New Hampshire Department of
BUSINESS AND
ECONOMIC AFFAIRS

State Workforce Innovation Board (SWIB)

Program Year 2024 Meeting 1

October 15, 2024

1:00 pm

Agenda

1. 1:00 pm – Call to Order
1a. Roll Call
1b. Approval of June 6, 2023, Meeting Minutes
1c. Welcome
1d. Public Comment

2. 1:10 pm – Informational Items
2a. Presentations for the Board
2b. Financial Update
2c. Performance Update
2d. PY23 Year End Program Narratives
2e. PY23 VIP Update and Year End Program Performance
2f. PY23 WIOA Annual Monitoring
2g. Program Success Stories
2h. Contract Updates
2i. Rapid Response Update

3. 2:00 pm – Board Motion & Discussion
3a. SNAP E&T State Plan
3b. Topic for February 4, 2025, Meeting
3c. Board Motions and General Discussion

4:00 – Adjourn
Next Meeting: February 4, 2025

P R O C E E D I N G S

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George Copadis: Okay, everybody. Going to call the meeting to order. We're a little bit late. Sorry about that. For the record, my name is George Copadis. I'm filling in for our chairman, Michael Kane who isn't with us today. This meeting is being recorded and before you speak, please state your name so the transcription services can accurately document today's meeting. Today's meeting is official meeting of the board, and it's open to the public. It will be around *Humana [phonetic] [00:00:47]* compliant with RSA 91-A and meeting materials for the board and the public can be found by visiting the Department of Business and Economic Affairs website. We have a number of items we're going to work through today in a short time frame. You'll find these items on the agenda, whether in close supportive documents. And with that we'll start. Joe, could you please call the roll?

Joe Doiron: Thank you, mister chairman. For the record, Joseph Doiron. We're going to go alphabetically. Mike Albert?

Mike Albert: Here.

Joe Doiron: Jim Alden?

Jim Alden: Here.

Joe Doiron: Joseph Alexander? Stephanie Ashworth?

Stephanie Ashworth: Here.

Joe Doiron: Kevin Avard? Rick Bartle? Christine Brennan? Anya Burznski? Paul Callaghan? Kelly Clark?

Kelly Clark: Here.

Joe Doiron: Kenneth Clinton? George Copadis?

George Copadis: Here.

Joe Doiron: Bruce Crochetiere? Mary Crowley?

Mary Crowley: Here.

Joe Doiron: Tiler Eaton? Patrick Fall?

Patrick Fall: Here.

Joe Doiron: James Gerry?

James Gerry: Here.

Joe Doiron: Chase Hagaman?

Chase Hagaman: Here.

Joe Doiron: John Hennessy? Michael Kane? Justin Kantar? Shane Long?

Shane Long: Here.

Joe Doiron: Donnalee Lozeau?

Donnalee Lozeau: Here.

Joe Doiron: Lori Ann Lundgren?

Lori Ann Lundgren: Here.

Joe Doiron: Larry Major? Ashok Patel? Jim Proulx? Shannon Reid? Jay Ruais? Richard Sala? Tim Sink? Gary Thomas? Mr. Chairman, we have a quorum.

George Copadis: Great. Great. Super. Okay. We're going to get started. Everybody's received a copy of the minutes. Any errors, corrections, or omissions? If not, I'll entertain a motion to quote – yes?

Donnalee Lozeau: Mr. Chairman Donnalee Lozeau. I would move the minutes with a friendly amendment that review of name spelling will be addressed.

George Copadis: Why they spelled my name wrong again?

Donnalee Lozeau: Multiple times *[inaudible] [00:02:57]*. But I think that's a minor amendment that I'm sure somebody could manage.

George Copadis: Okay. Thank you for that. And is there a second with that friendly amendment?

Kelly Clark: Second with friendly amendment.

George Copadis: Kelly.

Shane Long: I have a – Shane Long speaking. I have an amendment on law offices, and I need to stricken that as a…

Joe Doiron: What page?

Shane Long: Where it's on the roll call. On the minutes under, mine, it mentions law office. I think if this is a typo, but I'm not a good *[inaudible] [00:03:25]*.

Joe Doiron: We can take a look into that.

Shane Long: Got you, *[inaudible] [00:03:32]* actually.

Kelly Clark: *[Inaudible] [00:03:44]*, friendly amendment.

George Copadis: Okay.

Chase Hagaman: I guess I'll also say sometimes my last name does not include all the letters.

Joe Doiron: Mr. Chairman, can I just add for a little commentary? We're no longer working with that transcription service anymore. Our contract was completed, so noted.

Female Speaker 1: Noted.

Joe Doiron: Well, they're not listening to this anymore, so I can say whatever.

George Copadis: Okay. Motion made with the friendly amendment. And second, all those in favor?

Audience: Aye.

George Copadis: Opposed? Motion carries. Public comment. We'd like to take a moment to see if anyone from the public would like to offer a public comment? None back here. Informational items, we'll start the agenda with some information items now for the copy we're saying rather than the answering questions you may have. Joe, please guide us through those items.

Joe Doiron: Thank you, Mr. Chairman. So, part of the request of the Board was more information and talking about kind of what we're doing, where we need to go. In that theme we have a few special guests today. Starting with, you'll see on Page 69 a little bit about the presentations and who will be presenting. We're joined first by Brian Gottlob, Director of the Economic & Labor Market Information Bureau from the New Hampshire Department of Employment Security. He has his presentation – not anymore. It just timed out, but also noting for the record that all presentations that the board will have today have been provided online for the public, and in compliance with 91-A. So, Brian, whenever we get that going, the stage is yours.

Brian Gottlob: I heard a lot of names called, but not answered. I apparently am not the draw I used to be. So too many people have heard what I'd have to say.

Chase Hagaman: No. They just heard I was talking second.

Brian Gottlob: Well, so there's not a clicker, so I'll stand here, I guess. All right. So, I do a lot of these presentations. Usually, I talk about larger trends in the national economy, the state economy, and then obviously**,** things that are happening in the labor market, but I didn't know this audience that well. I'm going to just really quickly talk about the national economy. Not going to spend a lot of time on it. A little bit about the state economy and focus mostly on the labor market. I'm going to try to do all that in about 20 minutes, I guess. And we will see, I may have to skip through quickly some of these. All right. So just a quick overview what I think is happening in the economics. I really apologize. *[Overlapping conversation] [00:06:40]…*

Female Speaker: Well, it's okay. I know.

Brian Gottlob: I really got to be in this. So I've got to session these *[inaudible] [00:06:35]* have to get in your way. So, session one talked about that in the last few months. I think it's gone by the wayside, relatively low prospect of recession over the next year, but the risks have risen. A lot of that has to do with public policies. A lot will have to do with what happens in the election. The one thing that strikes me about the economy is how little confidence there is in it and as somebody who looks at the numbers really closely, I have a whole lot more confidence in what's happening in the economy. Businesses, they're still hiring. Good news for the labor market, but they are doing it more cautiously for sure. You know, overall job growth is slowing a bit, although it's still solid. Good news is layoffs are really low by historical standards, and you'll see that really in New Hampshire. It makes our job in employment security that much easier for those of you who deal with individuals looking for work.

Demographics and the big issue, I think, that the state faces is our demographics and related to the labor force constraints that we see. You'll see that there is still, a lot of demand for labor in the state. And naturally there's issues, in terms of labor constraints nationally in this region, and New Hampshire was particularly challenged by it and overall, I do think job growth will slow for the remainder of 2024. Although, you know, I'm getting to the point where I'm about to revise my forecast because I think things are a little bit stronger. I do have a job growth forecast that I did about a month ago. I update it probably every month. Most of the times, there is no change, but there may be a change, in this one.

So I mentioned that confidence in the economy is really low. Who remembers the misery index? Anybody? Misery index is one of my favorite measures. Really, quick and dirty assessment of what's happening in the economy. It's a combination of two measures that people focus on, the inflation rate and the unemployment rate. And you add those two together, and when inflation is high and unemployment is high, there's a lot of misery in the economy.

