

COASTAL COUNTIES WORKFORCE BOARD

Minutes of Workforce Board Meeting
MRRRA Community Room, Brunswick Landing
December 13, 2018

Board Members in Attendance: Jennifer Andrews, Mary Ellen Barnes, Jim Butler, Paulette Bonneau, Lynn Clark, Bridget Conley, Samantha Fenderson, Denise Griffin, Kate Griffin, Shannon Kashinsky, Kim Moore, Carrie Murphy, Tom Nickerson, Bob Schmidt, Dawn Self-Cooper, Anthony Sirois, Lydia Sy

Board Members Absent: Joni Boissonneault, Julie Chase, Charles Crosby, Kelly Flagg, Nick Paquet, Peter Russell, Kelley Scott

Staff in Attendance: Antoinette Mancusi, Executive Director; Jillian Sample, Director of Operations; Valerie Odams, Executive Assistant

Others in Attendance: Ryan Anderson, Christa Baade, Dan Belyea, Jesse Connolly, Meghan Dichter, Steve Gorden, Stephanie Haskins, Josh Howe, Gail Kezer, Cory King, Mary LaFontaine, Allen Lampert, Khristina Landers, Kristine Logan, Liz Love, Jennifer Rice, Lorraine Robida, Gail Senese, Heather Stott, Laura Tait, Ryan Wallace, Dawn Wheeler, Linda Winton, Dave Wurm

I. WELCOME / CALL TO ORDER / INTRODUCTIONS - *Lydia Sy, CCWB Chair*

Chair Lydia Sy called the meeting to order at 9:06a.m. and welcomed everyone to the meeting.

- Introductions were made around the room.
- New board member training will be held in February (date forthcoming)
- Cryer inserts available for taking. This issue focuses on all of the services CCWI & partners offer
- Lydia thanked Shannon Kashinsky of PeoplesChoice Credit Union and Lynn Clark of Mölnlycke for underwriting the costs of the CCWB meetings and called for other companies to join.

A. Minutes of September 13, 2018 Meeting

VOTED: *To approve the minutes of September 13, 2018 meeting as written.*

Motion: Dawn Self-Cooper Second: Tony Sirois Vote: All in Favor

II. EXECUTIVE DIRECTOR'S REPORT – *Antoinette Mancusi, CCWI Executive Director*

1. WIOA PY18 Award Status Presentation review

- a. The presentation in September did not include handouts. They are included in the packet this time due to the importance of the graphs.
- b. PY18 award was received on October 3rd and executed on Nov. 26, 2018
- c. Funding has been cut by the feds by 1/3 between PY16 – PY18
- d. The 70% to training policy is in this award.
 - i. Negative implications:
 - a. Less money means less staff means less people served
 - b. Less staff-intensive services & OJT experiences
 - c. Limited “reach” over 6-county area
 - e. Healthy balance of funding is 33.3% Infrastructure, 33.3% Staffing, and 33.3% Training
 - f. Discretionary funding defrays programming/administrative costs to WIOA so there is more for training. There is no new discretionary funding available now.
- 2. Regional Plan (2016) has still not been approved.
 - a. CCWI is looking to review and revise local plan based on new regional LMI analysis.
 - b. Review industries/populations that should be focused on
 - c. Call to board members and partners to join a Regional/Local Plan Committee
- 3. Status of Legal Fees from litigation
 - a. On 12/7/18, we received a judgment to be compensated for legal fees from the state for the litigation against MDOL and the LePage administration

III. PROGRAM STATUS REPORTS – *Khristina Landers, Sector Business Coordinator, Workforce Solutions*

A. Sector Update

- 1. Since the interruption of funding, where WFS did have Business Service Reps to work specifically with businesses, now the Career Advisors are working with clients and businesses and Khristina is overseeing all of them in our region.
- 2. Holding monthly core group meetings and implementing a calendar to coordinate projects to focus on certain sectors that require assistance
- 3. Having businesses come in as speakers in the CareerCenters and recruit
- 4. Last 4-5 months, having Regional Workforce Development meetings in 4 areas (Waldo, Lincoln, Knox, and Cumberland Counties), all independent but collaborating with other areas

IV. One-Stop Operator Update – *Jillian Sample, Director of Operations, CCWI*

A. Overview of goals and work for the One-Stop Operator

- 1. One-Stop Center is not the same as the One-Stop Operator
 - a. Center is co-located with other core partners to provide the full spectrum of workforce services. It is mandated by WIOA that each area has one and must be certified by LWBs every 3 years.
 - b. Operator is selected by the LWBs after an RFP process. They coordinate the integrated service delivery of One-Stop partners & service providers. OSO serves as a liaison between CCWI and MOU core partners.
- 2. Core Partners under WIOA are:
 - a. Title I – Adult, Dislocated Worker, & Youth Programs

- b. Title II – Adult Ed & Family Literacy Act Programs
- c. Title III – Wagner-Peyser Act Programs
- d. Title IV – Vocational Rehab Programs
- 3. MOUs are developed & reviewed every 3 years for all One-Stop Partners and describe:
 - a. Services provided and coordinated through One-Stop system
 - b. Funding of infrastructure costs
 - c. Referral process between partners
- 4. Next steps:
 - a. CCWI core partners reconvene - 12/20/18
 - b. CCWI MOU partners reconvene - Jan 2019
 - c. One-Stop Center Certification – late spring 2019

B. Adult Ed – *Gail Senese, State Director, Office of Adult Education*

- 1. Aside from the normal services (English as a Second Language, Adult Education, HiSET, Workforce Training), Adult Ed is focusing on Integrated Education & Training which would be a combination of career-relevant classroom & hands-on training. Provides foundational skills for a faster industry-recognized credential.

