

**STATE WORKFORCE INNOVAITON BOARD (SWIB)
THIRD ANNUAL MEETING –MINUTES**

May 16, 2018

Meeting Location: 3 Barrel Court, Concord, NH

Members/Proxies Present: Dick Anagnost (Chair), Mike Alberts, Charles Ansell, David Cioffi, Kelly Clark, George Copadis, Sarah Currier, Dwight Davis, David Juvet, Robert Martel, Lee Nyquist, Michael Somers, Rick Wheeler, Val Zanchuck, Tamer Koheil, Donnalee Lozeau, Ken Merrifield, Jonathan Mitchell, Brenda Quinn William Hatch and Tim Sink

Others Present: Alex Fries, Dave Marr Matt Cookson, Jackie Heuser, Michael Power, Phil Przybyszewski, Kim Runion, Pam Szacik,

Members Not Present: Maureen Beauregard, David Juvet, Glen Brackett, Michael Dunican, Lynda Erdbrink, William Hatch, Peter McNamara, Alan Reische,

Call to Order: Dick Anagnost, Board Chair, called the meeting to order at 2:35 p.m.

Item I: Adopt January 31, 2018 State Workforce innovation Board Minutes

The State Workforce Innovation Board approved the minutes of January 31, 2018 meeting. Motion made by Lee Nyquist, seconded by Tim Sink.

Item 2: NH Works Committee Minutes and Actions

The State Workforce Innovation Board approved all committee reports, minutes, decisions, and actions reflected in the committee minutes, as approved and submitted by the Chair of each committee. (NH Works Consortium 4/11/18; Youth Council 1/10/18 & 3/15/18). Motioned by Donnalee Lozeau, seconded by Mike Somers

Item 3: Transfer of WIOA Funds from Adult to Dislocated Worker

The State Workforce Innovation Board approved the recommendation to transfer of WIOA funds, as approved by the Chair on April 2, 2018 and allowable under WIOA, in the amount of \$600,000 in Adult program funds transferred to the Dislocated Worker program to allow for additional services and training to meet local demand. Ms. Heuser will draft a letter for the Governor's signature. Motioned by Dave Cioffi and seconded by Kelly Clark. Donnalee Lozeau abstained.

Item 4: US DOL Special Grants for State Workforce Entities

The State Workforce Innovation Board authorized BEA/OWO staff to apply for the National Health Emergency Grant to Address the Opioid Crisis in the amount of \$5,000,000, and for the Mature Worker Demonstration Grant in the amount of \$750,000.00, on behalf of the SWIB. Motioned made by Lee Nyquist, seconded by Katie Merrow.

Item 5: Recommendation for Use of WIOA Discretionary Funds

The State Workforce Innovation Board approved recommends to the Governor the use of WIOA Discretionary funds to hire and train two NH Works Recovery Friendly Advisors for the State's Recovery Friendly Workplace Initiative. Ms. Heuser will draft a letter for the Governor's signature. Motioned by Will Arvelo, and seconded by Kelly Clark.

The Chair recognized three individuals – Katie Merrow, Michael Power and Phil for Przybyszewski being selected by the BIA for Above and Beyond Award – they will be honored at the Annual BIA meeting tonight.

Governor's Millennial Advisory Council – Alex Fries -Special Assistant to Governor Christopher T. Sununu shared with work of the Millennial Advisory Council, established by Executive Order 2017-07 on September 20, 2017 with the distinct purpose of providing the Governor with recommendations, insight, suggestions, and feedback on matters of state policy that directly impact the attraction and retention of young workers. Alex shared policy priorities – housing education, workforce development and transportation/infrastructure. He shared details from the annual report – 25 members of the Council identified what they believe were issues that NH needs to address. Affordability for housing; what resources are there for young people; college affordability, highlight pathways for employment, environmental stewardship includes climate control, tourism etc. and workforce includes work/life balance, keeping and attracting young people to NH. How can we involve thought leaders in a way that is meaningful and effective? Alex shared that the annual report is on-line at the Governor's website. Will Arvelo asked about diversity wanting to make sure this is being considered and Alex assured him that it is something they are aware of – the committee itself has diversity so that helps. Jay Kahn asked about affordable housing and what discussions are happening on that front; Alex reinforced that this issue is in the report. Katie asked about community engagement – recent report identified this as a reason why people don't stay. Alex this issue did come up, definitely a priority. This topic also includes entertainment, etc. and is something they are working with in concert with Stay Work Play. Dave Cioffi asked about work issues related to developing housing opportunities; what incentives can be used to make it easier for workers re; schedule flexibility, commute time, etc. In general people would like to be closer to where they work.

