

February 3, 2026 - SWIB Meeting

James Key-Wallace: Okay. Good afternoon, everybody. Thanks for coming. I'm going to call the meeting to order. By way of introduction, my name is James Key-Wallace. I'm executive director of the New Hampshire Business Finance Authority, currently Interim Commissioner of the Department of Business and Economic Affairs. Newest, I think maybe tied for newest appointee to the SWIB. Happy to be here. I've been asked to be acting chair for the meeting, I think as a one-time favor or curse to the group, as it might be. So, (A) it's nice to meet you, and what I'd like to do first is just go around and get things started. So, I have a script. So, some quick notes as we get started. This meeting is being recorded. So, before you speak, please state your name so everyone on the record knows who's talking. Today's meeting is an official meeting of the board. It's open to the public. It'll be run-in a manner compliant with RSA 91-A. Materials for the meeting, and for the board, and the public can be found by visiting the Department of Business and Economic Affairs website. So, we have a number of items to work through today. They're on the agenda with the supportive documents. It's been handed to the board electronically. Printed copies are available for anyone who needs them. So, Joe, if you would be so kind to lead us through the roll call for the meeting.

Joe Doiron: Thank you, Mr. Chairman. Mike Alberts?

Mike Alberts: Here.

Joe Doiron: Jim Alden? Joseph Alexander? Stephanie Ashworth?

Stephanie Ashworth: Here.

Joe Doiron: Kevin Avard? Rick Bartle? Alan Beaulieu?

Alan Beaulieu: Here.

Joe Doiron: Anya Burzynski? Kenneth Clinton? Ryan Clouthier?

Ryan Clouthier: Here.

Joe Doiron: Mary Crowley?

Mary Crowley: Here.

Joe Doiron: Kristine Dudley?

Kristine Dudley: Here.

Joe Doiron: Tiler Eaton? Patrick Fall?

Patrick Fall: Here.

Joe Doiron: James Gerry? Cynthia Harrington? James Key-Wallace?

James Key-Wallace: Here.

Joe Doiron: Richard Lavers?

Richard Lavers: Here.

Joe Doiron: Shane Long?

Shane Long: Here.

Joe Doiron: Lori-Ann Lundergan? Larry Major?

Larry Major: Here.

Joe Doiron: Ashok Patel? Tracey Pelton?

Tracey Pelton: Here.

Joe Doiron: Jim Proulx? Jay Ruais? Richard Sala?

Richard Sala: Here.

Joe Doiron: Gary Thomas? Cullen Tiernan?

Cullen Tiernan: Present.

Joe Doiron: Mr. Chairman, we have a quorum.

James Key-Wallace: Thank you, Joe. So, I would accept the motion to accept the minutes for consideration. Anyone like to make the motion?

Female Speaker: So moved.

Richard Sala: Moved.

Female Speaker: Second.

James Key-Wallace: Perfect. Thank you. Second. Any discussion or amendments to the minutes?

Joe Doiron: Could we get names for the motion and the seconds?

James Key-Wallace: Yeah. Actually, I think Richard actually got his hand up first, and I heard a couple seconds over here. I don't know who Alan. Any discussion on the minutes? Okay, hearing none, all those in favor?

Group: Aye.

James Key-Wallace: All right. Please have the record of the chair abstain as I was not present at the meeting. So again, everyone, this meeting is open to the public. So, we'll take a moment to see if anyone from the public would like to make a comment? If you would, please state your name. Not all at once. Anybody? Okay. Great. All right. No one here from the public, so we'll close that portion of the meeting. So, we're going to start here with our informational items. It says here staff will not be presenting. Instead, they'll be answering your questions on the items at hand. So, I'd like to turn it over to Joe. Would you please guide us through this?

Joe Doiron: Thank you, Mr. Chairman. We're – Item 2A on page 30 is a presentation from New Hampshire Job Corps. New Hampshire Job Corps is an important member of the New Hampshire work system and an important workforce development partner here in the state of New Hampshire. Board member Stephanie Ashworth is also the Center Director at the Manchester location, is going to introduce herself, introduce Job Corps, and then we're going to go through first a moderated question and answer with some Job Corps participants, and then we're going to open it up to the board. So, I'll kick it off – kick it over to Stephanie.

Stephanie Ashworth: Can you guys hear me?

Jessica Miller: Yes.

Stephanie Ashworth: Yeah? Okay. Hi everybody, I'm Stephanie. Nice to see most of you, and there's some new faces in the room, so look forward to getting to know you guys a little bit more. So as Joe said, I am the Center Director at the Manchester New Hampshire Job Corps Center. So, I'm extremely passionate about the mission that we uphold, and a lot of people aren't 100% familiar with what we truly do and what the program entails. We've mostly been in the news the past year, unfortunately, with the, you know, funding crisis and closure of Job Corps. So, we are open, we are fully enrolling students. We are currently in a pretty positive place right now. We are still going through the court journey and the legal stuff, but we thought what better way to truly learn about Job Corps than to hear it from some of our students. So, I'll give you a little quick gist, but they're the important ones of the day.

So, for those of you guys who aren't super familiar with the program, we house and educate students between the ages of 16 and 24 years old. They need to enter the program between 16 and 24 years old. They can stay in the program for two years to complete a basic trade, and they get an additional third year if they want to extend that trading into an advanced trade of some sort. There are, like, veterans can enter at any age and certain disabilities qualify for any age. So, we do have some students in their 30s, and actually recently I've had a student in their 40s. So, the age thing can be weighed depending on the reason and the circumstance. Enrollment for the most part, our students coming in and our applicants have to either meet the economical requirement, and, so that can be if they get food stamps, housing, anything like that automatically qualifies them for Job Corps, or any disability from ADHD and beyond automatically is a qualifier for Job Corps.

So, with those things being said, you know, our students, have all special journeys and special lives, which you'll hear a little bit about, but it's truly an amazing opportunity. I tell every

student coming in, you basically have a free scholarship to get a free education. Then we follow our students for about a year after they graduate, so they can spend that two to three years with us. Some finish in as quick as four months, depending on what they're there for. Then we follow them for a year to make sure that they have that great career path, whether that's college, military, or that trade. You know, if they came for electrical, we want them to get that job in electrical. And then we also ensure that they have safe housing and all the extra things that they may need to have.

So, that's a quick job for gist of what we do, and after you guys have any questions, I'm happy to answer some of them. But we'll hear mostly from the lovely students. So, if you guys want to start and just introduce yourselves with your name, age, where you're from, and what trade you're doing. If you want to start, Jess?

Jessica Miller: All right. This one.

Stephanie Ashworth: Okay.

Jessica Miller: Hi, my name is Jessi Miller. I am 18 years old, and I have my diploma from Laconia High School.

Stephanie Ashworth: Awesome. What trade are you doing?

Jessica Miller: I am doing facilities maintenance. I have just started.

Stephanie Ashworth: Awesome. Thank you. You can pass it right down.

Alex Luarte: Hello. My name is Alex Luarte. I am 16 years old. I am not coming with a diploma. I'm planning to get one in the next coming months. I'm currently in culinary.

Stephanie Ashworth: That's perfect. Yes. You guys can stay seated if you want?

Lucas Estrella: My name is Lucas Estrella. I'm 17 years old and come from Nashua, New Hampshire.

Stephanie Ashworth: What trade do you do?

Lucas Estrella: I'm in electrical currently.

Stephanie Ashworth: Perfect.

Lucas Estrella: I got my HiSet from *[inaudible]* [00:08:40].

Stephanie Ashworth: Awesome. That's cool.

Elijah Burkner: My name is Elijah Burkner. I'm 19 years old. I came from Keene, New Hampshire. I came with my diploma from the high school, and I'm currently in electrical.