C. MDOL – *Mary LaFontaine, Regional Director, Southern CareerCenters, MDOL*

- 1. Have been working heavily with businesses who are in need of skilled workers. In conjunction with other core partners, they’re working to train-up under- and unemployed workers. Huge demand for Apprenticeship. Starts as basic training and leads to apprentice work toward certifications.

D. Vocational Rehab – *Samantha Fenderson, Assistant Director, Div. of Vocational Rehab.*

- 1. Works with ~5300 clients per year that helps those with disabilities get and improve up their skills to find and retain employment. Using work-based training to provide skills in the workplace.

E. WIOA Title 1B – *David Wurm, Senior Director, Goodwill Workforce Services*

- 1. It has been challenging to rebuild their system since the gap in funding. They’ve had to close two programs due to it.
- 2. Staff is now fully rebuilt. It takes 6mo-1yr to fully train a front-line staff person.
- 3. Goals for half-year are on track, although some modifications will need to be written for the dislocated worker funding
- 4. Challenge: Because funding was delayed until April and their system needed to be reestablished, WFS is trying very hard to spend out their funding by the end of June.
- 5. Focusing on incumbent worker training is helping with spending the grant down.
- 6. Challenge: Pulling people into the workforce that have dropped out of the system.

V. Community College Update – *Dan Belyea, Executive Director of Workforce Training, Maine Community College System*

- A. Has been doing a lot of work engaging and partnering with other organizations
 - 1. A bond issue was just approved with the support of Maine voters
 - 2. \$3.6 million grant from Alford Foundation for Workforce activities
- B. Current focus is on short term, high demand, high wage training

- C. Connecting with corrections staff to help inmates transition from incarceration
- D. Current programs: medical assistant programs, respiratory therapy, LPN projects, fire department 1 & 2, arborists, software development, manufacturing, hospitality training, carpenter training, CDL & Class B training, construction & heavy equipment

VI. Policy Work – Jillian Sample, Director of Operations, CCWI

- A. Due to time constraints, this portion of the meeting has been tabled until next time.

*****NETWORKING BREAK*****

IV. PRESENTATION: The Labor Market and Workforce Profile of the Coastal Counties Workforce Investment Region – Ryan Wallace, Director, Maine Center for Business and Economic Research, Muskie School of Public Service

- A. Economy is doing well right now in Maine and in the US.
 - a. There is concern moving forward with uncertainty in Washington
 - b. Maine is benefitting from the good economy mostly in the southern part of state
 - c. After a spike in unemployment 2007-2009, the rate is back down under 3%
- B. Labor Force numbers are up and Unemployment is down in Coastal Counties region
 - a. 51% of the labor force is in the Coastal Counties region
 - b. Labor Force Participation Rate is above the national average at 65.3%. These numbers include children, retired people, etc, so the # is never 100%
 - c. Population growth is declining in Maine – more deaths than births.
 - d. Labor force is skewing older – more than half of the labor force is 45 y.o. or older.
 - e. Projections for 2028 show 25,000 less working people than today.
- C. How to address this labor force shortage
 - a. Increase migration, both domestic & international (asylum seekers & refugees)
 - b. Bringing those not currently engaged, back into the labor force through resources & career pathways
 - c. Overall percentage in CCWI region of those not in the labor force is 65% - majority are those without a HS diploma.
 - d. Impact of Technology on lower skilled jobs - Certain industries will have robotics replacing, but primarily the jobs will change, not the workers.
- D. Industry Growth and Decline
 - a. The industries projected to have the most growth are Manufacturing, Hospitality, Healthcare, & Construction.
 - b. Largest projected decline is in Retail
 - c. Industries to watch for growth – farming, fishing, & business support services.
- E. Takeaways
 - a. The labor market in Maine continues to be extremely tight, although opportunities for reaching marginalized populations remains through outreach & coaching
 - b. While automation & technology are replacing some jobs, focus needs to be made on career pathways for less susceptible jobs.

V. ADJOURNMENT

VOTED: The board motions to adjourn at 11:58a.m.

Motion: Denise Griffin Second: Tony Sirois Vote: All in Favor

Respectfully Submitted:

Valerie Odams

Valerie Odams
CCWI Executive Assistant

APPROVED: 3/14/19

2018-2019 Coastal Counties Workforce Board Quarterly Meetings

MRRA Community Room (Brunswick Landing)

9:00 – 11:45 a.m.

March 14, 2019

2019 Coastal Counties Workforce Board Annual Meeting

Hilton Garden Inn, Freeport

10:00am – 1:00pm

June 14, 2019