Recovery Friendly Workplace Initiative - Dave Marr and Michael Zellem provided details on the Governor's Recovery Friendly Workplace Initiative. The program promotes individual wellness by empowering workplaces to provide support for people recovering from substance use disorder. The concept was modeled on the work the Governor was doing with his employees when he was running his ski resort. \$2.6 billion annual cost to business for substance abuse related issues. "We need to get information out to the community about the issues we are facing" – most citizens are working so this is the audience we want to get to promote this initiative. Dave shared incentives to the employer for participating in the program. Dave shared a tape with Any Crew talking about the issues he faced as an employer and what we need to think about as a community to address the issues that are affecting all of us. He talked about the stigma that comes with addiction and that employers need to work to get people back to work – these are productive people who need our support. He thanked the Governor for the opportunity to have this program. The discretionary funds that the board approved will be used to fund two staff people to work with him and others to promote and expand the program. Dave shared that he hears for people suffering with addiction that the number one factor for achieving success is to get them a job and build their confidence.

Sector Initiative – Build your network. Get funded. Train Workers - Phil Przybyszewski Workforce Solutions Project Director and the Sector Champions (Health Care Manufacturing Tech Talent, Hospitality & Construction) provided a comprehensive overview of the success of sector efforts today – ROI. He also talked about the strong collaboration sector has with CTE – sector partners participated in a two day event where they can access teachers, guidance counselors, etc. Marketing materials were shared – multi-media presentation. Sector has been effective in rejuvenating the Nashua manufacturing/machining program at the High School – it will be offered again in September. The Rochester Career Center and Sector partners worked together to set up a "boot camp" for college courses for work at Safran – students are guaranteed an interview with the company. May is Health Care month – match up school students with industries – 24 schools and 25 tours. Last month was Hospitality month – 320 students participated in tours. Sara Currier shared that they launched a formal summer intern program – 18 college interns and 10 high school interns working in the medical field. Construction is the newest sector – great advisory board just getting started.

Matt Cookson spoke about the sector marketing campaign. SPI branding; creating a greater understanding of what sector work is; concept of a workforce road show with six programs to help the local employers better understand how the resources available would be helpful to them. There have been a number of successful events statewide; the champions have been instrumental in recruiting employers to attend – each program has three minutes to talk about their services and then the employer selects three entities that they want to hear more about. One of the most successful efforts was getting 120 people to attend a roundtable event on technology – chamber was the convener. Cookson has been developing marketing materials for each sector for the advisors to use as they promote the program. Launched a website – Matt shared the website with the group and explained how it is organized – includes success stories and quotes from employers. A lot happening in four months – now we need to build on this and get the most exposure.

Katie asked Phil about the extent to which the training provided is connected to “credentials” and “pathways” – is sector able to connect that for entry level people. Val shared how they are working with CTE to expand programs so people coming out of the program have a better overall training in manufacturing . . . it is a challenge when there isn’t a standard credential right now and we are trying to create that environment. Michael Power mentioned that the construction industry is taking an approach of creating infographics that show entry level people the pathways in construction. Val went on to explain that in manufacturing there are not as many credentials or certificates as you see in other industries – looking at alternative education paths. Discussion ensued regarding the efforts underway and some of the challenges – the thought is that within three years we should see some significant change in formalized pathways.

Jackie thanked the board for their support for this project; the work that has happened to date is due to the funding from the board. At the September meeting the Sector Champions will be meeting with the board again to share their sustainability plan.

Commissioner Copadis shared info on the upcoming Job Fair in June; encouraging employers to share the information.

Will Arvelo shared his background of 30 plus years in working with education and business. He reinforced the importance of working together to focus on solutions. He is excited to have this new opportunity at BEA, and all the various resources that are available within his division of Economic Development. He wants to move the organization to be forward facing so people know what we are doing; BEA is working on the branding.

Dave Cioffi asked about the difference in the unemployed today verses in past years – now people are employed for a few weeks versus 26 weeks in the past. Commissioner Copadis shared that the people unemployed today are typically people with more barriers to employment. Representative Hatch asked if there were still a fair number of people underemployed and the Commissioner confirmed that that is the case especially in the North Country.

Adjourned