Households are generally not feeling so well. So this is just goes back, you know, almost 50 years, gives you an idea when you add those two metrics together, where we are right now. This is a three-month moving average, so we're around seven when we add the unemployment rate, the inflation rate. That's not a bad economy, I mean, by that particular measure. Now there's some issues with this. Obviously, if unemployment rises by 1%, that's more problematic than a 1% rise in inflation. But nevertheless, gives you an idea of where we stand right now. Not too bad. Not the best economy that we've had in the last several decades, but certainly not bad. The problem is – blue line here is the measure University of Michigan Consumer Sentiment Index help really how households are feeling about their personal financial situations. One of the things you see is that when the misery index is high, consumer sentiment is generally low, the last 50 years.

Move way ahead here, well we know we are not in a bad economy at least by metrics, but sentiment is still low. It's as low as it was during – almost as low as it was during, you know, it is lower than it was during the pandemic. We know things were really difficult. So, clearly something's happening there. Prices obviously are higher. Inflation is going down. I focus on that, but prices are still higher than they were in 2019, 2020. Groceries are 21% more expensive than they were in 2019. So, I think that is a big part of it. And could be, you know, just the general sentiment in the nation that's weighing on us. So consumers aren't feeling that good, but neither are small businesses.

This is a measure that I follow, National Federation of Independent Business, Small Business Index. Pretty low. I attribute that to a couple of things. Inflation and higher material costs tend to have a higher labor costs, have a more detrimental impact on smaller businesses. Why? They're less able , businesses. Why? They're less able to accommodate rising prices. And in an era of very short labor and short labor supply, they compete with other businesses, and who do they compete with? Larger businesses. Larger businesses have greater ability to raise wages, to accommodate increases in, you know, wage demands and so – and I've seen this since the pandemic where during the pandemic larger businesses were able to scoop up employees from smaller businesses who had to temporarily shut or lay their workers off.

So as a result of that, I think small businesses are feeling a crunch more than other businesses overall. So that's just kind of just my larger focus on what's happening in the US economy. This is a measure that I looked at relatively recent measure, and New Hampshire Businesses has asked, this is in all 50 states about their business conditions, asked a number of questions. One of which is, overall, how would you describe this business' current performance? So this metric, blue line, I take the sum of those who say it's excellent or above average and subtract those who say it's below average in order to get a net positive.

And what we have seen is going back to last October, a year ago, it had kind of a general slow decline. But more recently, just in the last month, a month and a half, we're seeing sentiment improve. And I think that's an indication when I look at some of the employment trends, even though we've seen that general slowing, at the very end, we see businesses a little, at least in New Hampshire, a little bit more willing to hire. We've seen some, relatively stronger numbers the last couple of months. So overall, this is encouraging. Maybe businesses have been through the worst of it. They've accommodated those – how many times are we going to do this, Brian? They don't have the technology.

So where's New Hampshire in comparison to the rest of the nation, all 50 states? This is a measure, I look at private sector employment just to see what I think is happening in the economy more so the government employment. It doesn't tend to fluctuate as much. Compared to all 50 states, this looks at the growth in private sector employment since each state's pre-pandemic peak. Most states, their peak was in February of 2020. Some was a little, a few were a little bit earlier. So New Hampshire compared to its neighbors doing very well. It's actually doing very well compared to most of the Northeast. And the Northeast has one state that's done better. I say this all the time, New Jersey. When you look at states to the far right, those bars don't show up very clear. They do on this one, very much darker blue, by the way. Like, they're much darker blue in there. Can you attest to that, sir?

Jimmie Hinson: 100%.

Brian Gottlob: Much darker blue. A lot of those states were states that didn't have the kind of pandemic related shutdowns that we in the northeast did. You know, efforts to control, the pandemic were much stronger and more populous states, the northeast in particular, some western states as well. But, a lot of more rural states, western states, people flocked to, you know, and New Hampshire benefits that. I'll talk a little bit about that to avoid the congested intensity. But New Hampshire's done well comparatively. New Jersey has done better. Do I think New Jersey has a stronger economy? No. During the pandemic, when all of New York City basically shut down and almost 50 to 100 story office buildings cleared out. People went to work, but they went to work in the suburbs, and a lot of them went to New Jersey. And according to the US Bureau of Labor Statistics we work with and, produce numbers, those people are now counted as New Jersey employment. So New Jersey got a big boost in employment, and that's why, New Jersey is just above New Hampshire in terms of employment growth.

Taking a look at the trend, however, we had a slow kind of decline. Now if you look at these numbers here in early 2022, 5% employment growth, really unrealistic. That was a rebound from the pandemic, from the shutdown, you know? Moving ahead to 2023, still strong employment growth and if you go all the way down to August, we'll be releasing New Hampshire's numbers tomorrow. I have advanced notice of those numbers. I'm not going to say anything. I promised because I'd be violating confidentiality agreement with the US Bureau of Labor Statistics. And I do know what happened, but I can't say it no matter how much you pay me, although, we could talk after.

Male Speaker 4: Like once *[overlapping conversation] [00:16:25]*…

Brian Gottlob: I don't want to move markets with what's happened in New Hampshire employment. So those are actually pretty good numbers. 1.4% if you look historically in

New Hampshire, the last couple of decades, that's pretty good employment from 1.5% in the US, not bad numbers. And it's been pretty stable if you look at the very end. New Hampshire is just starting to pick up. So that's positive news, but still slower, but certainly not greater. More importantly that slowdown is not related to more unemployment and more people losing their jobs.

This is a chart, again, showing new claims for unemployment on a monthly basis as a percentage of employment in the state, of all employed people in the state. So, you see periods of time the great recession jumped way up. This goes back to just 2001. Could take it back further. Purposely, you see here and I was like, why? That was the pandemic. If I put it, the pandemic numbers on there, all this would just be flat down here. Just to put it into perspective, we were handling about 400 claims a week prior to the pandemic. During the pandemic peak, 20,000 claims a week, 20,000 claims. We took 10 years' worth of claims in one week. That's the work that commissioner Copadis led, and we did it admirably if I do say so for myself. I had nothing to do with it, by the way. I was totally helpless in that, useless in that during that time period.

Looking at continued claims, people who are getting unemployment checks on a weekly basis. This compares on a four-week moving average basis. The current week to the same weeks in 2019, so you look most of the last couple of years, we have been well below where we were in 2019. And remember folks, 2019 was a really good year in the labor market. Only very recently, just really starting in August, have we gotten to the point where we're back above where we were in 2019. But again, 2019 was still a very good year in the labor market, and we're better than Massachusetts. I just do that for comparison purposes for the US. So we're about 11% above where we were 2019. 2019 was still a really good year.

The reason we have very low initial claims, but the continued claims has gone up is people are on unemployment a little bit longer. You know, again, the job market is slowing. Businesses are more cautious in hiring. So you just see we've gone January, starting in January '23. We've added a couple of weeks to the typical on average lanes of unemployment. But I do want to point out that 11.6 weeks is really low. I mean, it's low if we compare ourselves to other states. So, we're doing a good job of getting people back to work in the state and that's a function of the fact that we still have a lot of demand for labor, and we have relatively short supply of labor.

Looking at demand for labor, this is the job openings rate is measured, done, collected by the US Bureau of Labor Statistics. It asks businesses how many job openings they have, totals them up, and the job openings rate is that number as a percent of all the job openings as a percentage of employment in the state. So you see, after the pandemic and there is – I'll have you attest again. There is actually a bar, a colored shaded bar in here to show the pandemic. You see that following the pandemic, which these bars which actually do exist, are here. There was a big demand for labor after why people stepped out of the labor force. It was really hard to get people to work. And labor force took a long time to recover. It has slowly contracted.

Couple of things about this charter. One important thing, New Hampshire's demand for labor has been higher than the nation overall pretty much the entire post-pandemic period. That's largely a function of the fact that our labor force at one, we have strong demand. We also have a greater hiring rate. That's another measure. How many people are hired as a percentage? So, we're hiring a lot of people. The openings rate, however, is a function not just of job growth, but also of the need to replace workers. We have a lot of people who have switched jobs. We have a lot of people who are leaving the labor force because of an older workforce. So as a result of that, we're creating a lot of openings. So there's a lot of churn in the labor market.

This is a measure of job postings in the state. And you just see going back to January of 2019, pretty steady increase. That's the three-month moving average. Pretty steady increase in general in the number of job postings in the state. So there's two measures and they seem inconsistent, right? We see a decline in the job openings rate, and yet we're seeing a consistent rise in the job posting rate. Why would that be? Well, unless you looked at the actual job postings like I do, you wouldn't know that we're seeing an incredible number of job postings from organizations outside of New Hampshire. Some of that has to do with remote work and the opportunities.

