because we've -- from a Board, you gave us the direction to really kind of be aggressive and we're doing that. So -- and I just want to highlight a little good news too. So happy to take any



questions. And I can provide the individual report if you'd like it in full.

LISA GERRARD: Can I just add -- this is Lisa Gerrard with the Office of Workforce Opportunity -- Joe is absolutely right. The amount of money that we spend on training now versus a couple years ago has gone through the roof.

One, we also have more individuals enrolled in our programs due to our ability to expand the eligibility, especially for our adult program. So that's really all kind of factoring into all of these things.

But the cost of living, the supportive services that we do provide, they're much needed and much counted on for people to get through our training programs. Because during the time that they're in training, they still have to live. They still have to pay their bills. They still have to get through the daily -- you know, daily life.

So we often do with the waiver process go above our \$1500 Waiver and Supportive Services cap. And I don't know that that's going to change anytime soon. We are spending a lot more money. We're enrolling more individuals, and we're spending more money in training.

We have a lot more training providers on our list than

we did a couple years ago, a lot more online training providers. And those costs, you know, have all risen across the board.

CDL is a perfect example. We do not have a local provider in the state of New Hampshire that does CDL training from beginning to end, so classroom and road all in one fell swoop.

So we are sending people to Massachusetts and Vermont. [Other than White Mountain Community college, which does have their training program.] but for all the rest of the folks on kind of the other side of the state, we're sending them down to Massachusetts to do their training.

And we're spending exorbitant amounts of money in mileage reimbursement, because that's a long way for somebody from Concord to drive or even from Plymouth or other areas.

So, you know, we're doing the best we can. We're looking at other alternatives for CDL in particular, but the cost of everything has just gone up.

And, you know, the fact that we've kept this relatively good -- two dollars for every dollar that we spend in, under WIOA -- I think that's testament to all the things that we're doing as a state.

GEORGE COPADIS: Shannon?

SHANNON REID: Shannon Reed from the Community College system. Do you have a sense of how many people you are funneling to these out-of-state CDL programs? And where they're generally located?

LISA GERRARD: Mm-hm.

SHANNON REID: [The people, not the programs.]

LISA GERRARD: Yes. Yeah. And we've -- we've kind of calculated that. And we've had conversations with the Community College System to try and get that license into, like, one of the more centrally located locations.

But we have all that data and we're showing outcomes, and the outcomes are good. And where are the areas of the state that we're looking really to kind of get that CDL training.

You know, I know Department of Transportation has CDLs. It's a matter of getting that whole classroom component and the on the road, which is really difficult.

We have some providers that have reached out that we've reached out to them that are approved training providers. But they don't want to be on our list because of the requirements that U.S. Department of Labor puts on us for performance measures.

We are actively trying to work with the smaller CDL

training providers to explain what the requirements are, and how it really isn't as big a lift as it might seem.

So hopefully we'll be able to -- we're working right now with somebody in Croydon, and hopefully we'll get him on our list. So at least it gives us somebody.

But that's okay -- that's one sticking point we've had for over -- almost a year now is CDL.

Can we take a question from the public? I don't know what the rules are.

GEORGE COPADIS: Sure.

JIM ROBERG: Jim Roberg here from DOT. Just to let you know, we do have CDL drivers, but we recognize that there's been a problem with the training, and the -- hear of Concord shutting down. We've actually started a program, so if you can train somebody through the classroom and on, so --

LISA GERRARD: And -- sorry -- and I believe that we have been funneling people to be employed at Department of Transportation to get their CDL to stay, to kind of not only help Department of Transportation because they're in need of CDL drivers, but --

JIM ROBERG: Yeah.

LISA GERRARD: -- they'll do the training. So if we know somebody is interested in CDL, we can kind of work it both ways. So I think that our programs are doing kind of like a reverse --

JIM ROBERG: Yes.

LISA GERRARD: -- engineering of people.

JIM ROBERG: Yep. Thank you.

LISA GERRARD: Thank you.

CHASE HAGAMAN: Can I ask a clarifying question on that?

LISA GERRARD: Sure.