Stephanie Ashworth: Perfect. So, just so you guys know our students can come and get their HiSet diplomas or their HiSet or their high school diplomas. And some come in at 16 and some are coming in at 23, 24 still needing that. So, it's offered to everybody along with math and reading classes to just enhance their skills further. And we also offer nine trades. So, hotel and lodging, culinary, certified medical assistant, medical administrative assistant, facility maintenance, electrical, security and protective services, and electronic engineer technician. If students are doing really well and they graduate a first trade, we can take students from all over the country in our advanced trades. We offer cybersecurity in our advanced trade, and we also offer robotics. Those are all through the Manchester Community College, and they get their associate's degrees with that. So, it's another amazing opportunity for our students to gain. So, if you guys don't mind next, a little bit about your why. Why you chose to come to Job Corps?

Jessica Miller: I chose to come to Job Corps because despite graduating high school with my diploma, and I've been working almost nonstop since I hit 14, I realized with how much I was making no matter how – what job I had, I would not make enough to be able to afford a home. And despite graduating high school, I was dealing with things at the time where I was not able to get the information that I needed that would be useful for me in my day-to-day life. So, thankfully, now that I have gone into Job Corps, I have just recently been put into a math class. I have been tutoring with Mr. Milam, an amazing teacher so far. And if I do finish my facilities maintenance, I'd like to move into electrical. In the future, I do know there is someone who has graduated Job Corps that has gone to the Portsmouth Naval Shipyard. And in the future, I think that is something I may want to do.

Stephanie Ashworth: Awesome. Anything else?

Jessica Miller: In the future, although whoever Job Corps, they want you to stick with what your trade is, and I do plan to stick with my trade for as long as possible. I would like to go into higher education for law school.

Stephanie Ashworth: Awesome.

Jessica Miller: But it is a great opportunity because most people, especially those at Job Corps cannot afford to do that higher education. So, it will give us jobs that we can use to then do what we want.

Alex Luarte: I'm Alex. I've come from Texas. I originally was not a great high school student with an average of maybe 2.5 GPA. High school wasn't really my thing. I didn't fit in with really anyone there. Coming to a Job Corps was really my best option and probably one of my most, best choices I've ever made. It's awesome people, great staff. I've met one of them, probably going to be my soon to be best friends in my life now. And, you know, culinary was a great option too because I need culinary school skills. Cooking is a very valuable skill to have. Not to mention, I like making good food for myself. I will try to stick with culinary when it comes to the arts of culinary in general for the rest of my life. I'm probably going to be going for a different trade like security or electrical in the soon future, six to eight months probably. So I can have a much more, you know, I guess, enjoyable job. I'm not a big fan of working in fast food.

Electrical would be more of a better choice for me since I have multiple people in my family that work in electrical. Nick Mirage is one of them. He's more of a – someone to look to up to, so.

Stephanie Ashworth: Awesome. Thank you.

Lucas Estrella: Hi. I'm Lucas Estrella. The reason I came to Job Corps was due to financial burdens. I started working at the age of 14 for my grandfather's remodeling company, to help out my mother. But the cost of staying there, the food, rent, I was just being a little bit more of a burden than so called helpful. So, Job Corps is a great opportunity to provide me with food, housing, shelter. I was able to properly eat, get proper education. I've gotten five certifications while being in there. Ladder safety, scaffolding, OSHA 10, fall protection, MRM stuff. A lot of things are going to help me the in future, hopefully, acquire a good job to be able to properly support my household, hopefully. A great teacher, Eric Fisher, does a great job of teaching there. That's about it.

Stephanie Ashworth: Awesome. Thank you.

Elijah Burkner: My name is Elijah. So, originally, I came to Job Corp already with my diploma, my driver's license, kind of everything I've already needed. I only came really for the trade. I've always known I wanted to be an electrician since I was a little boy. My family's in it. I have whole bunch of people who have told me its good trade, good opportunity to get into it. So, I graduated, and I've done course in Job Corps previously, and I kind of knew immediately I wanted to get into it and go. And I had a really good role model in my life who wanted me – he was a very high energy person, wanted me to kind of follow my dream, don't give up. As he says, life is never easy, it's not sort of things that you do all the time. Honestly, there's never a straight path in life. You kind of got to take the mountains or the woods, trails, stuff like that.

I ended up losing him February 20 of last year. It was a really hard time for me personally. I kind of broke down. Honestly, I wasn't going to come to Job Corps because of it because it was just a lot for me. I didn't know what to do at the time. And then I kind of ignored everything. I ignored his celebration of life. Like, I went – I just didn't talk to anyone, kind of sat in the corner and pouted, to be honest with you. And then a few weeks ago, I kind of – after that I went on to Facebook, and I read his picture of... obituary[overlapping conversation] [00:15:27], yeah, for the first time. And I didn't want to. I didn't care enough to, but I know I needed to for myself personally. So, then I read it, and there was – don't get me wrong, there was comments that were people saying, like, rest in peace, all of that. But he made a huge impact on people, and it was a lot of inspirational things of saying how he was there. He saved many lives. He was a respiratory therapist, so he made a huge impact on multiple people. Goofy guy. You never heard anything bad about him. He was more than one that people laughed at when they went to Walmart or whatever, wherever he was.

And in that moment, I kind of realized, like, he was my role model. I wanted to be that inspiration. Like, I want my friends to be, like, Elijah is a good kid. You know what mean? Like, he has a lot of potential. I want to be that impact on people that I saw in him. So, I ended up kind of overseeing everything and decided to go and kind of push through and took his advice of life is not easy. It's never going to be. I'm guessing many of you guys probably know that because

I'm still learning that. So, it's a really good opportunity. I've gotten quite a bit of certs, Ramset. I already had my OSHA 10 when I got there. So, I'm currently working on my OSHA 30 right now, which is a really good opportunity. My Ramset, my ladder safety, scaffold safety, HPIP. I'm working on my NCCER right now. But, yeah, it's a good program. I've met a lot of good people. You hear a lot of different stories and kind of past that helps you kind of help people fit in a little bit more and kind of learn different perspectives and kind of help people move on from tough times, really. Staff are all great, but yeah. Thank you.

Stephanie Ashworth: Thank you. And if you guys want to just last kind of question, some of you already answered it, but a little bit of what you've learned, not necessarily just your credential, but what you've learned from the program and what you want to do afterwards, if you don't mind chatting about that?

Jessica Miller: So far, I am almost done with my HPIP, which is about insulation, and I believe I have gotten my Ramset. Pretty soon, I'm going to get started on my OSHA 30 as well. Because I am relatively new, I have not gotten as many certifications as the others might have, but I'm making my way up there.

Stephanie Ashworth: Jess, how long have you been in the program?

Jessica Miller: Almost 90 days.

Stephanie Ashworth: So, she's hit the road running pretty well.

Jessica Miller: Yeah.

Stephanie Miller: And then what do you want to do after? I think you talked a little bit about it.

Jessica Miller: Yeah, after here the Portsmouth Naval Shipyard for the past two seasons, I have been working at the Mount Washington Cruises, and I really hope that I can continue to work for them or go into a higher role because they do a lot for the community. And a lot of the jobs I worked before that, it was pretty isolated. I was a janitor at one point. I was working in the backs of kitchens. And I realized after working with so many people in such a social setting, I prefer it.

Stephanie Ashworth: Awesome. Thank you.

Alex Luarte: I'm Alex. What was the question?

Stephanie Ashworth: So, what you've earned or learned? So not necessarily, that, if you've learned anything from the program and then what you want to do when you complete?

Alex Luarte: I've earned my food handler certification. I'm halfway through my allergens. I plan to get my manager certification so I can, at some point, maybe be a manager of a restaurant for a little bit. I'm a little over my 90-day mark.

Stephanie Ashworth: And your kind of end goal?

Alex Luarte: My end goal?

Stephanie Ashworth: Big, dream big. What's your goal?

Alex Luarte: Owner of food chain.

Stephanie Ahsworth: Okay. Perfect.