We have a very talented, sophisticated workforce, a lot of technology, a lot of jobs that could be done anywhere. So we're seeing a lot of our organizations posting and looking to poach our talent. We're also seeing a huge increase in postings in the healthcare field. There are organizations throughout the country that are looking to hire healthcare workers and bring them to their states. So you see, as I will show you, employment agencies are looking, you know, to recruit nurses from across the country. So these postings, it's really hard to separate. They are posted in New Hampshire, but a lot of them are for organizations that I did a presentation probably a year and a half ago to a technology group, and I looked at all the IT job postings.

And the number two, the company with the second most postings was Google in New Hampshire. They don't have any presence in New Hampshire. But if you're in the IT field, you can work anywhere. You don't have to be in New Hampshire. So that's why we see the decline in job postings because that's a measure of openings by New Hampshire businesses who are located in business. At the same time, we see an increase in postings. It's also a warning, and I say this to my business friends is that, you know, we used to be in a regional labor market.

Now we're in national labor market. We have to be willing to compete in that national labor market. That has implications for wages and wage rates and it is problematic. We used to think of ourselves. New Hampshire can offer lessened wages, we're cheaper. We're less in – well, that's not necessarily as true. We still are less expensive than, say, Massachusetts, but it has narrowed pretty dramatically. So the expectations are greater.

Looking at the industries that have the most job postings, and I just looked at August and September. I mentioned employment agencies. Probably half of those are in the healthcare field. There is organizations again, Nurses USA, you just see it's amazing if you look at the individual postings. So the red bars are healthcare industries. Healthcare industries really dominate this list. The shaded red are the temporary help in employment agencies, and I shaded them red because when I look at those individual job postings, an awful lot of them are in the healthcare field. A lot of health care industries, employers are looking to employment agencies and health services in order to fit their needs. But it’s a pretty broad list. It’s a lot of computer related. You can look in more detail if you want to take a look at the individual industries in more detail after this presentation? Just looking at the particular occupations, again, not surprisingly the healthcare industry dominates the list of industries and occupations in the health care industry also, tend to dominate. But, again a broad, you know, automotive technicians, a lot of computer operations, production workers, which is really interesting, you know?

Manufacturing units all time, manufacturing is retiring workers, well maybe on net, but technologies are changing. It’s an older workforce that has been in manufacturing. I look at job posting data on a regular basis, and I can tell you that manufacturing jobs are always high on that list. And because of the change in technology, it’s because of the retirements that are coming to that industry.

One of the issues that we face, and this is a big constraint that New Hampshire faces in terms of – we would have stronger job growth if we had more people in our labor force. That’s the real challenge. This is just a metric that looks at, the change in the labor force index because, obviously, different size labor force between US and New Hampshire can put them on the same scale. Index, January of 2020, which be before the pandemic set at 100. So it’s a measure of the percentage. Basically, the percentage changed since that time. See New Hampshire, still about 1.5% below where we were prior to the pandemic. That’s a real constraint on our ability to add jobs on net. I put in Maine there. Massachusetts, by the way, is almost identical to New Hampshire. I put in Maine for one particular reason, because they have seen, you know, it’s been long time since I’ve been able to say anything positive about the Maine economy, or the Vermont economy. Still kind of hard to say think good things about the Vermont economy.

Maine economy is seeing some, stronger job growth. You know, they’re getting close to New Hampshire *[indiscernible] [00:27:50]* 50 states were. So they’re doing a better job of increasing their labor force. In New Hampshire, the problem – oh, man that’s horrible. Again, on this computer those bars are dark or darker. This shows the decline in labor force participation by age group since the year prior to the pandemic. So I average all the months prior to the pandemic. So it’s a mixed bag and it has been changing because I look at this almost every month.

There’s only one category that’s gotten worse, and it’s this one. Initially, after the pandemic, it was down, that 20 to 24, was down about 5% or 6% and it wasn’t because they were going to college. We know enrollments weren’t up. I was at a loss. I assumed that they would be going back into the labor force. They got $4,000 in federal stimulus payments. If they worked in an industry that was shut down, which many young people worked in hospitality, recreation, they were getting unemployment benefits plus $600 a month from the fed. I said, if I were 25 years old, I would’ve taken a nice vacation. It would've been a long time before I went back to work. But I assumed they would be going back to workers.

Well, that *[indiscernible] [00:29:26]* money has long run out. There's still doubt. So what's happening? Well, I think it's a combination of mismeasurement in the way the survey is done. They call households and ask about everybody in the household. If you're a parent and I was in that survey. I was called for that survey for four months, and they asked about everybody in the house and if they're working, how long they're working, how much they're making. And if you're a parent and your child is doing some kind of gig work or even if you're in that category and you answer the question, they say, are you employed? And you're doing gig work or you're doing as I learned there are influencers online and people get paid money to play video games online. My daughters' tell me that, and I was astounded by it. But if somebody calls you and asks if you're employed or you're in the labor force and asks the work you're doing, what do you say?

My advice to the Bureau of Labor Statistics was don't ask whether they're employed. Ask is somebody compensating you to do something? And if they are, then you're in the labor force. But they don't listen to me, not even my household. So there's a combination of factors that I think, I don't think it's as bad, but it is a problem for employers, why? Because clearly, young people are choosing different ways to earn money. And for industries that employ a lot of young people, and they are heavily concentrated in industries like hospitality, arts, entertainment and recreation and retail, little less than retail, those industries, and you see it in the hospitality industry, restaurants that employ a lot of young people, they're especially hurting others.

I wanted to make one point about the labor force. And that is, you know, I don't put up the unemployment rate. Unemployment rate is my least favorite, one of my least favorite numbers. I look at the employment to population ratio. So people 25 to 54 generally participate in the labor force at very high rates, 90% approximately. So when 85% of those folks are actually working, don't ask them if they're in the labor force. If they're actually employed, then generally New Hampshire is at full employment or above full employment.

If you look historically, this goes back to about 30 years. You look historically in the early 2000, late 90s, well above 85% that means almost everybody in that age group was working. So there's not a lot of slack in the labor market. Look, after the great recession took us five years, six years to get back all the jobs that we lost. There was a lot of slack in the labor market. And just before the pandemic, we were at up almost 87%. So we were above full employment at that point, dropped it, you know, following the pandemic and now we are at that point. So in that core group of 25 to 54 year olds, we're at basically full employment. That's how I look at the tightness of the labor market. So even though we see a lot of people, different age groups not in the labor force, this is from my perspective, the best measure.

One of the issues that we face – how does our New Hampshire labor force grow? Typically, it's grown by people moving in. We see migration. Biggest labor force growth in New Hampshire was in the 80s. We were seeing, you know, anywhere from 12,000 to 20,000 people moving into the state on an annual basis. That declined during the period around the great recession and immediately following it. It did so because, the people that typically moved here had been if I were to characterize them, people ages 30 to 44, two wager, married couple, family, likely both at college educated with children. And during this period of time, they probably owned a home somewhere else, that group. It was very difficult to sell. It could've been underwater.

A lot of people come from the northeast, and they would've wanted to buy a house all that was difficult to do during that time period and right after. So we lost a huge source of our labor force growth during that time period. Really problematic. Did a number of things because it also helped our median age go up because we keep our median age from skyrocketing by adding a lot of people in the middle. The easiest way to keep your median age from growing is to add people at age zero, and we don't do that. We have the second lowest birth rates in the nation. Not because, you know, we don't love each other. I say this all the time. We have well educated women who participate in the labor force in high rates, and that's a recipe for low birth rates.

So, what we saw during the pandemic, big influx. All North and New England did. Rural states did. People wanted less density, so they moved. We took advantage of that. It has slowed. Why has it slowed? Well, some of that desire has slowed down, but because of remote work opportunities, we should be taking more advantage of it. Why aren't we? Housing. I'll get to the housing in a second. But this just shows where New England States, net state to state migration as a percentage of 2020 population. They did a great job. New Hampshire did a good job. When I had this going to 2022, New Hampshire was a little bit higher, but we saw it slowed in 2023. Why did it slow? It slowed because we didn't have that housing in order to accommodate those individuals. Southern New England did. Vermont, great. That's a pandemic story.

