



**Workforce Development Committee
Bridge to Success
*Preparing Waterbury Youth for Life: "A Birth to 21 Initiative"***

**Monday, November 9th, 2009
10:00a.m.-11:30a.m.**

Minutes

The **Workforce Development Committee** meeting as held **Monday, November 9th, 2009** at **Naugatuck Valley Community College, Waterbury Connecticut.**

Present: Janis Petrillo, Tami Christopher, Peter Blum, Maureen Gamache, Bonnie Goulet, Susan Houlihan, Linda Ball, Tricia Harrity, Pamela Ortiz, Terry Brown, Meral Prewitt, Kelly Cronin

Absent: Maureen Coelho, Trish Spofford, Mike Hayden, Adrienne Wallace Hayward, Vincent Delaney, Sean Mosley, Ellen Durnin, John Corcoran, Wanda Wiig, Tracy Borden, Lucy Warren

Staff: Nicole Porto

Welcome Committee Members

Nicole Porto, staff, welcomed all members to the meeting and called the meeting to order at 10:10a.m.

Introductions

Nicole Porto, staff, welcomed everyone and thanked them for their time and commitment to join the Workforce Development Committee. Nicole felt it was important to go around the table and introduce ourselves as there are new members who were not at the first Workforce Development Meeting. Brief introductions went around the room of those present and the agency/organization with whom they are affiliated with. Nicole also introduced the chair, William "Terry" Brown and also noted that Mike Hayden will be co-chair but could not make today's meeting.

Bridge to Success Overview

Nicole Porto briefly updated the committee on how Bridge to Success began. The Bridge to Success Plan was launched on the efforts which reflect these three complementary initiatives which include: Waterbury School Readiness Council's Blueprint focusing on children birth to eight, the Prevention Policy Board's Community Youth Plan focusing on ages five to twenty-one and the Waterbury Public Schools District Improvement Plan. The three realized that it made sense to combine the plans and create one plan addressing the needs of children and youth ages 0-21. The Bridge to Success plan has 5



strategic areas: Family Engagement, Child Health & Development, Early Care & Educational Services, Positive Youth Development, and Workforce Development. The Bridge to Success Management Committee held 15 community forums, back in the spring, and invited parents, caregivers, providers, foster parents, etc. to look at all 5 strategic areas and the 18 activities listed under each and to determine the top 5 activities that were most important to them and to their families. From their feedback, the Workforce Development Committee will take into consideration the action steps identified by the community when making their decisions as to what they will address first.

Overall Goals

Nicole Porto updated the committee that the goal of the Workforce Development Committee is that Waterbury youth are ready for life after school – whether for college, trade school, military services, and/or work.

The top two priority actions steps as identified by the community are helping our youth to be ready with the job skills needed for employment once they leave school, and increasing youths' awareness of career options by giving youth opportunities and experiences, from a young age, that will help them make decisions about what is best for them to do after high school. The other two activities include ensuring that your youth graduate from high school (or alternative schools) ready to pursue their chosen career paths, and provide information about college so youth and families learn about college admissions and financial aid eligibility and procedures.

The charges of the committee will be to review the Waterbury Community Resource Mapping documents for completeness, and to gain an understanding of the resources that exist currently in the city; identify strengths and gaps in the community's resources; use community resources, community priority action steps, and other community data to guide selection of one or more action steps as the focus of the committee's work through June, 2010; identify two to four related objectives to be accomplished between October, 2009 and June, 2010; complete the PPB Committee Report concerning objectives, activities, responsible individuals, and timeline, and outcomes in December, 2009 and in June, 2010.

Resource Mapping

Nicole Porto mentioned briefly that at the last meeting the Resource Mapping document was handed out for review by committee members. The purpose of the resource mapping document is to identify the resources and assets available to the residents of the City of Waterbury that will help the Bridge to Success Initiative achieve the goals identified related to parent and family engagement, child health and development, early care & educational services, positive youth development, and workforce development. Resource mapping is crucial to our next steps; it will ask the important RBA questions- "who can help us move this plan forward...?" After the resource mapping is complete (it is still in draft format) we will examine what programs/services aligned with the Bridge to Success strategies, potential low cost/no cost opportunities and where to focus our efforts going forward (based on the community feedback and committees).



Nicole stated that if anyone had filled out the resource mapping worksheet, she will send the information over to 2-1-1 who will update the current resource mapping document. The document is still a draft and a final version will be available sometime in December, so we still have some time to make revisions. Nicole also noted that she will send the most recent resource mapping document to the committee. Nicole asked the committee to look for gaps and strengths in the resource mapping document under Workforce Development for the next meeting.