Lucas Estrella: Hi, I'm Lucas Estrella. I have my credentials, I'm just OSHA 10, which will be helpful. So work with my grandfather on the weekend, brought to modeling. We do remodeling, worked with him for a couple of summer groups. That's pretty good work. While I'm at Job Corps helps me build my body more physically for the job I'm hoping to get and mental state. After Job Corps, I'm hoping to go into the National Guard for an interior electrician to build my skills up more. After that, possibly getting to AE because my grandfather used to work there. Hopefully, I have a decent recommendation. Start off with that, work my way up. Hopefully, become a journeyman, and that's about it.

Stephanie Ashworth: Great.

Lucas Estrella: Thank you.

Elijah Burkner: My name is Elijah. So, like I said, I've had most of my certs, you know, and one I don't have that I'm currently working on is my OSHA 30. And I've learned a lot of life skills, more to say, here. Like, kind of how to react with people in certain situations, how to kind of just live on your own, how to be independent, more to say. Even though the staff do help with kind of helping us with that, it is still on us to learn how to be independent even though they do help us and guide us in the right direction. I'm looking to, you know, I've been in the program for about a year, a little less than a year. After the program, I hope to build up to my master's license and then maybe run my own business for electrical, but yeah.

Stephanie Ashworth: Awesome. Thank you. So, that's kind of the questions that we prepare for you guys and to hear a little bit from each of them about kind of their journey, their why, what they've done so far since being there, what they're looking to do. So, whether it's apprenticeships, the military, a little bit of everything. The partnerships and the community support is vital for our students and their success, so we appreciate everybody around the table that helps with that. So, without the support, they truly could not earn all of these credentials and do all of this stuff. So, whether it's internships, work-based learning opportunities, or just we have a couple community members that come in and do mock interviews with the students.

So, Elijah talked a little bit about it, but life skills and building their confidence, all of that is – the soft skills are just as important as the credentialing. So, Job Corps really, really prides ourselves on that. So, we want to make sure they're leaving here not just with all the certificates, but also, they're feeling really good about themselves, they're confident in the work that they're going to go do, and that means their supervisor can be confident in the work that they're going to do. Do you guys have any questions for the students?

Nick Masi: Can I ask you a question? How did you guys find out about Job Corps? Any of you, or all of you?

Jessica Miller: I found out about it through my school counselor. Thankfully, he was somebody who helped me a lot through my time there. I wasn't able to show up to high school because I had things going on at home. I had to talk to my parents' lawyers a lot. We had a lot of things coming in and out of the house, stuff like that. So, despite being in higher classes, you can't show up to class you're not going to get a grade. And then he pointed me in the direction of Job Corps, so finally, I'm out of the house. I would have gone homeless if he did not recommend me to this place. So, now I'm not only getting an education, but I have somewhere to stay. If I wasn't sent to Job Corps by that individual, I don't know where I would be at.

Alex Luarte: My mother originally told me about it back in Texas when I thought, you know, I didn't much to do left, but...

Stephanie Ashworth: Did you re – you relocated from Texas. Right?

Alex Luarte: Yes, ma'am.

Stephanie Ashworth: For Job Corp?

Alex Luarte: Yes, ma'am.

Stephanie Ashworth: Okay. So, that's how you ended up at our center?

Alex Luarte: Yeah. I [*inaudible*] [00:23:21] something else.

Stephanie Ashworth: Perfect.

Lucas Estrella: I'm Lucas Estrella. I heard through the program, my grandfather was talking about his uncle that went into the program and became a master electrician who now owns his own company that got me interested in it. So, I pursued it, and the program's great. It gave me more food than I could imagine from going – bringing one plate of food a day to now being at least three. Went from the weight of 120 to 135, came back up to a more healthy weight now. I have the proper equipment to work out, build my body up more physically, so I'm no longer struggling on the jobs with the way that I used to, and yeah.

Stephanie Ashworth: Thank you.

Elijah Burkner: So, I found out from – about Job Corps from my construction teacher. I think it was a lot that it was hands on, not really a big computer guy or whatnot. So, I did a lot more hands on type of stuff. He suggested it. Like I said earlier, I did a few tours and then kind of just knew I wanted to come here and build a future for myself really.

Stephanie Ashworth: Great.

James Key-Wallace: Great. Guys, please make sure to say your name and your question and then we will go over to Mike after yours.

Cullen Tiernan: Thank you. So, Cullen Tiernan. I'm a political director for the State Employees Union, so I kind of wanted to do something similar and ask you all just whether you've ever thought of working for the state of New Hampshire and if you thought of unions. I know you mentioned Portsmouth Naval Yard. And then also just want to give you guys kudos because I think you guys what you're doing is amazing, and your ability to articulate yourself and present is very adult tonight, and certainly kudos to the National Guard too. But, yeah, just curious state employment and unions.

Jessica Miller: Portsmouth Naval Shipyard, honestly, I don't know as many details about it yet because I did meet with that kid who was brought into the program once. But sorry, I can't *[inaudible]* [00:25:22] today.

Cullen Tiernan: It's all right. No worries.

Stephanie Ashworth: So, yes, Portsmouth Naval Shipyard and I believe Elijah is interested in that as well.

Jessica Miller: Yes.

Stephanie Ashworth: It's similar union type base. And before the meeting started, we were actually chatting about the benefits that you would get from a state job and things like that and how important that is to the student, so.

Jessica Miller: Yes. And in the future, you know, I did say I'd like to be a lawyer. That's probably not anytime soon. But, honestly, anything legal that could go through the state is something I've always been interested in.

Stephanie Ashworth: Okay.

Jessica Miller: So, who knows? I hope to meet more people from Job Corps who can help me reach new goals.

Alex Luarte: My name is Alex. I'm looking for people that would tell me what kind of state employment I'm looking, like, for the culinary arts and stuff. I don't think I'm going to join the union. I don't see the appointment for a culinary. But, you know, looking for anyone that would definitely hire a 16-year-old for, you know, that's in culinary.

Cullen Tiernan: Okay.

Lucas Estrella: I'm Lucas Estrella. Planning on working for the government or union, hopefully, when I get older in electrical or security, preferably. It would be beneficial and, you know?

Elijah Burkner: So, I had debated on doing the naval shipyard. Honestly, I don't know where I want to go in the sense of, like, work wise. Like, I know I want to be an electrician, but I don't know exactly what I want to do yet. There's different like, you never know what's going to happen. Someone could offer you a job offer that is better than a naval shipyard or really anything. Like, you never know what doors are open. But I know I do want do electrician at some point. Just don't really know in what roof yet, so hard to explain that.

Stephanie Ashworth: One of our main goals is expanding our apprenticeship opportunities for our students. So, that's kind of a goal for 2026 for us at New Hampshire.

Jessica Miller: Do you mean just state unions or, like, unions in general?

Cullen Tiernan: Unions in general. Yeah. Because that...

Jessica Miller: Because I feel like it would be awesome for somewhere at Job Corps for them to teach us more about unions because I know personally people in my family, a lot that work through UPS and go through Teamsters. So, I've been desperately searching for a job that would have a good union. But me, personally, I don't know all the details about it.

Cullen Tiernan: I could not agree with you more.

Jessica Miller: Yeah.

James Key-Wallace: Great. Thank you.

Stephanie Ashworth: We're going to work on...

James Key-Wallace: Yeah.

Stephanie Ashworth: Getting you the best *[overlapping conversation]* [00:27:55].

Jessica Miller: Yeah.

James Key-Wallace: Perfect. Sorry. That's great. Mike, I think you had a question? Go ahead.

Mike Alberts: Mike Alberts New England Wire Technologies. Are there two different programs in electrical and one sort of the journeyman's where it's residential and maybe commercial wiring and all that, and then is there an industrial part of the two?

Stephanie Ashworth: So, they do mostly – so the basic electrical trade at our center is mostly residential. They'll dabble into the industrial a little bit, and then they can go on to an advanced trade at another center where they do more of the, it can be industrial focused or there's a couple different avenues in electrical. And then we also order electronic engineer technician, so more the soldering and the fixing of electrical components.