CHASE HAGAMAN: So the program at DOT, is that open to anyone in the public who wants certification, or only who DOT hires?

JIM ROBERG: Only DOT.

LISA GERRARD: DOT hires.

CHASE HAGAMAN: Okay.

LISA GERRARD: So that's why our -- like, if we have a participant that's unemployed, but wants to be a CDL driver and we can't get them into a training program, we can refer them to DOT to look at the hiring process, which then gives DOT, you

know, employees --

CHASE HAGAMAN: Got it.

LISA GERRARD: -- but also gets the training for the individual. So --

CHASE HAGAMAN: Sorry, that was --

LISA GERRARD: We kind of worked -- we're working backwards or forwards or sideways, I don't even know at this point.

CHASE HAGAMAN: And for the record that was Chase Hagaman. [Laughter]

DONNALEE LOZEAU: [Donnalee Lozeau] You know, I'm just wondering if as DOT has joined us, or if you would consider partnering with municipalities so that they get CDL drivers too.

So you train the part (sic), the municipality works with you, I think because it benefits -- you know, the whole state when you work like that. Is that a possibility in future?

JIM ROBERG: Correct.

NICOLE BRYANT: We've had conversations about it.

JIM ROBERG: But currently we're not -- able to accommodate that.

NICOLE BRYANT: Yeah, yeah.

JIM ROBERG: For the future.

NICOLE BRYANT: Yeah. Once we're full. Okay.

GEORGE COPADIS: Okay. Other questions? Anybody? If not - sorry Mike.

MIKE ALBERTS: Sorry. Part of the issue has got to be the -- part of the issue is that folks have to get to a place of training. And they've got to pay their mileage. There's no housing available.

So if they're going to go up north to [00:38:46 audio indiscernible] Community College, they've got to find a place to live. Same place with any place we put them in any other state. So --

DONNALEE LOZEAU: Yeah.

MIKE ALBERTS: -- you know, because there's statewide participation, then CDL -- training. If you're like, a kid in a hub -- Concord, or Concord area --

DONNALEE LOZEAU: Which is the reason that community college gives the license, so we don't - [Sorry, Donnalee Lozeau]. The community college could get that license into all seven locations, that could really be helpful.

MIKE ALBERTS: But then there is an investment of

materials and, you know, 18-wheelers and, you know, certain ways you've got to be there and have trainers and all that stuff, so there's a huge -- there's a huge cost to that.

SHANNON REID: I would imagine some of the training can be done through simulation?

LISA GERRARD: It hasn't in the past, but, you know, VR training is the new wave. They're doing VR training for welding and plumbing and all the different kinds of trades. So it could be something that we look at in the future.

We are looking at an option of there's online classroom trainers online that we -- are relatively cheap, if a participant is able to do that kind of online training and have the -- you know, good study skills and things like that.

We're going to work -- we're going to hopefully look at, you know, other ways in our policy for ETPF -- for the eligible training provider to -- because we're in such a crisis in this area, is there a way to add that kind of course to our list, and then try to find a training provider that will do the on-the-road portion. So, send them to the classroom and then do the on the road. We heard that there is some up in that region that would be willing to do that on the road portion.

CHASE HAGAMAN: I know you use CDL as kind of the



example as costs going up and having limited training ability. We all know that everyone needs CDL drivers. But is there actually a high level of interest in -- getting that kind of training?

LISA GERRARD: Huge.

CHASE HAGAMAN: Okay.

LISA GERRARD: Huge. It's a huge interest, not only in our Adult program, which is 18 and up, but we have a huge interest in our Youth population for our out of school youth that are 18 to 24. So they're really looking at this as a career pathway.

Because a CDL driver, you know, you get in and then you can add your certifications in different trainings. It's just like any other career pathway. And they start, you know, at a relatively high rate of pay.

So there is a lot of interest. It's just the one that right now is our sticking point as far as the training and the providers, because it is -- you know, the hands-on and in the classroom.

SHANNON REID: Lisa, who were you talking to at -- within CCSNH?

