

## **Business Development Committee Minutes of January 14, 2019**

Full audio recording available.

Attendance will be provided upon request.

**Call to Order** time by Rick @ 12:05.

Rick invited each member to introduce themselves.

### **Consent Agenda** – Rick Kidder

- Approve minutes of November 13, 2019. Motion to accept the minutes by Angela Johnston and seconded by Rick Kidder.

### **Foundation Search Membership** – Deborah Meggison - <http://www.foundationsearch.com/>

- Deborah has been utilizing the software and performing searches twice a week.
- She noted that there was not much funding for prison reentry. The odds for funding this seem very low and many of the grant programs are targeted to specific programs or service areas. There was a program in Worcester and she is working on getting information regard how it was funded. Deborah is looking for more suggestions and input as to where else could search. Rick Kidder noted people emerging from an incarcerated state have income and other social issues. He suggested doing searches that revolve around the issues they face such as substance abuse, mentoring/coaching or housing that is also part of the mix for employment reentry. Deborah agreed and noted they also need to be prepared with a program once they find a source that meets the baseline of likely to fund. Rick suggested that Deborah may want to speak with Carl Alves (PAACA) for input.

### **Employer Reports from the MassHire Career Center**

- Updates on progress of the BSU – James Daniels and Beth Costa
  - Beth Costa stated they had a busy recruitment period. They had 7 recruitments initially, but that 3 companies pulled out which is expected during the holiday season.
  - Overall the BSU is performing above plan. The number of hires against job orders is the lowest number, but they are at 50% of the annual plan compared to the statewide average of about 13 to 20%. Beth noted that following up about the status of the job seekers is very important to be aware of issues and work improves them.
  - Titleist recruitment is ongoing. They have 10 more openings. They have processed 138 job seekers so far to date. They are still waiting on final hires. There are 17 job seekers and 10 are in pre-employment.
  - Trade Women’s Tuesday will be held the end of this month. This is a great opportunity for women to get their foot in the door. Beth asked that everyone to help promote this event. Typically these are hard to fill slots because the programs require a 2 to 5 year long term commitment.
  - Currently the top industries are production, admin, transportation, and warehousing. Within transportation and warehousing it is mainly CDL driver’s jobs.
  - Burlington is opening in Dartmouth and will be holding 3-day recruitment at the CC on February 12, 13 and 14. They had some good potential candidates for these openings because the recent closing of Forever 21.
  - Beth also noted that they were 3% down in job orders in December, but it was too soon to tell if this was a trend. It is something that needs to be watched. These are jobs that employers have place orders with the CC against. Overall year today they have placed 429 individuals into employment.
  - A discussion ensued about the need for tracking the job seeker placement and everyone agreed this was needed.

### **Workforce Board Offshore Wind position**

- Update on CEC Grant updated -- Jim Oliveira
- Jim gave an update to the Clean Energy Center (CEC) grant and how the WB will be playing a different role in this partnership. They receive a grant of \$10k to coordinate 4 Community of Practice meetings. They will be working with CEC, the consultant and educational institutions to get everyone on the same page and identify strengths and to avoid duplication of efforts. This will help to assist in identifying what type of jobs will exist to construct programs that are a fit them.

### **SMAMC rejuvenation and update**

- Update on SMAMC (Southeastern Advanced Manufacturing Consortium) – Donna Ramos
- Donna informed the group that they had learned of an EOHED grant awarded to another area last year and wanted to do the same for our area. Initially they thought about hiring a couple of representatives to promote the consortium to employers. They are also working on branding and updating the consortium's to support these efforts. During the course of planning Jim Oliveira suggested recruiting the MassMEP, who were already out working with manufacturers. MassMEP agreed to assist, but are minimizing the amount of employer commitments they think they can get. There is no commitment or fee for the employers except for an occasional voluntary manufacturing day event or program. Jim noted the primary goal is to give manufacturers a larger legislative voice and provide some education to them. The area is large and it is estimated that there are about potential 2,500 employers who may participate.
- The group then discussed possible incentives and ideas to promote and encourage employer participation.

### **Workforce Training Fund**

- Update about information session planned for February at Lockheed Martin – Donna Ramos
- Donna informed the group that Deborah Meggison was working on the invitation only event to promote participation in the Workforce Training Fund grant program. Over 100 employees have been invited but it is expected that about 25 will attend. Deborah asked if any members of the BDC Committee would consider speaking about the benefits of participating. Anne Broholm and Allie Wainer asked for the dates and said they would see what they could do.
- Donna Ramos informed the group about a Health Care Consortium grant that they are working on between the GNB Community Health Center and Hawthorne. Hawthorne is working on a certificate of good standing from the federal government.

### **Other Business**

- Summer & Year Round Youth & the Connecting Activities Programs – Donna Ramos
- Donna noted they need to promote the youth programs because of the urgent need for employees across the board in all industries. The youth are the future employees and these programs need to be brought up any chance they have.
- Jim stated that CommCorp is looking to create summer programs that are career pathways rather than just make work programs. The grants pay the youth's salaries and all that is required from the employer is to have someone in a supervisory role. Currently they are working on programs for our priority sector of marine industry, and are looking to incorporate an educational component to these programs based on employers' needs.
- Rick Kidder noted that they need to be clearer about what the programs are offering, especially with all these programs coming together to avoid confusion.
- Next meeting –
  - Tuesday March 17 @ Ahead

Adjourn time – by Rick at 1:00