



# RUTLAND REGION WORKFORCE INVESTMENT BOARD

## BOARD OF DIRECTORS MEETING

TUESDAY, APRIL 16, 2024, 11:00 AM

### MEETING DETAILS

Virtual: [Virtual Meeting](#), ID: 234 082 980 452, Pass: wnEioz

In-Person: The Opera House, 3<sup>rd</sup> Floor, 67 Merchants Row, Rutland, VT 05701

### MEETING ATTENDANCE

Board Members: Ellen Coyle (Rutland City), Michael Keogh (CCV), Wendy Morse (DOL), Michelle Daniels (GE), Ethan Zorzi (OMYA), Amanda Richardson (SVTAHEC), Melissa Connor (STC), Maria Burt (Hireability)

RRPC Staff: Greg Poelker, Mary Kay Skaza, Devon Neary

Public: Rob Gallipo (Vermont BGS), Nancy Shuttleworth (VTSBDC), Samantha Abatiell (Hireability)

### MEETING MINUTES

#### CALL TO ORDER & INTRODUCTIONS

Meeting was called to order at 11:04AM. Introductions were made.

#### APPROVAL OF APRIL 16<sup>TH</sup> AGENDA

Motion to approve the April 16<sup>th</sup> agenda with the addition of approval of agenda, approval of minutes, February financials, and directors and officers insurance by Coyle. Second by Richardson. Approved by voice vote.

#### APPROVAL OF MARCH 8<sup>TH</sup> MINUTES

Motion to approve the March 8<sup>th</sup> minutes by Morse. Second by Zorzi. Approved by voice vote.

#### FEBRUARY FINANCIALS

Skaza provided an update on the February 2024 Financials. Motion to approve the financials by Richardson. Second by Coyle. Approved by voice vote.

#### DIRECTOR'S AND OFFICER'S INSURANCE

Skaza provided an overview of the RRWIB's current insurance policy, which does not include a Directors and Officers policy, due to a previous decision by the board. Skaza procured a quote for Directors and Officers insurance at an annual rate of \$1,121.38 for a policy of \$1M. Motion to approve the Directors and Officers insurance policy by Morse. Second by Richardson. Approved by voice vote.



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## PROPOSED BYLAW AMENDMENTS

Poelker provided an overview of the proposed RRWIB Bylaw amendment. The major shifts include: eliminating the subcommittees, eliminating secretary officer, updates to partner organizations, and simplifying the general operating provisions. Keogh stated that he would like to see DOL rules that 51% of membership be reserved for employers in the Region. He also advocated maintaining the council to keep focus on youth versus adult workforce development. Morse warned against a WIB that has that much business membership for sustainability and no state or federal rules require a 51% membership of businesses. Connor stated that the Stafford board requires business representatives, and it has been difficult to maintain membership, perhaps a sector-based approach could be the focus. Richardson stated that a provision for the chair to create ad-hoc committees if needed. Coyle recommended tabling the bylaw amendment approval and research some of the historical background information on the purpose and intent of the RRWIB. Morse recommended a state WIB resource to review: <https://vwdb.vermont.gov/board#:~:text=The%20Board%20is%20the%20designated%20state%20workforce%20development,of%20workforce%20development%20services%20for%20job-seekers%20and%20employers.>

## WORKFORCE NEEDS DISCUSSION

Poelker led a discussion on general workforce development needs including broad trends in the Region. Overall workforce and employment has declined steadily, with significant drops in 2008 and 2020 due to larger economic conditions. Poelker also reviewed the trends in jobs, wages, and sectors. Poelker also provided an overview of the Northern Borders Regional Commission (NBRC) Workforce Opportunity for Rural Communities (WORC) Grant. The RRWIB would need to apply by 6/20/24 and could provide three years of operational and programmatic funding. Keogh stated that VTSU-CCV received a similar grant and highlighted the importance of coordinating these grants and efforts between groups. Morse mentioned that this grant should not be in direct competition with the internship grant awarded to the region. Morse also advocated to potentially diversify the program to include more age groups, Rutland County reports 59% employment rate below the state average of 65%, with a growing population of new Vermonters. The committee discussed the need to better define the scope through a small working group of the RRWIB. Burt, Connor, and Keogh expressed interest in participating in a smaller working group to assist. The plan is to have a defined scope to present to the RRWIB at the May meeting.

## REGULAR MEETING SCHEDULE

The RRWIB will meet in May and June and then move to a bi-monthly schedule. During that time the RRWIB will set a routine meeting schedule.

## ADJOURN

Meeting was adjourned at 12:07PM.



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*Respectfully submitted by Devon Neary*