Mike Alberts: Okay.

Stephanie Ashworth: So, hope that makes sense. Did I answer that question?

Mike Alberts: Yeah, makes sense, yeah. If they go for the master's license and all that does the Job Corps sponsor that and help that or?

Stephanie Ashworth: So that's – we don't sponsor, so that's kind of where the apprenticeship struggle is, is finding the people willing to sponsor is really where we struggle. So, if anybody knows anybody out there that's willing to sponsor apprenticeships, that's where we are really – we keep kind of getting halted. Doug Cullen, who works with the Timbers Association, the owners association, he's been really helpful in trying to help us with the apprenticeship buildup, which would help them eventually get up towards the journeyman and then eventually keep going. Yeah. So, it's really the opportunities that arise for them that would help them get there.

James Key-Wallace: Great. Thank you. I think Tracey and then Commissioner Lavers, I believe, had a question?

Tracey Pelton: Tracey Pelton with PROCON. We're the largest designer and builder in the state. Thank you for being here and sharing your stories and congratulations on what you're accomplishing with Jobs Corp. It's amazing. We do work with Bring Back the Trades, which is a nonprofit organization that hands out scholarships to students your ages to help you get your journeyman licenses. And we also are partnered with Good to Grow and Bring Back the Trades Task Force. And we're hosting a summit June 23rd to 24th that'll give you all the details on, for the, at The Inn at Mills Falls, and we will have a lot of job opportunities there and apprenticeship opportunities. So, I would love to partner with you to get that information out to the students and through our, you know, avenues to get that information out because we are going to have a lot of companies that have opportunities for apprenticeships and job, you know, internships and different ways for you to start in the – in your career. So, I just wanted to thank you for being here, for sharing your stories, and just to share that with you. There are lots of companies that are looking for young talent who are driven and motivated who want to do excellent work. And so, to know that you came through the Job Corps and that you have that drive, you will get hired right away. Thank you.

James Key-Wallace: Okay. Commissioner Lavers and then can't quite read it down to Patrick I think you said?

Patrick Fall: Patrick Fall.

James Key-Wallace: Patrick, Mr. Fall. Thank you.

Richard Lavers: Hey, everybody. Thank you for your willingness to come here today and sharing your stories and all the, you know, quite a bit of ambition over there at that table, which is impressive. I'm Richard Lavers. I should be better at identifying myself considering how good all of you are at it each time you speak. So, I'm with one of the state agencies that partners in delivering all of the workforce related programs with training and education opportunities. So, two relatively quick questions. One, have you guys had an opportunity to go over to the New

Hampshire Works Office yet in Manchester? No? Okay. So, we'll be getting you over there, and you'll be able to learn more about some of the other supports and opportunities that can kind of facilitate your continued growth with different training opportunities, different employment opportunities. So, we'll be getting you guys over there. We're on Hanover Street in Manchester. And then I know Jessica, you've kind of indicated where you're hoping to get to with the shipyard, but just generally, all of you are, what are your plans in terms of staying in New Hampshire? Are you hoping to remain in New Hampshire, and how do you see that future?

Jessica Miller: I plan on staying in New Hampshire for most of my life. Maybe for schooling, later on, I can go to Massachusetts, but I do plan to come back.

Alex Luarte: I plan to stay in New Hampshire since I've lived in Texas for so long, so I'd like a change in mine.

Lucas Estrella: I'm Lucas Estrella. I plan on going to Oklahoma State University to get my master's, but I plan on living in New Hampshire as my family's lived here for hundreds of years.

Elijah Burkner: I also do plan to stay in New Hampshire, but yeah.

Stephanie Ashworth: Future workforce.

Richard Lavers: *[Overlapping conversation] [00:32:50]*.

James Key-Wallace: Perfect. Thank you. Patrick.

Patrick Fall: Patrick Fall, Local 131, Plumbers and Pipefitters. I can speak to the sponsorship, if you will, of apprentices in my trade where when I came in you go to Union Hall, you sign up, get put on the list to be one of the candidates for our apprenticeship, and you don't pay for school. You come in and you start your training and they put you to work. So, you get paid and you go to school two nights a week, three hours a night, two nights a week, and for us it's a five-year apprenticeship. I don't know the specifics of the IBEW, which is the International Brotherhood of Electrical Workers. I'm, you know, assuming slightly that it's quite similar. You don't pay upfront to go to school. You enter there, you put yourself on their list, you start their training, you get put to work as an apprentice, and depending upon your level of training upfront you are all getting your OSHA 10, that's a requirement. You have that already. They will see that as a good thing. And actual electrical training and experience is also a good thing.

I would say don't limit yourself to electrical. There's electrical in other fields as well, union and non. And I'm not strictly a union person. I support all trades, union and non. We need each other to be strong, okay? Both sides need to be strong. So, I'm not trying to take one down and fill this up. I can just speak about that. So, throughout your training, you are building to get your journeyman's license and then master's license if you – if that's what you want. Now certain companies, they may pay you to get those licenses, but typically, you're paying out-of-pocket to get the license and all that. However, all the experience along the way is paid for upfront through the union's dues. And then what happens after that is you work for x amount of hours in the field

as a union worker. And then once you've worked for that amount of time, you have paid off your apprenticeship through a few years and time. That's how that goes.

If you happen to leave the field and work for a competitor, if you will, doing the same work, then they may ask for however many years that you didn't work in that trade for the union they might ask for that scholarship back. And it's not – I mean, money is money, so nobody wants to be shelling out extra money, but it's not as expensive as you would think. So, anyway, thank you for your time. I appreciate you all putting the effort in to do what you're doing.

James Key-Wallace: Great. Thank you. I think we have time for one more question and then we need to move on. I don't know who had it first, Richard or Shane here, and then I would encourage you to definitely speak with Stephanie, if there's other questions.

Stephanie Ashworth: I'll be here after this.

Richard Sala: Not a question, it's really a comment. Personally I just want to tell you, I don't know you personally, but I'm proud of the fact that you're sitting here talking to us about your experience and I just want to, really quick, tell you, each one of you talked about having a vision for your life, and you talked about why. When I was 13, I was removed from my home by the state of New York. I lived in a boy's home for many years, and I lived on the street. Sometimes I was lucky I could have – I can stay at a friend's house, but I lived on the street till I was 17 years old. And I joined a different corps. Joined the Marine Corps, and it changed my life. But what got me there was I had a vision for my life, and I held on to it. And I had a why, and my why was I just wanted to be a good role model for my younger brother.

I had a great career in the Marine Corps. And then I went on to go to law school. My younger brother and I both retired from the Marine Corps. We lived in the same town. I lived here in New Hampshire, and now I'm the Deputy Commissioner of the Department of Education. So, as you're going through this and you hit obstacles along the way, if you can hold on to those two things, your vision and your why, you will get there. So, congratulations to each of you for taking the time to put effort into your own success.

James Key-Wallace: Great. Thank you on that. Now, let's give a hand for our presenters.

Group: Applauds.

James Key-Wallace: All right. Thank you all so much. And my apologies Shane.

Shane Long: Oh.

James Key-Wallace: But I encourage you to reach out.

Shane Long: That was a good ending.

James Key-Wallace: Yeah.

Stephanie Ashworth: That was.

James Key-Wallace: Perfect. So, thank you all very much. We're now going to proceed with the remainder of our informational items. I'll turn it back over to Joe to guide us through that.

Joe Doiron: Thank you, Mr. Chairman. Again, for the record Joe Doiron, we're on page 31 of packet. Item 2B Rapid Response update, and that is Nick Masi.

Nick Masi: Nick Masi, Workforce Development Administrator. So, since our last update, was October 14, 2025, we've had 13 Rapid Response activities. That's been a decrease from the ones we had in the prior time period. We had 17 prior to that for the year. We've had a decrease in effective employees, so during the last session we had 364 – 63, 64 people were affected. This time we had 408. That's been due to the two large manufacturing employers who have decided to transfer those jobs out of New Hampshire. One was ICU Medical, which used to be Smiths Medical out of Keane, the other was Anheuser-Busch out of Merrimack. So, between those two companies there were 400 – 365 people. For both of those companies we had multiple sessions. Both companies were running three shifts. One of them we were there at 06:00 in the morning to do Rapid Response because that's when the third shift got off.