For 10 years, they have seen more people moving out than moving in. Since the pandemic, they've seen more people move in. This is our opportunity to address our demographic challenges with remote work opportunities, with the quality of life that we have in New Hampshire it is amazing opportunity, particularly for our more rural areas. We have to be able to take advantage of it. We can't take advantage of it unless we have more housing. This is why I talk about Maine. Maine, these are just two lines, redline New Hampshire is new private housing units authorized by building permits. 12-month moving average, rolling some basis, and you just see the gray line which is Maine has done so much better of a job of adding housing units. That's why you saw those numbers in Maine jump up. They've added so many more people because of – in net migration. If you just simply looked at economic opportunity, New Hampshire should be doing better or not doing better because of that.

Almost done here. Lastly, I just threw up. I'm going to change this, I know. But this is my forecast for job growth, and I think we'll end 2024 at about 1.3% slower than the US because of the labor force constraints. I will say that last year, I under forecasted job growth by almost – well, I think at my late last forecast had about 0.8 or 0.9. So I under forecasted. I think it's very possible I'll do that again this year. I always look as we enter the forecast season, I get a lot of requests at the end of the year to do forecast for the next year. Very possible I'll upgrade that. But as of now, I think the job growth is just a little bit. And I'll stop. I know I took – I kept looking at that clock, but it is stuck. I apologize. I know I went longer. I was looking at that. Usually, I take out my phone and I apologize because I set a timer, but I kept looking at that and I'm like, okay. Time just – it stood still.

Unidentified Speaker: You were so good. Time stood still.

Brian Gottlob: Yeah. There you go. Questions? No questions.

Brian Gottlob: You have copies of this and my, email is on it. And if you have questions, and you think of after or when you look into the figures.

Unidentified Speaker: Yes. You're talking about participation rate on any *[inaudible] [00:38:23]*.

Brian Gottlob: Yeah.

Unidentified Speaker: I'm sure there's some noise in the data, like you're saying, for the 2029. What else is impacting that?

Brian Gottlob: Well, I think it's, you know, at the upper end initially we saw a lot of, near retirements, people who normally would continue working, stepped out of labor for one health reason, but we also in 2020 we're coming off a really extraordinary time in the stock market and housing prices. So people felt comfortable and I looked more closely at the demographics of who stepped out. It tended to be a lot of second wage earners and believe me, I'm very sensitive to gender issue quite a lot. I think there's more women stepping out. They tended to be at that age group, the second wage earner. So we saw more people just stepping out for that reason. We've seen some come back.

So I think that played a big role of it. There are issues like childcare that tend to – as you break this out, you know, I broke out that data in a lot of different ways by gender, by age group and when you break it up by gender, you see some differences. So you see in females who would be most likely to have children under school age, you see that is an area where, you know, the decline, you know, hasn't bounced back. But as you see, it really varies. Why people have stepped up the – the only striking thing is with young people.

Unidentified Speaker: Yeah. I agree with you. As a retailer, I probably just had two major group resources. One were people in the 55 to 65. So post career…

Brian Gottlob: Yeah.

Unidentified Speaker: Keep their timing, picking up 20 hours a week or something like that.

Brian Gottlob: Yeah.

Unidentified Speaker: And I get it. They went through the pandemic and then they said, hey, maybe I can get used to it for time.

Brian Gottlob: Yeah.

Unidentified Speaker: But then also high school kids.

Brian Gottlob: Yeah.

Unidentified Speaker: Tell me some things and they are not working now, I mean there're any theories on that.

Brian Gottlob: Well, there was a period of time where and I didn't put the youngest workers, 15 to 19. I assure that they had been on a 20-year decline in terms of participation, not just in New Hampshire, but nationally and why? Largely because there was many more opportunities to do other things and pressures to do other things. To go to different camps, you know, to be involved in different things and for whatever reason, there was a message that, well, you know, working was not necessarily good.

From my perspective, New Hampshire was a model for creating a good workforce. We had so many opportunities for young people to work. We have a really vibrant recreation industry that tends to employ very young people. We have retail, which tends to employ a lot of, we have hospitality that tends to employ a lot of young people. So we had very high rates, but it went down for 20 years. The pandemic did cause it to rise. And if I showed you the time series of that, and I did a study of this before I joined this organization for the International Association of Amusement Arts.

So I was looking at those trends, and it was really hurting that industry just like it hurt, you know, restaurants and whatnot. But $15 an hour to start at grocery stores, the Hannaford that I go to every Sunday morning was offering $15 an hour for young people. So it was like every cashier on Sunday morning at 7:30 was a female, probably 16 or 17 years old. It was like, they were, you know all they had to do was work five hours a week or six hours a week and *[inaudible] [00:42:23]*. So I do think it has bounced back some. It's still below where it was in, say, 1980 or 1990, but it has bounced back, and I think it's largely because of the wages that bounced back.

Jimmie Hinson: Can I call a theory in that?

Brian Gottlob: Please. I'm just making. That's all. You can make it all.

Jimmie Hinson: I went hiking, and I ran into a group of younger kids within that time, kind of age bracket and one of the interesting things I asked the kid, I said, "Why aren't you working?" This was after they stopped giving out the extra paycheck, when Governor Lynch made that announcement and said unemployment is not going to pay this extra money anymore. One of the kids, a group of kids where simply going. I just watched my great grandmother die. I just watched some things happen and I'm in a position in my life where I can go out and do things that they never can have. So as a result, it's almost like some of the younger generation has taken on the mentality, I'm going to go out and do all the physical things now. I'm not going to wait like my mom and dad to get to the point where they end up working an extra five or 10 years and not being able to enjoy my life. And I think some of that and also, I agree with you, entrepreneurship, finding ways to start their own business, do their own gig economy. I think it's a combination of the two and I think that 2020 had a real mental impact on a lot of these kids. Just a thought.

George Copadis: Yeah.

Unidentified Speaker: I wish my kids had that forced up.

Brian Gottlob: Other comments, questions? I know it went long, sorry Joe.

Stephanie Ashworth: Just to add quickly to kind of what you're saying, anxiety levels since 2020 in that age group, so I work at Job Corps, are higher than we've ever seen. So even just going to an interview or, like, those things it feels different for them. So that's something that we've reintegrated back into our education for them is, like, those soft skills and that type of stuff to get them more comfortable to go back out into the community and be confident to go even apply for a job. So the anxiety levels since COVID are through the roof.

Brian Gottlob: Yeah, that's great point. I wonder – I mean, kids just spend so much time not interacting directly. Whether with soft skills how do they interact with the public, which, you know, when you think about most entry level, young people job there is an element from direct floor facing to other aspect to them. And all you've ever interacted with is digitally, how comfortable are they and how, you know, whether they're able to do? I really do think we're, you know, missing out on what some of the aspects that have made New Hampshire workforce from my perspective so much better prepared than in some other states we had high rates of employment for our young people. They got work experience at a very young age, and I think it led to having a workforce that really was outstanding in a lot of ways. And I wonder how much of that we're, you know, missing by seeing lower levels of participation. Will it come back to hurt us financially? Chase will know. Yeah. He's going to tell you.

George Copadis: Okay, thank you Brian. All right. Thank you. Good job.

Joe Doiron: Do you want to hire *[overlapping conversation] [00:46:05]*?

The next, presenter we have – actually, before that because Stephanie, asked a question. The snack thing were provided generously by New Hampshire Job Corps. Today's Stephanie's first meeting, as new senate director over at the Manchester Job Corps. So please have as many – please eat…

Stephanie Ashworth: Fill your pockets.

Joe Doiron: Otherwise, they come back to the office with us, and my diet is already blown *[overlapping conversation] [00:46:47]*.

Joe Doiron: Thank you, Brian. And next we have, and I'd like to turn everyone's attention to the slide deck here printed. We're going to go low tech the next. And there's copies for the public. Again all copies of the presentations that have been provided online, you can apply with RSA 91-A. So the next presenter is Chase Hagaman, director of the division of economic development at the Department of Business and Economic Affairs. Chase please, I think we worked together.

Chase Hagaman: Well, Brian struggles with technology convinced me to go to the low tech route. Sorry to appreciate Joe and his team. He prints me out the slide deck. And I'm also wondering if you'll grant me the kindness of letting you stay seated because my toddler woke me up at 3:00 in the morning and I'm just flat exhausted. And I figured we could have a little more of a conversational setting as well. It's always hard to follow Brian because he can go so granular and have so much information, that, you know, he has some showstopper. Literally stops time.