LISA GERRARD: We had a meeting quite a while ago with

a bunch of the Workforce Development Directors, I think with Beth (sic). And I don't know where it went from that. I think we -- there was stuff that everybody needed to do and get to go forward.

SHANNON REID: Okay, thanks.

LISA GERRARD: Yep. I think we have a --

NICOLE BRYANT: [Nicole Bryant, DOT.] I used [00:42:08 indiscernible Moodle.] So we're looking at doing that more so for the upgrades, so like E to A. But that is a good useable tool that we've used a lot that we're looking into developing right now to help out with that issue.

We only have one CDL trainer in the entire state. So we struggle with that, because we can only have a maximum of six individuals in our training. So right now we're booking up to April.

We've looked at the VR stuff. And we can use it as a really good tool, so I've actually talked to one of the other DOTs that are using it. It is an excellent, excellent tool. I think the federal regulations won't allow you to actually use it, as the --

LISA GERRARD: As the only --

NICOLE BRYANT: -- the At-The-Wheel skills training,

but it is an excellent tool to use for the guys so that when they get the pre trip experience and kind of get a feel of the truck. So --

LISA GERRARD: I would love to connect.

NICOLE BRYANT: Absolutely. Definitely.

GEORGE COPADIS: Okay. Anything else, anybody? If not, Joe --

JOE DOIRON: Absolutely. So 2f. we won't go through the success stories individually. You know, we always put them in the packet for you to read.

Again we put a lot of data at you in terms of performance data, financial data, but these are the kind of stories that come with it, the human element if you will. So that's from page 30 to page 59 in your packet.

These are really very compelling stories. You know, please, you know, if nothing else take a look at these, because this is kind of why we do the things that we do. So Mr. Chairman, I'd be happy to take any questions or move on to Item 3a.

GEORGE COPADIS: Any questions, anybody? Okay, if not let's move on to Item 3a.

JOE DOIRON: Great. So Item 3a. is -- so the few members of the Board who have been on for quite a while, talking with Mike before -- Mike Alberts before leaving the Board I think for at least one other state plan iteration.

So the Combined State Plan is something that we have to do every four years. We have to develop a new plan that has to be put into a web portal and approved by U.S. Department of Labor and Education every four years.

And then two years in, we then have to go to revise said plan and update that, which is just as bureaucratic and as cumbersome as you might imagine.

So for those who were at the last meeting in October, we did a brainstorming session where we had Roundtables, it was very -- more discussion-oriented to talk about goals, strategies as the Board.

So today we're going to look for a vote to approve the State Plan, which was sent out as Attachment A. I have it in a gigantic binder here, which is quite big. If you're having trouble sleeping at night, I highly recommend especially the State Plan.

It's better with a warm glass of milk, but we thought we would focus a little bit more on this pink handout that

everybody should have. It was sent out today too.

But it talks about the goals that are set forward. Because a lot of the document is a policy document and a compliance document. But we really kind of wanted to pull out for any substantive conversation about the goals and strategies.

Because you as a Board decided those back in October. So that's kind of what will guide -- and all joking aside, will help us as Staff implement your vision and work on that to guide our decisions every day.

So if you look at the pink paper, you'll see Strategy 1.1 -- I'm sorry, Goal 1, Develop and implement a comprehensive workforce system by aligning workforce, education, and economic development investments.

Any questions about that or strategies? I mean, you'll see them listed there as well.

[Pause]

Okay. Goal 2 is Enhanced accessibility and outcomes of the workforce system by leveraging technologies and data.

CHASE HAGAMAN: Yep. Just curious -- I'm sorry I missed the October meeting -- this may be sort of the high-level strategy document, are there any next steps for, like, action plans for specific strategies in here, now that we're --

JOE DOIRON: Yeah. That's a great question. I mean, you know, the Staff will want to look -- this will help us guide decision-making when it comes to new sources of funding that we will chase after to apply for federal grants; what meetings and conversations we need to have; what new partners we need to bring, but also using our -- like our discretionary dollars, you know, how do we use those effectively to implement these goals and strategies and what not.