So, what else did we do here? So, not only did we provide three rapid responses to both companies. We were able to do a separate Q&A session so people could address personal questions. They would have them either about their employment, about healthcare, about what the process is in getting a resume. And with Anheuser-Busch, we set up a separate date just for resumes where we had employment security was there, we were there, and we would sit down with anybody who wanted to work on their resume. And Anheuser-Busch was good about giving them a *[inaudible]* [00:39:53] so they could come in with a skeletal resume to start with. And also with both companies, we were able to working again with Employment Security, I have nothing good, but good things to say about it *[inaudible]* [00:40:05].

We were able to set up job fairs for both companies on-site. So, on a more positive note, we were able to avoid layoffs at *[indiscernible]* [00:40:17] Laconia. They had 39 employees who were able to go into the work share program, so they went down to reduced hours for I think it was, like three months, and then they were back to work full time as of January. And so the only two industries that are really affected so far during this time period has been manufacturing and healthcare. With 358 of the 408 layoffs occurring in manufacturing, and that was in Hillsborough and in Cheshire Counties, so we're really concentrating on the layoffs so far. That's pretty much it for the report. Anybody have any questions?

James Key-Wallace: Go ahead.

Cullen Tiernan: Cullen Tiernan. So, I'm just curious if you could – I think, what I read Anheuser-Busch was offering the employees job at other facilities?

Nick Masi: Yes, they closed one facility in California. They sold the one in Newark and closed the one here. And some of the employees were moving to St. Louis, but most of decided to not

because they've been there for 20 years. Union jobs or their family has been here for a long time just *[inaudible]* [00:41:27]. So, it's more of the management who decided to move to St. Louis.

Cullen Tiernan: And then with the ones that were – the people who were staying here, could you expand a little bit more what the conversations were like? You feel like people were connected?

Nick Masi: Well, most of the – were banking companies that came to the job fair and most of them were manufacturing. BAE was there, the chem manufacturer was there, the post office was there, and so there was a good turnout on that one. So, it was kind of lot of the local manufacturers particularly knowing that they had a high quality employees there for a number of years and, you know, there would be good pickups.

Cullen Tiernan: Thank you.

James Key-Wallace: Commissioner Lavers?

Richard Lavers: Nick the attendance at the rapid response events, could you just go over, is that, this was, you know, about 90%...

Nick Masi: Up to 90%.

Richard Lavers: For the affected employees. Is that high or is that above normal?

Nick Masi: I think we had a good turnout results for them, I think we had, 146 people, with 90 at ICU Medical, and it's about the same at Anheuser-Busch.

Richard Lavers: Great.

Nick Masi: A lot of times it depends upon how HR spins it. We've had some companies that say it's mandatory, and so we do get hired. But, you know, we never say that it's mandatory that the employees attend.

James Key-Wallace: Well, I think we all know Rapid Response does a fantastic job. It's a team effort, so thank you to everybody involved, and I hope that you have a terribly slow 2026. So, Joe, okay?

Joe Doiron: Thank you, Mr. Chairman. For the record, Joe Doiron, we're going to pass it over to Melissa Carter for Item 2C, which is on page 32, for a fiscal update.

Melissa Carter: All right Melissa Carter. For our WIOA grant, we're required to automate each of the funds at the beginning of the first year. Our program year 2025, we've already made that. For program year 2023, as you can see we have the tables in there to show you all the numbers, but basically it's 100% extended. Program year 2024, we're not far off. At the end of the first quarter, we were 72%. At this point it's higher because we're now starting the third quarter. We're trying to put more money towards our program, so we're running a higher budget. So, we're keeping more detail on what goes where, and we're spending them faster than we were in

the past because we're putting more money towards those programs. And if you have any questions, we have the tables for the first quarter on the following three pages, but the much you look at those, I don't need to do *[inaudible]* [00:44:16].

James Key-Wallace: Are there any questions?

Joe Doiron: Okay. Thank you, Mr. Chairman. Again, for the record, Joe Doiron. We're going to go to page 36, which is Item 2D, a program performance update, and passing it over to Lisa Gerrard.

Lisa Gerrard: Lisa Gerrard for the record. So, you will see starting on page 36 and going all the way to 42. This is a little bit of a different format than in the past. A table was released by the Department of Labor back in January 2025 regarding sanctions for WIOA programming. All WIOA program titles in the state of New Hampshire accept one another, so we all have to be aware of each of the title programs' performance because we're all kind of in the same boat. So, if one of us fails, we're all held accountable. And the money that gets sanctioned is actually are WIOA Title I Governor Reserve Fund. So, in all actuality, the Title I programs really get hit if the other programs don't respond – don't perform. So, we changed the format so that we can start giving the board as well as the consortium a bigger picture instead of just the Title I Programs.

We're now including all the other titles. We created a work group within the state from all of the different titles, and we meet on a regular basis to go over performance measures and where we're at the end of quarters. So, the information is being gathered and then disseminated to the managers of programs and the directors of the department. So, I wanted to point out the difference in kind of the formatting. The chart that is on page 37, you'll notice that all of the titles run across the top. They have a negotiated column. That's our negotiated performance measures that we negotiate each, every two years with – for us it's Department of Labor, Department of Education for the other titles. So, you'll see the negotiated goals for the year, and then you'll see the actual program 2025 quarter one. We color code the performance measure to tell us whether or not we are meeting or exceeding, and that is if we've met that goal head on or exceeded it, it gets a green color. The yellow is if we're meeting 90% to 99% of the goal, and the red is we're falling below that performance, that negotiated performance goal.

You will see that there is red in our chart, but we are very early in this program year. This is only quarter one. We usually, especially with measurable skill gains, that is a yearlong performance measure, and you will not going to see it out of the red until probably the fourth quarter, when we finally are done the year. The other ones that might be in red, we're all aware of the red. We work towards trying to bring those into at least yellow or green. But at the end of every program year, everything goes through a statistical adjustment model. So, the departments that we work with will run it through this. It's a lot of math. I have no understanding of it. But they take into consideration our unemployment rates, our demographics, all kinds of different data. And a lot of times that can make or break if we're in yellow at the end, it will bring us into the green. So, it's kind of this ever moving thing that we all monitor.

So, right now we're doing really well across the titles even though we have some red because the way that it gets reported, it's always changing, quarter two, quarter four, so we just kind of have to see who's in the demographic and where we can make some adjustments. For Title I, I will tell you that the two measures that we really make a difference in are credentials and measurable skill gains, and we have contract with a company, it's actually, this is our third year, with FutureWorks BI. And they take our data from – that we submit to the Department of Labor and they make it into a dashboard that we can easily look at our performance on a daily basis. We update the system every month, so it's pretty accurate. And we can run reports that show us who's in the measure and who didn't get a credential or who didn't get a measurable skill gain.

We can go back to those cases individually and start looking, did we miss something? Is there a problem with the case management where there is a certificate but we just failed to enter it? So, with those tools and with the reporting in our case management system, we try to keep a really close handle on how we're doing at any given time. I think that's it, but if you have any questions, feel free to throw them out.

Stephanie Ashworth: Stephanie Ashworth for the record. More of a comment, but even though Job Corps been a WIOA program, we haven't – our report cards that we get on a monthly and annual basis have not always followed this, which we've been arguing for a long time that it should. So, it was supposed to kick off this year, but with the closure of Job Corp that was announced, it's been postponed. Starting July, we will have these exact same measures, which I think will kind of just change our outlook and push those goals. But in the credentialing itself this past year we had one of the largest improvements in the country. So, I do – we will now be 100% focused on a lot of the same things, which is great.