The presentation that we're going through right now is a report that BEA commissioned in 2023. Sort of a broader workforce assessment and sort of like how, Brian caused time to stand still. This report is as if time is still. It's literally just a snapshot, where the workforce was and several key growth sectors that were identified and projections over the next 10 years and where we're headed. And, you know, it's still a very valuable report because a lot of what Brian was highlighting are trends and information that are also pointed to within the report itself. So a lot of really good information here. It's something that we've used as an agency to help drive overall strategy in terms of partnerships, policy decisions, programs that we're pushing for, and it builds upon several other reports that BEA commissioned at that time. One on life sciences, this workforce piece.

There's one coming out, we're about to roll out on advanced manufacturing, also one on international exports across the state and opportunities abroad. And we use resources and information like this again to be informative for our partners, for stakeholders, as the agency navigates the economic ecosystem of the state and tries to be supportive of that. I guess it wouldn't be all that shocking to say – and I always like to have conversations like this with, like, key takeaway.

Key takeaway is we have workforce challenges. As I said, it wasn't obvious, for everyone in this room and what we're focused on as a board, but that underscores for me the importance of SWIB board, the importance of OWO and what Joe and his team are doing, and how they can support meeting, a lot of gaps and needs within our workforce across all of these sectors. It was just shared with me today, the Massachusetts Taxpayer Foundation just issued their own report. And the headline basically is they think that they're on the verge of losing what they consider a competitive advantage because of their demographics and because of cost of living issues for their own workforce.

So that could be either an opportunity for us as a state to help meet our own workforce needs as workers in Massachusetts are looking for more affordable places to be or it could be sort of a warning sign of where we are headed if we do not do much trying account or some of the trends that we are seeing. The report that workforce assessment is 177 pages long. We're not going to go through 177 pages. There's a lot of data in there that you can dive into. There's a five page executive summary. We're trending more towards that today, and I'll just drop in some data nuggets as we go.

So with that, let's turn to what I'll call the second page, target growth industries. So the five target growth industries that are identified on this page come in part from our Economic Recovery and Expansion Strategy here at ERES. And so that was the basis of the assessment here, and they include healthcare, hospitality, manufacturing, construction, and technology.

This is a 2023 report based on 2022 data. So, a lot of the numbers I'm going to share are not terribly stale, but they're not necessarily guaranteed to be accurate 10 years from now. Like, I truly do look at this information as this is where we should focus. This is kind of how we should go about trying to tackle it, not necessarily a guarantee that, you know, x will occur 10 years from now. But there is some good assessment of where the growth sectors were at the time. So, just to give a little information on that, the healthcare industry sector is our largest cluster in the state in part because it's, like, the least concentrated. It touches on everything from childcare to physicians to life sciences. It is a really broad cluster, represents about 98,000 workers in the state and over the next 10 years, we're expected to have 4% to 6% of growth across the industry. Also represents about $18,000,000,000 in our state's economy.

Hospitality, and you might have seen this just coming out of what Brian had to say on pandemic recovery. Hospitality tends to lag the other sectors right now, the job the labor force haven't quite come back as quickly as other sectors have. Still a very, very important sector for the state. It's critical for our quality of life. One of the big sells of New Hampshire is what you can do when you get here and the things you can do in our communities, and then we need the labor force to support all those businesses, that are involved in that sector. So, that sector itself is also expected to see about 6% growth over the next 10 years.

Construction, also another strong growth sector, but also one of the highest in terms of retirement risk. That was something that Brian sort of alluded to. A lot of the manufacturing, construction, trades are seeing not quite the population or labor force going back into those industries. So the longer term pipeline for that is not as strong, and so it'll be harder to sort of fill those positions or replace those workers as they retire or leave, but as an industry expect to see about 10% growth and represents about 5% of the state's economy.

Tech is relatively small, but driving a lot of job growth in the state. It's, the highest wages. The average salary in our tech industry is over a $150,000 a year and it's about 22,000 jobs, only about 3% of the jobs in the state. So a small, but sort of mighty cluster that's growing, especially as we see things like, the tech hub that was established in the southern part of the state being sort of supported through federal funds. Now the partnerships and efforts that will come through that and focus on creating the necessary workforce there.

And the last one, but not least, is manufacturing. Definitely a critical industry for the state. High number of jobs, big economic impact, about 70,000 workers, about 10% of the jobs, but a very high retirement risk as well. So that's very, very high level on the growth industries in general.

On the next page, we talked a bit about labor force trends and data highlights. So, we had about 6% population growth between 2012 and 2022. And Brian shared a lot about where the population's been heading in the last few years. One thing I wanted to note as well is, I think this is still the case, but over the last couple of years, we've been the number one state in the region for attracting that, like, prime, post college worker population, so 25 to 34. I think we've been number five nationally as well. All 10 of our counties have had net population growth over the past couple of years. That hasn't happened in a very long time. So there's a lot of efforts to attract the workforce into the state to help feed some of the demands in our growing sectors. But, also, I think it's a testament to, you know, what you're able to do in our state.

There's a lot of different reasons for that population coming here, quality of life being chief among them. But that is a promising trend as you look on the whole overhead with some of the needs we have in our workforce. We are still the second oldest population by median age in the country, median age of 43. Brian hit the nail on the head. We're not having as many babies. We're very reliant in migration, and we'll continue to be in that sort of pattern for years to come. We won't be able to meet our labor force demands without attracting more people to the state. That's just where we are in terms of our demographics. About a growth of about 21,000 jobs, labor force growth expected over the next 10 years.

All right. Turn them through this. So if you have any questions we can jump into those. Workforce gaps. This is a big number, but again, I view it more as – kind of a target. So almost 200,000 jobs will be needed to be filled in the top 80 positions or occupations in these five sectors, over the next 10 years. We only have about – we only expect about 6,000 of those jobs to be filled sort of naturally through what we have available. Labor force and expected growth, so there is a concerted effort that is needed to really bring in those fresh faces from neighboring states, from around the country, around the world to fill up a lot of those needs. Nearly half the top 80 occupations I just mentioned are projected to have a gap of at least 2,000 workers, over the next 10 years.

Management occupations are the largest portion of that gap, about 17%, which is something that I'm still hearing today. When I talk to different businesses across different industries, oftentimes, the hardest people to find for their business is that management level position. They typically are very good at generating that pipeline of local, more entry level talent, through programs, you know, offered through OWO, through employment securities, through partnerships with the community college system, university system. There's a lot out there, helping get new grads and those with less experience into some of these positions. But those businesses often have to go look to other markets to try and basically poach out some of those higher level management positions. And that'll be if you, you know, dive into the report you'll see that it's a pretty constant theme. Most of the positions that are in the highest need moving forward are effectively management level positions.

So, top occupations with the largest, I guess, workforce gaps general operations managers, software developers, heavy and tractor trailer truck drivers. That's something we've been talking about for a while. Wholesale and manufacturing sales, and registered nurses. Brian had mentioned in his presentation that healthcare is in constant demand. That has not changed for New Hampshire either. But the good news is as I was alluding to is there is a pretty good talent pipeline being filled and that's part of the effort of the agency as well.

Our post-secondary education is very focused on creating programs and training that feed a lot of those needs. And then the top 10 academic fields that account for half of all the completions include those areas that we're just talking about business, management, administration, healthcare, RNs, computer information sciences. So, I think a very positive thing right now to focus on is that not only is the state, you know, focused on addressing these needs, our educational institutions are focused on addressing these needs. Our partners are focused on these needs, and we're all talking and collaborating and trying to work together to get us in a better spot and take advantage of some of the struggles, honestly, of our neighbors that are having a hard time retaining, you know, their own talent.

Strategies to support and grow. I was kind of alluding to this, but in the report itself it's not just about the data, it's about recommendations of things we can do. So growing from within the state. Promoting and upscaling employees, expanding the workforce pool, encouraging transferable skills training, so degrees in training, efforts that can be used in a variety of different sectors or different occupations, better retaining our grads. That's been a bit of a challenge for us. So there's the concept of brain drain. I will say, a piece of data that came out about a year ago, UNH did a little bit of a self-assessment, and they discovered that, and this may have mentioned in this room before, but I'll reiterate it.