So it's -- you know, a lot of this -- you know, I've told the Feds if we could get this down to 100 pages, I think that's fair. But 328 I think it is --

LISA GERRARD: I think without appendices.

JOE DOIRON: Yeah. Without appendices -- yeah, without the appendices, you know. But, you know, this is kind of the meat and potatoes of what we're going to focus on.

And also too, if I can add, you know, think about -- you know, all of you have been appointed. We have this fun little formula, you know, about certain agencies being on, certain non-profits, certain partners, businesses. You know, think about how you all kind of play into all these different goals.

Goal 3 is Provide access to a continuum of high-quality education, training and career pathway opportunities

that will attract and retain businesses and employees.

Goal 4, Support business and job seeker growth through workforce practices that promote diversity, equity, inclusion and accessibility.

And then last but not least: Goal 5, Execute an industry-led strategy to meet employer needs and establish a pipeline of skilled workers for future demand. And again, see the strategies.

So I just wanted to read the goals. These were developed together with Grace and the team from Thomas P. Miller Associates. And we're happy to take any questions about the goals, strategies, directives. Any questions?

RICHARD SALA: [Richard Sala, New Hampshire Vocational Rehabilitation.] I have questions about Goal 4. And maybe it's in the large document, I just don't see it, but it lists a larger plan, define what we mean -- I have a couple questions, actually. So I guess one is let's define what we mean by diversity, equity, and inclusion?

JOE DOIRON: I would have to read -- I think it's about -- more about access -- correct me if I'm wrong, Lisa -- it's more about access that anybody who wants to join our programs can do so. It's about not turning anybody away. You

know?

And certainly, we, you know, if somebody has a mansion on Hampton Beach and pulls up in an Audi, you know, we look at the kind of income sort of deal.

But, you know, the goal here is that we welcome everybody into the program to work make it work, frankly. So -- and that, you know, from your world, working with folks with disabilities, you know, from the VIP perspective, the VIP program that we have looking at working with sort of the marginalized communities, some new American refugees being -- a lot of the work that's being done on that with our partners in International Institute of New England, certainly Southern New Hampshire Services has a part of the contract too.

But we're trying to just, you know, ensure that our programs are open and accessible to everybody.

GEORGE COPADIS: I'm sorry.

LORI ANN LUNDGREN: It's okay. [Lori Lundgren.] So I will say that the last meeting that exercise was vastly helpful to not only understand what the group is doing, but where we can make an impact.

Is there -- are there plans in the near future to offer similar opportunities, or our involvement to help achieve



the goals that we've set? More particularly more brainstorming sessions, network diving in, kind of all those follow-up activities?

JOE DOIRON: That's -- you know, we haven't done anything like that in the past, but if that's something that the Board would like, we're happy to accommodate that.

LORI ANN LUNDGREN: I don't know if others found it as enlightening or kind of exciting, but to really start feeling the impact, I feel like it's a really great opportunity to see how we all play into what's going on and how we can continue that.

Just a thought.

JOE DOIRON: So we could ask --

GEORGE COPADIS: Sure.

JOE DOIRON: Just, you know, kind of, just wondering if we could -- is their interest for that from the Board, so that that we can try to plan out, map out the next few meetings?

CHASE HAGAMAN: I'm definitely open to something like that. But I would want to have a -- sort of defined scope of what you're wanting from the Board, and how we can actually play our role.

Since you're the Staff on the ground doing the program. You know, what would be the appropriate place for our input, and how would we execute it?

Basically, what would be helpful for you?

COLLECTIVE: [Laughter]

GEORGE COPADIS: Others? Sorry, Shannon.

SHANNON REID: [Shannon Reed, Community College System.] Would it be helpful -- and maybe this happens anyway -- but since these are the goals that we kind of, kind of crystallized through the brainstorming session last fall, to periodically kind of get a -- I don't know, a report or -- a report out or an update on kind of how you feel we're progressing through these goals, rather than kind of reinvent or us dive deeply?

I mean, I feel like this is a blueprint for your work. And it might be helpful for us to see how effectively -- not "effectively," that's not the right word -- effective, but kind of how it's going, and what else you might need from this group of stakeholders or any other folks that are involved in these efforts.