Lisa Gerrard: Lisa Gerrard, just a comment. And we can add Job Corps to our group and get you in with our performance measures as well. And anything that we can do, because we've been doing this for multiple years, so especially around the negotiation of your goals and things like that, please feel free to reach out.

James Key-Wallace: Wonderful.

Cullen Tiernan: Cullen Tiernan, thank you for this. I'm curious if you could just expand a little bit on the median earnings? What all the numbers kind of entail and how you get them?

Lisa Gerrard: Sure. So, there is on the following pages some descriptions of each of the different measures, but for median wages, that's second quarter after exit, and the way that we get that is through an MOU with New Hampshire Employment Security, and what happens is basically our file goes through a wage match system, and pulling the median wages for the individuals that exited two quarters ago. So, we get a median wage. And really, there's – we say that there's some measures you really can't do anything about. Median wages is either going to be there or not. We can either meet it or not it's based on some of these wages. So, we don't see the data. It's basically an exchange of files, and then it comes back into our, we call it the PIRL. It's our reporting from the Department of Labor. But that's what immediate, the median wages are. It's tied to the exit – the second quarter exit.

Cullen Tiernan: Thank you.

James Key-Wallace: Thank you. Joe?

Joe Doiron: Okay.

James Key-Wallace: Was there a question down there I missed? Sorry.

Male Speaker 3: No.

Female Speaker 2: No.

James Key-Wallace: Okay.

Male Speaker 1: A number of *[inaudible]* [00:52:34].

Joe Doiron: Thank you, Mr. Chairman. Item 2E, the success story found on page 43. We, just because I know we have a few board members here we always include in the board packet some success stories from current WIOA participants. So, I'm happy to take any questions that you might have, and if you have particularly tough questions, I may ask some of the team to help me. So, any questions? I got...

James Key-Wallace: So, none?

Joe Doiron: Yeah. I'm off the hook. So, we're going to jump to page 58. Again, for the record, Joe Doiron. Give everybody an opportunity to flip. So, you know, please do take a look at the success stories. That's our why. You know, this is why we do what we do. It's not all about spreadsheets and numbers and stuff, but we have some really great stories in there of folks getting help. So, Item 2F is just a recap the New Hampshire Works Conference. We have a few board members there, which was awesome. So, thank you all for, one, your support. The board has been very supportive over the past few years. This was our second annual conference. We're going to do it again. We're going to go for the Triple Crown, and we're – so we're going to be plan, starting that planning in the next few weeks, so we're going to add that to a list of things to do. But we put together a conference. We came in under budget. We had 185 attendees. We had volunteers from all the different agencies helping us the day of. The event venue was donated by NHTI Community College Systems, so thank you. The food and the opening speaker was donated by CAPHR. We had staff from NHES, Adult Ed, VR, CAPHR, all the partners. I know I'm forgetting folks forgive me, but we had everybody there helping. It was great. It's awesome that we're investing in professional development.

We came in, I think the board gave us, I think, a \$5,000 budget. We came in under budget. We spend \$243.55, and that was for printing and whatnot. But also, too during that, we were able to – we have awards as well, and so it's great to be able to acknowledge folks, and we also acknowledge Commissioner Copadis who had just announced his retirement, I think, a day or two prior, and also Donnalee Lozeau from CAPHR. So, it was an emotional afternoon, but a great event. Well, we put together an after-conference survey to gain some insight on where we

can improve. And so, on page 59 and 60, I took just the first few questions from that and we can certainly provide you the whole data that we, I think it was about 12 or 13 questions, something like that. But, I mean, you know, I was hoping for five stars, like my Uber rating, but, you know, we have 4.39, which is pretty darn good.

If you look, I mean, we had a 185 attendees. We had about 50% participation. 48%, actually, exactly 48%. That's pretty darn good for a survey. You know, we had a few folks that didn't seem to love it at the bottom, but that's okay. We responded well to feedback, but some highlights, what did they like most about the event? The opening plenary was a huge favorite. It was like a three-way tie. Opening plenary, the presentations, and the networking. And the one thing that they liked least was the food.

Tracy Pelton: And the facility, it looks like a facility though.

Joe Doiron: Yeah. Yeah. And the facilities in the...

Tracy Pelton: It's a great facility.

Joe Doiron: I know.

Stephanie Ashworth: Job Corps is happy to host.

Joe Doiron: Yeah.

James Key-Wallace: And for food, this is Chairman Key-Wallace. I believe we met a gentleman this morning named Alex.

Female Speaker: *[Overlapping conversation] [00:57:01]*.

James Key-Wallace: Maybe we should ask him for his thoughts.

Joe Doiron: But it was, you know, feedback is what it is, right? And, so, we're going to look to hosting the next years. Happy to take any questions.

Cullen Tiernan: Cullen Tiernan. When do you think it would be next year?

Joe Doiron: So, we are, I'm looking at my good friend and colleague Kris Dudley, you know, from the Community College System, so we were going to chat at some point about booking out because, you know, although, you know, there are potentially other options, NHTI is centrally located. Everything is, of course, handicap accessible, a little easier for the North Country folks, folks coming from East. It's just more centrally located, also free. We love that. So, you know, we're going to take a look at putting this together very soon. Did I answer your question? I'm sorry.

Cullen Tiernan: I think you did the where and not the when.

Joe Doiron: When? Oh, thank you. I'm so sorry.

Cullen Tiernan: Yeah. I found that interesting.

Joe Doiron: My coffee is wearing off. I do apologize, sir. So, the – we're looking in October. Primarily, we're probably going to keep it to that October time because when we get into November, we start having to deal with snow. But, so, probably October would be our goal. And a Friday because Fridays are – we have to avoid governor and council. We have to avoid because, you know, we don't want, we want directors to be there so we don't want, like, a GNC meeting to prohibit people from coming. And then we try to avoid dates when the legislature might be in session. I understand it's a fall, but you never know. That sort of thing.

Cullen Tiernan: Thank you.

Stephanie Ashworth: Stephanie Ashworth for the record, we will happily, our new culinary chef is a pastry chef who will bring desserts if needed. They can host and we can provide some desserts to make *[inaudible]* [00:58:56].

James Key-Wallace: The sweet taste of 5 Stars.

Joe Doiron: Exactly.

James Key-Wallace: Yeah. All right. Thank you. Go ahead.

Joe Doiron: Thank you. Sorry that I lost my train of thought.

James Key-Wallace: No, I'm a 5 Star man.

Joe Doiron: Yeah. So, we're going to go to page 61. Again Joe Doiron 2H. So, our partners at New Hampshire employment security through the Economic Labor Market Information Bureau, ELMI, they are always very kind. They do a lot of really great – you all have amazing data, and I love looking at your website. But we get a report annually about the economic impact of WIOA funds here in New Hampshire, and the full report is after the bridge version on page 61 that you can read it so you understand that I'm not making things up. But the great news is for every – for every dollar we spend, we get \$3 of economic activity output in the state. So, you know, for every dollar we spend from WIOA, \$3 of economic activity, which is pretty not good – pretty, pretty – goodness I'm so sorry, pretty darn good, I should say.

Also, that should be in the report. It details that that should be the minimum. We actually think the impact is more, but we just don't have the ability to track when folks leave Medicaid or welfare or other government programs because they've gotten gainful employment through our assistance, that sort of thing. And that's WIOA across the board, so the other partners at NHES, Department of Ed, and whatnot. So pretty darn good \$3 of return for every \$1 spent.

James Key-Wallace: So, this is Chairman Key-Wallace. Joe, would it be fair to assume that we could track some those other metrics, you know, of removing from the public funded programs, the return on investment would only grow?

Joe Doiron: Correct. Yes. Yes. Very much so.

James Key-Wallace: Okay. Probably substantially?

Joe Doiron: Yes. Yes.

James Key-Wallace: Great. Thank you. Okay.