An out-of-state student that comes to New Hampshire for school and does an internship is twice as likely to stay. So, focusing on and the percentage is pretty high for in-state students as well. They don't leave and the part of that rationale being they make a connection, they have a job, they can potentially roll into that job upon graduation or have those transferable skills they developed in that internship to jump into a business that has an immediate need. So, it is incredibly important that efforts to address our workforce challenge or workforce gaps don't just touch on, you know, developing more housing and more permitting for housing or having the education system, you know, churn out graduates that, you know, have the education that's necessary.

We also need the business community to play front and center role in all of this because they're the ones that help attract and keep students in the state. It's great that we have mountains. It's great that we have so much outdoor rec, but students need to get paid so we need the employers to be really involved in the efforts to keep them here and explain why they don't need to go to Massachusetts or Connecticut or Maine or Vermont. They can get everything they want right here.

Then there's attracting from the outside commuters. We are a net exporter of workforce and mostly into Massachusetts. I think the net is about 46,000 of our workforce commute down into Massachusetts. And so there are efforts to try and convince them to stay. Even our own department of travel and tourism does very heavy marketing and promotion in our neighboring states. They do partnerships with the Manchester Airport in terms of where some of those flights are going down south. Again, trying to attract folks up to the state with the concept of – Hopefully I not going to botch it, but tourist to talent pipeline. You know, so they're being supportive as well in how they're how they're going about marketing the state. They're not just saying, you know, "Hey, look, we have kayaks," but there's a lot of other things to say about it as well.

Recruiting for high cost of living areas. So, you know, Massachusetts Taxpayer Foundation thanks for that. You know, really underscoring, you know, we can try and take advantage of it. And Brian, you know, was on point in saying, you know, that there's some parity coming down. You know, our cost of living relative to some of our neighboring states starting to more closely align, but there are still opportunities to really lean into that. And the state is very active in trying to help address housing, address child care, things of that nature to help keep those costs as low as possible, to attract and retain workforce.

So, I guess, in summary, I'll say this snapshot is a great baseline on which we, you know, we look through to help sort of narrow our gaze on strategy and partnerships. It will eventually become more stale, but we have folks like Brian who come in and say, here's where the latest trends are, and then we adapt accordingly. And then, you know, there'll be future studies as well that we'll dive into. But, overall, I am very optimistic with where we are headed. I think, you know, SWIB and OWO, *[indiscernible] [01:03:50]*, I think the training programs that, you know, we help oversee and monitor. Out vital to this effort and so our, you know the training grant programs through employment security where employers can literally receive funding that'll offset some of the cost of training. You know, those sort of programs, the kind of partnerships that we have with community college system with chambers are all critical to continuing to address what we've identified as some pretty big gaps in terms of long term job needs and workforce. I talk a lot more than I said I would. Any thoughts, questions, concerns? Yes?

Lori Ann Lundgren: Lori Ann Lundgren for the record. So just real quick, when you talk about that, we're going to see growth rates of 200,000 jobs in the next decade. Are we talking full time, part time? Is there a way to clarify that?

Chase Hagaman: Yeah. So in the report itself, it lays out all the occupations, and they all add up to about a 196,000. They're all typically full time, relatively high paying roles. So the top 80 positions are the highest need, higher paying, you know, full time positions.

Lori Ann Lundgren: Okay.

Chase Hagaman: Yeah.

Stephanie Ashworth: Stephanie Ashworth for record. You brought internships in something that currently I'm struggling with my students. Ours are shorter stand with home or face learning opportunities. We look for them to get at least six weeks of experience, especially our healthcare. So right now we offer three different healthcare trainings, and we cannot find anybody that will or can support an internship or work based learning because they don't have enough employees to even oversee an intern.

Chase Hagaman: Yeah.

Stephanie Ashworth: So it's like this cycle that we're trying to break that's very difficult. So then they're applying to jobs without experience or hours, getting clinical hours, and things like that. So anybody has any wonderful ideas feel free to…

Chase Hagaman: I would love to talk to you more about that.

Stephanie Ashworth: Okay.

Chase Hagaman: Because we have a business resources team that may be able to be supportive in those sort of things.

Stephanie Ashworth: That would be great.

Chase Hagaman: Yeah.

George Copadis: Okay. Yes, I am sorry.

Donnalee Lozeau: Donnalee Lozeau for the record. I serve on the hospital board. So I think the biggest impact there is that you're competing with nursing students in colleges and universities that need their practicums at hospitals. And hospitals are struggling because they don't have enough staff to do that. Some changes that occurred on the board of nursing have actually changed that. There's a pilot program. They're about nurse educators and nurse leaders group working in the national area together. And so it changed it to say it didn't have to be a master's level for some of this work. But anyway, I think that that's part of the…

Stephanie Ashworth: Probably.

Donnalee Lozeau: One of your biggest…

Stephanie Ashworth: 100 Percent.

Donnalee Lozeau: Yeah.

Chase Hagaman: Well, and that issue isn't isolated to like, even state government has that challenge. Like, we've been approached before, like, "Hey, can we post an intern?" I'm like, "We don't have anyone."

Stephanie Ashworth: Right.

Chase Hagaman: To guide them through that process and be a part because from my perspective, I would want an internship to be highly valuable. I don't want to just, you know, park a kid in the corner and say, "Hey, do some random busy work." It's like, let me show you the value of what we do, and you can be, like, almost like the job shadow concept. Like, be a part of what's happening and that's incredibly hard to do when you've already got a strapped labor force. So, like, our staff maybe will tell more.

Stephanie Ashworth: Absolutely. Thank you.

George Copadis: Anybody else, anything? Okay Joe.

Joe Doiron: And, Mr. Chairman, last presentation that we have is, coming from our very own Lisa Gerrard in the Office of Workforce Opportunity.

Lisa Gerrard: If it's okay, I'm just going to go low key *[overlapping conversation] [01:07:42]* just sit where I am if that's okay. And hope that I not talk very long, but given what the date being, I thought that it might be a nice kind of segue into how data plays into performance measures for our WIOA performance in addition to a new contract that we've had for just over a year with this company called Futureworks.

So when we report data to the United States Department of Labor, it's done under the participant individual reporting layout. And, basically, we call it the CARL, and it collects thousands of data elements across our caseloads and across our case management system. The information gets uploaded to United States Department of Labor about 45 days after a quarter ends. So you're always looking at about a 90-day lag before you even get any feedback from Department of Labor about your data that you've submitted to them. But what they're looking at is looking at trends. They're looking at enrollments, demographics, outliers for data, things like that. It's basically all the information that we submit to them, give them the data to hold us accountable for our measures. We entered into a contract with a company called Futureworks and what they do is they actually take our aggregate data that we submit to, you know, to USDOL. They take that data and actually give it to us in a, usable cloud-based service. And what it does is we can upload our file every month. We can upload it every week.

So as much as we upload our files, they aggregate our data and give it to us at the moment. So we're not looking at data 90 days ago. We're looking at data from last month. So we can look at all of the data and see where we're on trends. Are we going to meet performance measures across the board? Where are we lacking? What can we do? What changes can we make? How can we use the data to make decisions on programs and staffing and implementation of different grants that we might get.

So, we are able to now take all of these thousands of data elements and really utilize it in a way that we haven't been able to before. What we did was we have users across our programs. So everyone that has is a sub-recipient. So our DEL program, our dislocated worker program, our youth programming, as well as the office of workforce opportunity, we all have user accounts. So it is in Title III. Title III is our Wagner-Peyser which is administrated over at New Hampshire Employment Security. So we all have user accounts and what we can do is see that data as many times as we want and we will upload it. Our office is responsible for uploading it and maintaining it. So we do that on a monthly basis so that our sub-recipients can really see that data in the moment. And what it does is it gives us a way to look at some of the performance measures that we can actually, make a difference with. So credentials, the measurable skill gain.

Those are the two that are kind of the wild cards where we have to make sure that somebody gets a credential. They've gone through our training. They need to have credential, a license of some kind. A measurable skill gain is kind of like a level less than that. It's basically some kind of movement toward completion of training or a license or completing a training or something like that.

So for those two measures, we can look at who's counted in the denominator and the numerator and see who's missing. Who doesn't have a credential? Who doesn't have an MSG? And it will bring us to our case management system and allow our sub-recipients to really dive into those cases that you can see. Should a credential have been added?