LISA GERRARD: [Lisa Gerrard with OWO.] I think we could definitely incorporate that into, like, an Informational

Item. Once the plan's approved, you know, this is our draft, and you all will vote on it to approve it as it is.

But then the processes that U.S. Department of Labor and Department of Education and all the entities that review it will review the plan once it's in the portal and make recommendation changes.

So the process will go back and forth for quite a while until we get an actual finalized approved plan. But I think we could incorporate the goals into some Informational Items, maybe not every goal for every meeting, but maybe highlight, "This is the work that we've done this past -- however many months it's been since we've met on these goals. And this is some examples of what we've done." I think we could definitely incorporate that.

SHANNON REID: Yeah, I ask because some of these are fairly specific-ish (sic) deliverables. And it would be interesting to see if are you able to move forward on them? Do you have the resources that you need? If not, what might be done to provide those? You know what I mean?

JOE DOIRON: Mm-hm.

SHANNON REID: Like, you know, just the very first one is an awareness campaign about in-demand kind of career

pathways. That would be interesting to see are you able to do something like that? Do you have partners who can step up and help you? Et cetera.

JOE DOIRON: And yeah, we're -- and this is kind of the direction indeed that we really do create and like, you know. The goals in the past were not developed in a way that led to a lot of Board interaction and deliverables.

So we were very I think specific with our requests to TPMA to kind of focus the conversation on giving us goals that are actually obtainable and strategies to help get us there.

Because, again, this document largely sits on the shelf for two years -- I say "largely." There's some good stuff usually in the beginning, like most -- you know, reports and the end. But so we want to try to leverage this more than we've ever done before to make it a living document.

LISA GERRARD: Okay. We definitely want it to not sit on the shelf. We want to pull it down. We want to, you know, really make sure that we're using it as a working document.

And we were pretty clear with the contractors that we didn't want it to just be check off the box because it's a compliance issue; we wanted it to be something that we as Workforce Development within the state could really utilize as

our roadmap for the next four years.

And I think with your help at that last session, like, you all came up with these goals and strategies, whether you remember, like, the exact words: Yes, we didn't come up with that, that's why we contracted with TPMA. But you all came up with them.

So I think, you know, we can definitely take this and move it forward into something that we could really use as an office, as a Staff, to give us that roadmap to where we need to go and then also to incorporate what do we need from the Board, what do we need from partners? What do we need to get to the next level or to accomplish that strategy or goal.

GEORGE COPADIS: Chase?

CHASE HAGAMAN: I am in no way advocating for the bare minimum. But I do -- as someone who's familiar with federal reporting and running programs like this, I want to be careful of what we're sort of -- making the team do.

So I'm all for getting updates and progress reports, but I want to be -- I'm open to us receiving that in the easiest path possible or method for you, as you're moving forward, so you're not just churning out reports and presentations unnecessarily.

JOE DOIRON: Yep. For the record, thank you. And, you know, but I think it's -- you know, what Lori mentioned and what you mention, I think we can bridge -- I think we can bridge that gap and really make something happen.

Because I think it's worth -- the meeting last time I think was my favorite that we've had. Because it was great seeing a lot of interaction and engagement and what not. So, you know, we'll work to find a good, happy medium and try to make something like that happen; that has low administrative burden.

Thank you for that, Chase.

GEORGE COPADIS: [00:58:05 audio - if there's anything you need from us that --

CHASE HAGAMAN: Yep.

GEORGE COPADIS: -- as far as a resource - we are more than willing to step up to the plate and help out with that -- as well.]

CHASE HAGAMAN: You unfortunately know where I am as well.

COLLECTIVE: [Laughter]

DONNALEE LOZEAU: I just wanted to add that I would

agree that this is a lot of information. And it's 377 pages with your -- just so you know. Because I was looking for the diversity question, but I think that in order for the Board to really feel like they're a part of something, right? That's why are we here?

That last meeting, you're right. I think people felt like that, right? "I'm telling you my experience and what I -- you know."