Data Overview for Waterbury

Nicole explained that in the Bridge to Success document it was required that we have headline indicators, secondary indicators, and data development measures. The headline indicators are the overall indicators which will show us that we have made progress. The secondary indicators help us to get to the headline indicator. Finally, data development measures are data that we would like to use, but do not have current data for. All of the data presented today are recommendations and are not set in stone. We are free to change or add things. Nicole presented the following data:

Headline Indicator:

- Graduation Rate – (Class of 2007 = 83.2)

Secondary Indicators:

- CMT's in 4th Grade – (2009 Math: 45.1% at/above goal; 2009 Reading: 36.7% at/above goal; 2009 Writing: 45.8% at/above goal)
- CMT's in 8th Grade – (2009 Math: 25.3% at/above goal; 2009 Reading: 36.6% at/above goal; 2009 Writing: 40.2% at/above goal; 2009 Science: 19.2% at/above goal)
- CAPT in 10th Grade – (2009 Math: 15.1% at/above goal; 2009 Science: 11.7% at/above goal; 2009 Reading: 23.1% at/above goal; 2009 Writing: 78.6% at/above goal)
- Attendance Rates – (2006/07 = 93.4% daily attendance or 18.7% with less than 90% attendance in 2006/07)
- HS Drop Out Rate – (2006/07 Annual Rate for Grade 9-12 = 1.5 and the Cumulative 4 Year Rate for the Class of 2007 = 11.1)
- Developmental Asset Scores –
- Truancy Rates –
- Truancy Referrals –
- Capacity of Adult Ed Services and Classes –

Data Development Measures:

- NAEP Scores
- HS Graduation (9th – 12th grade) Rate on Time
- Living in families where no parent has full time- year round employment



- 18-24 Year Olds in School or who work full time

The following discussion ensued from the data presented:

- Students who do not receive at/above goal get retested and score proficient, but that might be lower than the at/above score.
- What kind of graduation rate are we looking for?
- Kelly Cronin noted that students are no longer staying back in high school and are moving on to the next grade level whether they have enough credits or not. They don't find out until it's too late that they can't graduate because they don't have enough credits.
- Tricia Harranty noted that students may have graduated and are taking college courses but are not receiving college credits.
- Terry Brown noted those students need to be part of a learning community. We need to weave them in college so fewer fall through the cracks.
- Linda Ball was shocked that students are not being counseled throughout their high school career in terms of how many credits they've earned.
- There are two different types of Adult Ed: One program for high school diploma and one for GED. The students in these programs are not necessarily the bad student or the really good students, but the in between students.
- Janis Petrillo noted that the statistical analysis of incoming college freshman on what their needs were of the 76% show that 83% did not make it through the first year, because they were put into classes with high learning abilities.
- When looking at graduation rates, maybe we need to look at how many 9th graders were "successful" and how many 10th graders were "successful" and so on.
- Bonnie Goulet questioned if the Board of Education would have information on graduation rates. The team suggested we contact Anne Marie Cullinan.
- Linda Ball stated that no one is teaching these students about expectations. For example the dress code in the workforce. No one is correcting their behavior. Students need to learn life skills prior to leaving high school.
- Tami Christopher felt strongly that we need to take time and get to the parents and caregivers who are responsible for these youth.
- Linda Ball stated that maybe there should be some type of class to teach them the life skills needed for the workforce and life beyond high school.
- Susan Houlihan stated that at WYSS they have the WIA program which is a service learning program. Statistics show great results, but the kids in the program are kids who are ready for this. Also, we are only focusing on a small number of youth; this is not across the board.
- Terry suggested that the programs that already offer summer jobs for the students have a few extra slots ready summer jobs.



- Kelly Cronin questioned whether we have to keep the headline indicator. Nicole noted that these indicators are only recommendations and the BTS Plan is still in draft format so we can change things.
- Janis Petrillo noted that it would be great to have a back to school day at the local community college to invite students to learn about the opportunities available to them. The back to school day would also feature other local agencies and colleges. This is something that can be televised on channel 16. Students can have lunch on campus and receive t-shirts. Janis also noted that this is something Daisy is for!
- We need to reach out to the schools guidance counselors in the Waterbury Public Schools.
- Meral Prewitt felt strongly that there needs to be more mentoring programs in the city.

Establish Next Meeting Date

The next meeting date is scheduled for December 9th from 3:00 PM – 4:30 PM at Naugatuck Valley Community College Founders Hall Room 123. Thank you NVCC for offering their space. Committee members are encouraged to invite others (especially youth) who may be an asset to the committee.

Establish Follow up Items

- Nicole will send most recent resource mapping document to committee members
- Nicole will send out reminder to everyone present at today's meeting as well as those who were not present) of next committee meeting (Date, time, location)
- Nicole will contact someone from Board of Education to be on our committee (Anne Marie Cullinan)
- Committee will review Resource Mapping Document for gaps and strengths relating to Workforce Development
- Nicole will meet with Terry Brown and Mike Hayden prior to December 9th meeting to set up agenda and meeting materials.

The meeting adjourned at approximately 11:40 a.m.