Should a measurable skill gain been added? We call them predictive rosters, and it has really made a difference this past year. Measurable skill gains is something that we've been struggling with since the pandemic. And for many reasons turnover in staff, changes in what we are using as documentation, measurable skill gains, staff turnover, just a myriad of things. And from just using the predictive rosters, we were able and I'm not going to pick on dislocated worker, but dislocated worker was one of the programs that was struggling. But by using the system, we systematically made changes every single quarter to the point where we just missed the mesh at the end of the program, you're without any statistical adjustment, and that is something that gets done by Department of Labor.

So by using this new system and taking what we already collect, what we're already doing, and just having it in a usable format has made just a ton of difference. In the projects one of the other things that Futureworks has done for us, they provided training all year for us, and they continue to do so. But they also gave us these impact reports and what they did for our state because of the way that we're set up are very different than a regular other state. We're a single board, so it's just a little different setup, but what they were aiming to do is put out the impact for all of our programs. So the first one is for our Title III Wagner-Peyser.

Joe Doiron: Can you just look on page 70.

Lisa Gerrard: Page 70.

Joe Doiron: Just so everybody can be there too.

Lisa Gerrard: So the WIOA impact reports are showing you program completers for the period of time 7/1/22 through, June 30, 2022. And it's looking at the number of completers of the program, but then also who of those completers were employed second quarter after exit, which is one of our performance measures that we must meet. And then of those, what are the median earnings for those people employed in the second quarter? Another measure that we have to meet. And then they basically took that impact and annualized it to see what would the annual impact of a WIOA program be for these completers? So, we have it broken down by Title III, which is Wagner-Peyser. We have it broken down by Title I, Adults. We have it broken down by dislocated worker and then by the youth program.

So, you can see that for the Title I programs, which are Adults, Dislocated and Youth, we have more than 80% of our completed employees second quarter after exit, and the median wage is anywhere from almost $13,000 to our youth who are $8,000. And the impact is just astronomical to not only the state, but to the economy. So we just kind of wanted to introduce this new way of looking at data. If anyone's interested in actually seeing the system, we could, you know, do a demo. We could have Futureworks folks show you all the different reports that we can do. You can go in there basically, pick all the different demographics that you want to run reports. You can make your own reports. You can use some of theirs. It's a really cool system that we're excited to be using. I hope that our sub-recipients are excited to use it as well because it really is making a difference, especially in those performance measures where we can really kind of concentrate and look at our caseloads and see, can we make a difference in reporting?

And really what it comes down to is we either didn't get the credential, we didn't get the documentation we need. Now we have to kind of contact the school, contact the trainer. It just takes a little bit more of leg work. But if we can do that before we report our data to US Department of Labor, it kind of gives us that really high level in the moment. So any questions?

Chase Hagaman: Nice work.

George Copadis: Yep. Okay. We're going to move on to board motion discussion Joe?

Joe Doiron: 2B financial update.

George Copadis: I am way out of myself.

Joe Doiron: Yep. That's okay. We'll breeze through some of these. Mr. Chairman, item 2B is going to be discussed by Melissa Carter.

Melissa Carter: Melissa Carter for the record. So we just finished up the first quarter for the state fiscal year for program year '24, state fiscal year '25. All the program here at 21, we know our Title 1 funds are expired. We used up all of this except just sigh of $4,600, so pretty great I think. We had spent over $8 million out of that. So we didn't have to give much back, which we want to avoid. From what I understand, since the pandemic, we had a lot of rollover from prior program years. We don't have that at this point because we've been using it all up. So our program year '24 funds are almost standalone, and we're already obligated most of what we've gotten so far. We are expecting more. They just haven't hit the books quite yet. This page 74 kind of gives you the overview, and then we have tables on 75 through 78. They're broken out into each program here so you can see them individually. Any questions on those? They're pretty self-explanatory.

George Copadis: Any questions or anything?

Joe Doiron: I think we can move on the 2C Mr. Chairman?

George Copadis: Done.

Joe Doiron: Item 2C, which starts on page 79 is being taken care of by Lisa Gerrard.

Lisa Gerrard: Lisa Gerrard for the record. So our year end PY (Program Year) in '23 ended, June 30th. So case performance aggregates are not final until the Department of Labor puts all of our data through a statistical adjustment model. They do it based on our own state, our unemployment rates, all kinds of different data is used. So these are not final. There was a table that was released as well, that Department of Labor will not be holding states accountable for the measurable skill gain performance measure again this year. They don't feel that they have enough data to do that. I think that's what's going to happen is next year.

This is the second year, kind of, since the pandemic that they have not held states accountable, but I think, in the next year or two, we're going to start being held accountable for this measure as well. So currently, all of the Title I programs are meeting or exceeding the core program performance measures for the year. Again, that's prior to the statistical adjustment model. You have Title II Adult Education. Their performance measures are in here as well, as well as Title III and Title IV. So, it just gives you an overview of the whole program here. But, again, none of the measures are finalized until all the different departments do their final statistical adjustment.

But as a whole, the state for all of our titles is doing really well with performance measures, which is great because if any one of the titles does not meet a performance measure two years in a row the, state gets sanctioned, the state Title I programs get sanctioned. So, we want to maintain all of our titles to meet those performance measures so that we keep all the money that we can get.

Donnalee Lozeau: Mr. Chairman?

Donnalee Lozeau: Donnalee Lozeau for the record.

George Copadis: Yeah.

Donnalee Lozeau: I just wonder if the Futureworks reporting data entry slice and dice work will help you to get a better handle on the measurable skills gains before?

Lisa Gerrard: Lisa Gerrard for the record. That's what happened this past program year, and it's just going to continue for the program year '24. It is the highlight. It is one of the measures we're highlighting across the board. We're going to be doing a technical assistance training in November. Yep. So we're going to do a technical assistance training for all Title I staff in November for measurable skills and then credentials in January. Because those are the really the two that we can do stuff about. Employment and medium wage that's all done from – it's counting exitters that have long passed. So there's not a lot we can do to change those measures. But, with technical assistance, with the Futurework system, with more hands on from program managers, I feel confident that measurable skills is going to go back where we were prior to the pandemic and not be the one measure that we kind of keep eking out.

Donnalee Lozeau: Okay. Thank you.

Lisa Gerrard: Yeah.

George Copadis: Other questions? Okay, if no Joe?

Joe Doiron: Item 2D is gain Lisa Gerard

Lisa Gerrard: Lisa Gerrard for the record. So, page 81 is giving you, Title I program performance updates for '23 Q4. It's the quarter that just ended. So it kind of gave you the year end, and now this is just the quarter. So, again, you can see the difference that these, when you look at it on a quarterly basis, measurable skill gains is a yearlong measure. So it takes the entire program year, whereas the other measures are based on a quarter and a rolling four quarters. This one is one year.

So it’s July 1st to June 30th. So every quarter that we’re building upon quarter one to quarter two, quarter two to quarter three. So you can see that in quarter four most of the programs, the adult and dislocated, we failed to meet the measurable skill gains for that quarter. But because it’s an aggregate total for the whole year, we were able to meet or exceed the measure as a whole. So, it’s hard to look at that measure by the quarter, especially in youth program because you’ll see the youth, if you guys have ever noticed, so when the reports came out youth will be really, really low all year. First quarter, second quarter, third quarter. Fourth quarter they always bring it out, or the measure comes, just skyrockets because in school youth are graduating in June. So, all those individuals get a credential, which is a high school diploma, hopefully, or a Hiset, and they get a measurable skill gain for the completion of the high school diploma. So, it’s just that kind of – it’s just the way it works.

George Copadis: Okay.

Lisa Gerrard: Any questions?

George Copadis: Questions, if not we will move on.

Joe Doiron: Perfect. Item 2E is also Lisa. I pass that to you.

Lisa Gerrard: 2D is just…

Joe Doiron: Oh I am sorry.

Lisa Gerrard: An informational item. It’s all the yearend narrative. So, each program that we administer grants for submits yearend report so that we have something that kind of cumulatively gives us a narrative. So those are the yearend reports that are in the packet as well.

George Copadis: Okay. Questions, if not we will move on to next item.

Joe Doiron: The next item 2F, I am sorry 2E.

Unidentified Speaker: He is one ahead.