And so, without it being too heavy of a lift, it's kind of nice to bridge the way they've been doing well for us to know that "Hey, come to the next meeting prepared for ideas about how you think this could work."

Or "Who do you think could be a partner in something?" You know, whatever it is, so they can come to the meeting with a little bit of something you can bring to the table or learn from somebody else.

And, you know, I've been involved with the Workforce Board -- right -- in the '90s when it started, while I was at WIA and then WIO and then WIOA. I mean, I -- and I think that every Board gets stuck in a place where they don't know what they're bringing.

And if you feel like you do know, then I think your

attendance changes, and your conversation changes. Right? So you check off all the boxes, but then you have options.

So you're heading in the right direction. These Board meetings have been some of the best I've been to.

GEORGE COPADIS: Other comments?

LORI ANN LUNDGREN: If I could just add one thing out there -- it's Lori Lundgren -- if this is an opportunity -- and I don't want to sign anybody up for anything -- if it's an opportunity for some sort of a subcommittee to work with you, if there's a couple individuals who really want to see what a health checker might look like, it's -- even just a quick dashboard profile that says, "How you feel progress is and what your blockers are" from that just one system?"

I'd be happy to join something like that or talk about something like that.

JOE DOIRON: And for the record, we've actually had a few vacancies on our Subcommittee, so --

COLLECTIVE: [Laughter]

JOE DOIRON: -- so instead of having the Chair [01:00:26 indiscernible volun -- volunto, but voluntel] you to join so I guess we have one. So, but thank you. And if anyone else is interested in joining, talk to me after the meeting.



CHASE HAGAMAN: Is there a list of Subcommittees that

--

JOE DOIRON: We can get that.

CHASE HAGAMAN: Okay.

GEORGE COPADIS: Okay. Other comments?

JOE DOIRON: Sorry, I was taking notes. Sorry.

GEORGE COPADIS: That's alright.

JOE DOIRON: Okay. Mr. Chairman, we have a Staff recommendation. The Staff recommendation is to approve -- approval of the Combined State Plan as submitted with Attachment A. The requested action is approval of the proposed Combined State Plan as submitted within Attachment A.

And we have, Mr. Chairman, a motion here that I won't read because I cannot make a motion. But we -- Staff put together a draft motion if somebody is so willing to move.

DONNALEE LOZEAU: I'll move it as presented.

GEORGE COPADIS: Okay. So moved. Was there a second, please?

CHASE HAGAMAN: I'm sorry, I said yes.

GEORGE COPADIS: Good. All those in favor?

THE BOARD: Aye.

GEORGE COPADIS: Opposed? Abstain?

RICHARD SALA: Abstain.

GEORGE COPADIS: The motion carries.

JOE DOIRON: Now we have to submit it in the system.  
So we'll let you know how it goes.

COLLECTIVE: [Laughter]

JOE DOIRON: And 3b. which Item 3b. is topics for the  
June meeting. Given what we heard, do you want us to take the  
feedback and work on something?

GEORGE COPADIS: Sounds good. I mean, I think anybody  
who has any additional feedback on what you spoke about today,  
just I would e-mail that to Joe and let him incorporate that  
into follow-up meetings.

JOE DOIRON: 3c. is just anything else that they want  
to bring up.

GEORGE COPADIS: Anything else anybody wants to bring  
up?

[Pause]

Okay. If there's not, is there a motion to adjourn?

CHASE HAGAMAN: I'll move to adjourn.

GEORGE COPADIS: Move seconded.

COLLECTIVE: Second.

JOE DOIRON: Could you just say that, so we don't get in trouble by DOJ?

COLLECTIVE: [Laughter]

GEORGE COPADIS: For the record, this is George Copadis. This concludes the duly noticed meeting for the State Workforce Innovation Board. This meeting has been recorded and was conducted in a manner compliant with RSA 91-A. Please end the recording. And it's eleven past two.

Okay. The motion was made. And second, All those in favor?

THE BOARD: Aye.

GEORGE COPADIS: Opposed? The motion carries.

COLLECTIVE: Thank you.

[End of Proceedings]