Lisa Gerrard: This is Lisa Gerrard. I just wanted to add one more thing about that. It also doesn't include any of the economic kind of ripple effect that you would have with somebody whose family has been on benefits their entire, you know, generationally. And if the individual then comes into the workforce that change what that does to the family dynamics that is hard to quantify. So, there's that other piece, not just leaving the benefits and not utilizing them, but what does the benefits do for that entire family and/or social network whether somebody is going to work or obviously needs some of our training.

Joe Doiron: Certainly, again Joe Doiron. It's a very conservative estimate.

Lisa Gerrard: Yes.

Joe Doiron: Very, you know, which. Mr. Chairman?

James Key-Wallace: Perfect.

Joe Doiron: Should I continue or?

James Key-Wallace: Yes. I think that concludes the informational item portion of the meeting. So, thank you all for your attention. It's been some great stories, from Job Corps. So, thank you, Stephanie, for bringing those young folks in. So, now we will move on to the board motion and discussion portion of the meeting. I again will turn to my right to Joe Doiron.

Joe Doiron: Thank you. Item 3A is just to see if there's any general discussion or votes that need to be taken thus far. And then if we're okay, Mr. Chairman, can we jump to item 3C, which is the One Stop Certification?

James Key-Wallace: Please.

Joe Doiron: Item 3C on page 67 is the One Stop Operator Certification, and Lisa Gerrard will present this item.

Lisa Gerrard: Lisa Gerrard for the record. The One Stop Operator Certification is a statutory requirement under WIOA that is one of the many things that we get tasked with statutorily, and

that kind of falls on the Office of Workforce Opportunity (OWO) because it's connected to the SWIB. We are your staff support, so it kind of comes down to us to take care of it. But the One Stop Operator Certification is a process that needs to happen every three years. The last time that we did this was in 2023. It was the first time that this staff, the OWO staff had done a One Stop Certification. The previous time was during COVID, so it was actually a virtual One Stop Certification, and it was prior to all of this staff joining the team. So at that time, we just took the policy that was already there and ran with it, but what we determined was the policy was very vague, it did not outline who was supposed to do what, it didn't provide us with tools, it was very, very vague in what we were looking for and what we should be doing.

So, because the certification is up June 30, we decided it would be a good opportunity to look at that policy and really kind of draft a brand new, you know, policy. This was done obviously with New Hampshire Employment Securities input because the setup in the state of New Hampshire is very different than any other state. We run the One Stop Centers as a consortium, but New Hampshire Employment Security owns the buildings, so they're essentially the One Stop Operator. So, we worked with NHES to kind of make sure that the policy would be effective for not only what we need to do for the SWIB to provide you with the reports and the documentation after we go out, but also work with NHES to make sure that the amount of things that we're all going to have to do wasn't too burdensome, but yet allowed us to have all the information that we need to draft the reports for the SWIB.

So, we created a new policy and a new, a whole bunch of new forms, checklists, documents, and really just thought about it from beginning to end. So, the old policy is on page 70. So, the old policy starts on page 70, and then the draft of the new policy begins hold on one second. Let me make sure. So, the new policy begins on 70, I apologize. The new policy itself starts on 70, and then nope, hold on, yes, it's all together. So, the draft is there, and then you have the tools as well in the draft. So, what we were trying to do is really make it outline whose responsibility, what documents we would be asking for and the process when we went out to the, to the New Hampshire Works offices.

You'll also see starting on page 68 is our schedule. The schedule starts in March, two days after the state plan is due. The state plan is due on March 3rd. This starts on March 5th. So again, the statutory requirements that we have to commit and complete really do drive a lot of the work that we have to do, whether we want to or not. But it will be a busy few months for the OWO team. It is a very aggressive schedule because we need to get through the entire state, all 12 New Hampshire Works locations in time to draft individual reports, to then submit a brand report to you all by June, the June meeting. Because you will have to basically vote on whether or not the One Stop Centers can be certified again for three years. So, it is very aggressive. It puts a bunch of the team on the road for most of March, and then the rest of the team will be doing what we call desk reviews, which is reviewing documentation without having to go up to the fields.

It's documents, contracts, reviewing all different things that they can review without having to leave the office. So, the whole team, even except Melissa Carter because she's the money person, all the rest of us will be involved in this process. Again, two days after the state plan is due into the portal that is not working currently with the government shutdown, so we have no idea when we'll be able to enter state plan into the portal. So again, statutory requirements that

we have to do. So, we hope that the draft that we've provided you is satisfactory to the SWIB. It is, you all get to vote on the policy as well as the certification. So, I'm happy to answer any questions about the policy, about the process, about anything having to do with this item.

James Key-Wallace: Are there any questions?

Cullen Terinan: Cullen Terinan, I guess, there is some key changes that you've made?

Lisa Gerrard: It's basically a brand new policy. We did not keep pretty much anything from the original policy, but we revamped the entire thing. We changed basically everything. It went from a couple page document to it is now a – we're calling it an application packet, where we're building an entire packet of documentation to show that we have checked everything for effectiveness, for cost effectiveness, for basically anything that statutorily we're supposed to be looking for. Where that was missing before, it a vague policy that we would do this process, but it wasn't very detailed or outlined. So, when we did it three years ago, the team we kind of floundered a bit to what were we looking for, what were we supposed to be doing, what was the intent and the why. Again, like, why are we doing this? And what are we looking for? So, we really completely revamped it.

Cullen Terinan: And so make the communication with the Fed easier?

Lisa Gerrard: This really won't affect any kind of communication with Department of Labor. It is an important requirement, but when we undergo our audit, they will be looking at our policy, so hopefully they will like the changes that we've made, but they will also look at the certification. But it's a requirement, but they're kind of hands off audit. It really comes down to the partners, the New Hampshire Works partners. So, they will have a voice in it, so vocational rehabilitation, even if they're not in that location will be wanting to talk to staff from all the different partners to get input as to that local office. We'll be talking to staff to type up the real programming to get their input as well. You know, what's working, what's not working, what do you like? Can we change anything? Can we, you know, fix processes or make things leaner? Anything like that.

That's our purpose for this as well as to make sure that the One Stop Operator is providing everything that they are mandated to provide under WIOA, which we kind of know they are because there are New Hampshire Employment Security, but we go through the process, and last time we did find a couple things it was really minor, vinyl details on the door, and that's really kind of where, and professional development. That's where a huge push for professional development came from was our One Stop Certification three years ago. It was the theme when we talked to the ground staff. They didn't feel like they had enough. So, we really have been pushing that with our lunch and learns. We started doing WIOA Title I training. We've just put a conference. Those are the things that we implemented from that certification three years ago.

Male Speaker 1: Okay. Thank you.

James Key-Wallace: Wonderful. Do you, oh sorry.

Male Speaker 2: Not *[inaudible]* *[01:13:12]* now for the record. Not a question. Just a compliment. I read through this and was struck by how complete and well-structured this is. So, kudos to you and your team.

Lisa Gerrard: Thank you, sir.

James Key-Wallace: You're here. Do we need to vote on this item?

Joe Doiron: We do, Mr. Chairman.

James Key-Wallace: Great. So, I would accept the motion. I would like to make it to accept the draft policy as the new policy going forward as proposed.

Tracey Pelton: So, moved. Tracey Pelton.

James Key-Wallace: Tracey.

Mike Alberts: Second.

James Key-Wallace: Mike Alberts, second. Any discussion?

Tracey Pelton: Tracey Pelton, it sounds like this is very productive. Maybe on the years that you're not going physically out in a month to all 12 locations, you can do surveys in between to say, give us feedback, how can we improve instead of waiting every three years?

Lisa Gerrard: Lisa Gerrard, so there is a mechanism now in the new policy that on the off years the New Hampshire Works office manager, we have some questions in there, and they are to draft an annual narrative on the off years to tell us what's going well, what are they working on, where they need help. We look at their numbers. So, we did build in something to look at the other, the off years, as you said, so that if there is something that's coming up, we are addressing it each and every year, then we only have to actually physically go out once every three years. But we do have a new mechanism in the new policy.

