

MHHCWB BOARD OF DIRECTORS' ANNUAL MEETING
March 21, 2023 ~ 3:00 - 4:30 p.m.
Zoom Meeting

Members Present:

W. Andino-Williams	J. Cook	S. Kasa
P. Bailey	E. Cummings	J. Mitchell
C. Brown	E. Demetrian	E. O'Keefe
C. Burton	K. Dunkelberg	C. Royal
D. Butterfield	M. Galat	P. Samra
E. Cassidy	S. Haritas	J. Sullivan

Others Present:

MassHire Staff	Sec. Lauren E. Jones	Michelle Campbell
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MINUTES OF MEETING

Meeting Materials

Mailed Out: Agenda, Minutes of the December 13, 2022 Meeting, Executive Committee Report

Screen Shared: N/A

I. Welcome & Business Items

A. Approval of the Minutes

Chair Patricia Samra, called the meeting to order and welcomed members. She also introduced Michelle Campbell and welcomed guest Mass Secretary of Labor and Workforce Development Lauren E. Jones. A roll call was then taken for attendance and Patricia began the meeting by asking for a motion to accept the December 13, 2022 meeting minutes. (Please see Attachment A, MHHCWB Board of Directors' Meeting Votes which is considered an addendum to these minutes.)

- **Action Taken:** A motion to accept the minutes from the December 13, 2022 meeting was seconded and approved via roll call vote.

B. Presentation: MA Secretary of Labor and Workforce Development Lauren E. Jones

Patty continued with talking a little about Secretary Jones' background including her work for more than 17 years in Local & State Government, Non-Profits/Private sectors, particularly in workforce development, and as the Executive Vice President of the Mass Round Table where she was the Co-Chair of the Workforce Solutions Group among other roles. She also noted she previously led the Boston-based MA Non-Profit Apprenticeship Council where she worked with companies to cultivate and diversify tech talents through Registered Apprenticeship and she recognized Hampden County's leadership in building up RAs and thanked those board members who are providing such job training opportunities. She also held several roles under the Patrick Murray Administration including as the Communications Director of Office of Labor & Workforce Development.

Board members and MHHCWB staff then introduced themselves, where they work and their roles. The Secretary appreciated the introduction and how immersed are in the community. She noted she had recently joined David at MassHire Springfield Career Center where she spoke to program staff and a recent graduate of NEFWC's YouthWorks program and then got a tour of the Center.

In terms of looking ahead some highlights of her presentation were the following, and are in line with Governor Healey's proposed new budget:

- A focus on Registered Apprenticeship which the Governor has a vested interest in;
- The important roles the Workforce does for the employers/employees and her intent to leverage the tools in the tool box to make sure as employers, people are able to provide the jobs that are open and need to be filled with ways to provide pathways for them to pursue opportunity;
- A focus on Clean Energy, which includes job training, with a newly appointed Climate Chief Advisor who is working close with Energy/Environmental Affairs and has proposed to expand to \$20M.
- Investing in new Programs like "Mass Re-Connect" that focus on making college free for people who never experience a College Education for MA residents aged 25 and older;
- Expanding the Early College & Innovation Pathway Programs;
- Support for other youth programming such as the Career Technical Initiative to provide 3rd shift opportunities at vocational schools and YouthWorks; and
- Expanded use of the Workforce Competitive Trust Fund to train, recruit, educate and provide wrap around support for the unemployed/under employed individuals.

Secretary Jones ended with noting that she continues to work closely with the Secretaries of Education, Economic Development, and Health and Human Services and the need to address those left behind and unemployed in a declining labor market as well as address the barriers in childcare, transportation and housing.

The Board thanked Secretary Lauren E. Jones for their time and information.

C. Executive Committee Report

Patricia then proceeded with the agenda and reviewed from pages 5-6 in the packet the Executive Committee report; highlighting Finance Committee report that financials are on track; the new CY'23 Workplan from the Governance Committee Report; and the 2nd QTR Strategic Plan Scoreboard review by the Strategic Planning Committee. David had shared more details in his report on the Governor's new budget and he also reported out on the results of his 1:1 meetings with Board members for their input on future engagement.

II. President & CEO Report

David kept his report brief, just adding more information on the state budget and that it will move to House Ways & Means next; but there are good investments in programs supporting our priority industries, but we are concerned at the proposed level of funds to the One-Stop Career Centers. He also noted that MassHire Holyoke is relocating from 850 High Street in Holyoke to 208 Main St., Holyoke. David and Steve are working with David Gadaire to support the move. Lastly, he noted we are planning the new Summer Youth Programming to place 850 youth.

III. Board Discussion: Industry Outlook and Opportunities in 2023

David introduced the topic noting he would expand on the Republican publication's in Outlook interviews with some of our Board Members. The following are highlights of their remarks:

- **Susan Kasa**, Boulevard Machine President, noted they are a highly technical machine shop that has been around since 1950. They produce manned/unmanned drones that are heading to outer space and satellites and are involved with vocational technical schools in the area in recruiting process. A lot of training is required and youth need to pay close attention as the value of the machines is high and there is little room for errors.
- **Ed Demetrion**, Vice-President of Sales at Tiger Press noted the changes in print manufacturing and that they have increased their business development and sales staff, which has meant more training and cross training. They are looking ahead to continue to expand business development and increase equipment investments.
- **Patty Samra**, VP HR Operations & Total Rewards Baystate Health noted what they are doing to support caregivers in many ways; such as stepping up their mental health and well-being services and on trauma and violence in the workplace. She also outlined their program to support workers' financial well-being and by lowering the hours for eligibility for F/T benefits to 30hrs per pay period to meet work-life balance and to give more P/T workers access to F/T benefits.
- **Gene Cassidy**, CEO at the Big E talked about the Agricultural sector's impact on the region's economy and his work with politicians on increasing those investments in New England.
- **Spiros Hatiras**, President & CEO of Valley Health Systems/Holyoke Medical Center talked about ways to gain employee input as a non-union facility, such as Nurse expectations getting their assignments in an environment that is manageable and safe and that gives them an opportunity to feel good about work they deliver. He discussed gaining an understanding of the needs of the lower paid employees and how inflation has affected them and they created a subsidy for the winter months to help with fuel & heating and they pay \$2 over the minimum wage and offer fringe benefits. They are also working to find a better way to support the new younger workforce so that they remain longer in the work place.

With no further business, Patricia thanked everyone and the panel and the meeting was called to a close at 4:30pm.

Submitted by David Cruise