Tracey Pelton: That's fantastic. Thank you.

James Key-Wallace: Great. Further discussion? All those in favor as proposed?

Group: Aye.

James Key-Wallace: Aye. All those opposed? Hearing none, chair votes aye. The motion passes. Congratulations.

Tracey Pelton: Thank you. Good job yourself, good job to *[overlapping conversation]* *[01:14:55]*.

James Key-Wallace: A lot of work well done, well done. Great. Joe?

Joe Doiron: Thank you, Mr. Chairman. Again, for the record, Joe Doiron. And I do feel bad for Lisa and Jess who are going to be subject to my carpool karaoke yet again.

Female Speaker: Oh, that sounds funny.

Joe Doiron: We'll see if they're here in at the June meeting. So, we're going to jump to page 85, which is Item 3D, which is one of my favorite things to talk about, which is the New Hampshire Combined State Plan. So, where do we begin? And I see my colleague and friend Kris Dudley laughing at me a little bit, which is not unheard of. The, so the government is currently, at this point, shut down. I'm not sure if it has opened up. Why I mentioned that is because we don't have access to the portal. Nobody does actually. So, we're in with 50 states and the territories. In order to upload this document, we are not able to even ask for the credentials. So, because everybody is currently furloughed. But also, if the government was open, they'd likely be unable to provide us those credentials because the people that ran the portal were either let go or retired.

So, we're unclear as to when we will get the opportunity to put in to the portal the New Hampshire State Plan because it is due by March 3rd. The feds have said, however, that we can request for an extension up until April 30 if we essentially can't handle it. Putting it in the laps of the states to say if we can't make that deadline, we can always ask them to give an extension. Our intent is to still try to make the March 3rd deadline for multiple reasons. One, we have the One Stop Certification. Two, we built our work plan for the year to accommodate that. Not to say that we're not flexible, but we also want to get it done. And with this process, when we get – if and when we get approval from the board, which we'll talk about in a moment, I just wanted to kind of provide this little narrative prior. If the board approves what we put together, it's going to take about two to two and half weeks to enter it into said portal with the partners. That's obviously getting very close to that March 3rd deadline.

Once it's in the portal, the Feds have an opportunity then to go and review everything that we put in and provide feedback. And we're unclear as to how much scrutiny we will be getting. And I mentioned that because we were receiving guidance on what to do with the state plan as late as last Monday, including a deadline to get a letter in to give me authority from the Governor of New Hampshire to input the plan. The deadline was Monday. The government was closed Monday. We got in early, got in on Thursday afternoon, so we were – we'd like to be ahead of time. So, I want to throw out all these challenges because we've had a lot of challenges up until this point, but they continue to be – there's continued to be more and more challenges, which are great character building activities, but we're working through it. So, we have, we sent out to you all the state plan. We got it from partners who works very well getting that all together. We don't have printed copies. However, we can – we do have a projector.

We have, and Lisa's volunteered to drive on if we have any specific issues or deficiencies that you've identified as a board. We did not print out copies because they are about 400 pages off, which would be an administrative burden, and I think it might have killed our printer. So, we have a draft. We have on page 86, we have an action, a staff recommendation in draft motion. This is something too I will also mention that we're going to have to do in two years. We're going to have to revisit this and do a whole new complete plan. The motion that we put forward

gives staff the latitude to ensure full compliance with US Department of Labor guidance requirements and identify deficiencies. Every time we put this into the portal and submit it, it always gets kicked back. It always – nobody gets it on the first go and last time we had, I think, the easiest of all time, we worked with a consultant. They said it was amazing. We had minor deficiencies. I think they were nitpicking, but we got it done in way ahead of time, and it was done. They may pick it back more this time because they are still providing guidance, again, as late as last Monday. Not this past Monday, but the Monday prior.

So, we put this motion together to not burden the board with then having to do an emergency meeting. Any changes is based on statute and what they're requiring us to do, so it's not editorializing. It's just meeting the obligations that are set forth by statute. So, I'm sorry, I feel like I've talked a lot. At view, this is some – this is one of my least favorite things to talk about. I can't wait till after the June meeting when this is all done, and we're going to take a break from talking about it for at least a year.

Lisa Gerrard: Lisa Gerrard just for the record, just to add a couple of things about the timeline. The plan has to be approved by the entities, which are all the departments at the federal level by June 30. So, if we were to push it back and take the April deadline, not only is it going to interfere with our One Stop Certification, but we will have less time to do any of the revisions that they're going to require. So, that's why we're still sitting with that March 3rd deadline, and that will give us time, and hopefully we'll be one of the states that are in early, so that we can get our revisions back early. If other states take advantage of the extension, we might be able to kind of get in there and get our revisions so that we can move quicker. It has to be place under legislation. So, they can approve the plan conditionally, and they can approve it outright. So that's – I just wanted to mention that as well.

James Key-Wallace: Great. So, this is Chairman Key-Wallace. So, just to make sure we all understand what's being asked for, you all are going to hopefully get your credentials soon. You're asking for the board to approve the revisions to the state plan as presented in the materials and authorize staff to make any changes and further adjustments as indicated by the feedback you received to comply and requirements.

Joe Doiron: Correct.

James Key-Wallace: Great. So, there is a motion written in here. So, I think for the technicalities of this, for anyone that would like to make the motion, I would just request that you read the motion as written, and then we can go through a further discussion. So, if anyone would love to read the motion that's written on page 86, then we'll introduce that motion.

Tracey Pelton: Tracey Pelton. Approve the draft revisions to the New Hampshire 2024-2028 WIOA Combined State Plan and grant staff the authority to make necessary modifications to ensure full compliance with U.S. Department of Labor guidance, requirements, and identified deficiencies.

James Key-Wallace: Thank you, Tracey. Is there a second?

Ryan Clouthier: Ryan Clouthier, I'll second.

James Key-Wallace: Great. Thank you very much. Any discussion on the motion? Wonderful. Hearing none, all those in favor?

Group: Aye.

James Key-Wallace: Aye. All those opposed? Great. Chair votes aye. Motion passes. Thank you. Godspeed.

Tracey Pelton: I did read the goals and all that. It was really well done.

Lisa Gerrard: Thank you.

Tracey Pelton: Very well written and very succinct. I loved it. It was great. It read like 10 pages, but...

Joe Doiron: And thank and for the record Joe Doiron. Thank you for that and we really appreciate the board. We did those virtual sessions, which were really productive. So, thank you for those who attended those and provided feedback. It's not only there, but also in between those sessions. I know, you reached out separately and a few other board members as well. And we will bring an update to the June meeting where fingers crossed everything is fine, but also too it gives us that opportunity at the June meeting that if there are more deficiencies that go beyond the scope of the motion, we can try to address it there as well. So that's also something I wanted to mention, but we're fingers crossed hoping everything goes well and easy.

James Key-Wallace: Very good. So, this is Chairman Key-Wallace, for the record, before I ask for a motion to adjourn, is there any other business that anyone would like to bring forward to the board?

Richard Lavers: Just one that I failed to mention or to note in the first vote on the prior meeting minutes that I needed to abstain since I also was not at that meeting.

James Key-Wallace: Wonderful. But the record show Commissioner Lavers' abstained from the vote to ratify the minutes from the previous meeting. Thank you, commissioner. Is there any other business that would come before the board? No. Great. So again, for the record, this is Chairman Key-Wallace, and this concludes the duly noticed meeting of the State Workforce Innovation Board. This meeting has been recorded and was conducted in the manner of compliance with RSA 91-A, as always. I would accept the motion to adjourn.

Richard Sala: Richard Sala Moved.

James Key-Wallace: Richard, thank you. Moved. Second?

Richard Lavers: Second.

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James Key-Wallace: Great, second. All those in favor?

Group: Aye.

James Key-Wallace: All those opposed? Chair votes aye. Motion passes. We are adjourned. Please end the recording. And for the record, it is 02:33.