George Copadis: I got the ball started [laughing].

Joe Doiron: The next item is Lisa.

Lisa Gerrard: Lisa Gerrard for the record. So 2E is actually the VIP, which we call the Vibrant, Inclusive and Prosperous Workforce Program Grant. We funded this grant three years ago through an RFP and really what the intent was to really look at historically marginalized communities in New Hampshire and focus our energies on bringing the WIOA programs to those communities so that folks knew about them and were able to take part in them. We had two sub-recipients. We had International Institute of New

England, and we had Southern New Hampshire, which is now Community Action Partnership Hillsborough and Rockingham Counties.

Unidentified Speaker: Nice. Good job.

Lisa Gerrard: It's going to take me forever to get the needs change…

Donnalee Lozeau: CAPHR

Lisa Gerrard: CAPHR "*Caper" [phonetic] [01:26:50]*? We wanted to give you just an update since the grant was ending kind of what the grant was able to do. I think what isn't here is the partnerships that were built between some of the immigrant, and new American refugee community organizations and our WIOA adult population sub-recipient. Those connections and those partnerships that were made are going to last long beyond this grant. The *[indiscernible] [01:27:33]* success program, is one example of that. It's a program getting people in the healthcare field that English is a second language, and it's getting them in to a career pathway that they can then advance from maybe an LNA to an LPN or an RN. It's specifically for those individuals that English is a second language. That was built kind of at the same time as VIP grant came out, and that program it's still enrolling and, filling spots. They're looking at, I believe, also branching out from healthcare into another field. So the partnerships that were created or kind of enhanced by this project are really along with some individuals who are assistive are really are the stars of this grant.

George Copadis: Questions, if not we are going to move on. Joe?

Joe Doiron: And then the last item Lisa has is 2F.

Lisa Gerrard: Lisa Gerrard for the record. I love October meetings. It's yearend and everything. So every year at the end of the program year, we have Kelly Clark who is our board representative for our monitoring. The office of workforce opportunity monitors all sub-recipients. We do annual on-site monitoring. We do desk reviews. We do equal opportunity monitoring of sites. We do fiscal monitoring. There's a lot that we do throughout the year, monitoring our sub-recipients to make sure that the grants have been extended in the way that they need to be and that all rules and regulations are being followed. So what we do is we create this huge binder of all the monitoring done for the year. Kelly comes over, looks it over, make sure that everything is in order. She did that this past week and signed off on the monitoring binder. I don't know what else I need to say about it.

Joe Doiron: For the record, Joe Doiron. Kelly has been doing that for a number of years and we really do appreciate that. If anybody else is interested in maybe helping us for next year, to assist Kelly or to join, just let us know after the meeting. The more the merrier on that and it's an essential board function. And very thankful that Kelly has the experience, and is willing to do this well. Can we go to item 2G Mr. Chair?

George Copadis: Yeah.

Joe Doiron: Item 2G is program success stories. So I'm happy to entertain any questions that you might have. I encourage you if you have not read these program success stories please do so. We've thrown a lot of data at you, which is what we're supposed to do, but this is the human element that goes with who our participants are and the success stories. I think it's really impactful to see who they are, what the outcomes are. A lot of great work being done by our partners to put these individuals through these programs and then find great success after that you can then see in terms of dollar amounts and, you know, economic activity generated. But these programs are life changing. So, happy to entertain any questions. If not…

George Copadis: Move on.

Joe Doiron: Very good. Now we're moving. On page 122 I'm really excited. Well, two things. I'll take the second one first. So we handed out the flyer, which was very nicely put together by Employment Security, the print shop, which we appreciate greatly. At the last board meeting board authorized, I believe it was 12,000 or 16,000 or something.

Chase Hagaman: And it was the higher number.

Joe Doiron: Yeah, the 16,000.

George Copadis: Yeah.

Joe Doiron: Something around that. So we came in way under budget because we just didn't know – we didn't know what we'd have to pay for in terms of food and costs going up and whatnot. So we actually have a governor and council item going on the 30th for not to exceed a $4,500, which will cover food, a box lunch and like a continental breakfast coffee in the morning. So we are sending out the – or I should say the invitation has been sent out to frontline staff. We will also be sending out an invitation to the board if you're interested in attending. We just ask that if you do sign up, please make sure that you can come because, otherwise, food's going to waste and, again, I don't want to eat all the leftover boxed lunches and cookies and stuff after. So, we're really excited. This has been a hiatus since 2018 of a New Hampshire Worker's Conference where we bring frontline staff together to talk about the best practices in workforce development. So we will send out to the board an invitation. You might even see some board members presenting, and participating in other ways as well. So, happy to take any questions about that first. And it's going to be at NHTI, Concord Community College.

George Copadis: Good.

Joe Doiron: Free parking.

Chase Hagaman: Nice work coming under budget.

George Copadis: Yeah.

Joe Doiron: Way under budget.

Chase Hagaman: I'm assuming that is because we wanted to pay for the board retreat, axe throwing that is the margin.

Joe Doiron: Yeah. Yes, absolutely.

Chase Hagaman: Kidding for the record.

[Overlapping conversation] [01:33:02].

Jor Doiron: Yeah. And these are actually through board funds. Is what's great is, these are non-federal funds. That's why we're using these for providing the foods on no cost because otherwise, we'd be using – we're trying to get state general funds, and we have the governor's budget director right here. So we're using non-general funds, which is great. This is the purpose of these funds, so we're good. The next part of this item is actually, I think, the most exciting. We put together an RFP given what the board has provided us feedback on for implementation to the state plan and the revision. So every four years, we have to create a combined WIOA state plan and then two years in we have to do revisions. And this doc –how many pages is it, Lisa?

Lisa Gerrard: A lot.

Joe Doiron: It's a lot. It's a lot. It's, like, 375 pages if memory serves correct. It's a big process, and we're trying to utilize this process to actually help inform and then do something with. So scoring committee was convened, and we are targeting – actually, we don't have a GNC targeted, but we did select a winner on 10/9/24. So at the February meeting, we are going to do a technical work session again like we did about a year ago when we're putting together the revisions.

So everybody had the different tables. But it's going to be not only talking about aspirational, like, what we want to do, but we're also going to talk about direct implementation at that meeting. So it's going to be the small breakout tables again and, whoever, because I can't say who got it yet because it's not two weeks before governor and council meeting. The agenda will look a lot smaller because we have to convene the board to approve things like the minutes, any other things that we have to approve. And then we're going to close the meeting and then go into a technical work session. So when you get the agenda for the meeting, don't just take a look and say, oh, it looks like a 20-minute meeting. I'm not driving from the Keene area to come out here or the North Country or the Seacoast or something like that.

So I wanted to explain that again because some people were confused last time. It's going to be a big meeting, so please come. I don't know if the snacks will be as good as it was today, but we'll see what we can do. Any questions about that? We're really excited for this. It's going to be great. Okay. Great. Well, I hope you're as excited as I am.

Unidentified Speaker: That's our Joe

Joe Doiron: It's going to be great. I think it's also, too, the feds gave us some very positive feedback on our state plan when everything got in. It's on VA's website if you want to look at it. But they said in terms of the region, it was the easiest to read and best put together. So they seldom hand out compliments. Of course, they said, "Oh, you have to fix this, this, and this." And, of course, we did it. But, anyway so we're really excited about the next step. It's going to put us in the right direction. And, of course, at that positive moment, I'd like to invite Jimmie to speak who will talk about the rapid response stuff, which is noticeably very positive. But Jimmie, take away, please.

Jimmie Hinson: Thank you. Jimmie Hinson for the record. Got two reports this year or today. Got the end of the year report ending in June 30th this year. We documented 50 total rapid responses throughout the year. This affected 1,997 workers, and it was an increase over last year. Last year, we had approximately 40 rapid responses. The one note – I mean, we would look at as far as rapid response goes, we only had about 586 of those people show up for a rapid response session. There's two reasons that takes place. Number one, a lot of the rapid responses that we were getting this past year, businesses were laying them off without notice, and we were trying to track them down. We do a really good job at our NH Works office as the person comes in explaining the program, but unless they're in front of us in a rapid response, I can't count them as getting that information.

On the other side, we do a really good job. When I say we, you can look at all of our NH work centers that do a fantastic job at getting job fairs and finding job opportunities just like Brian and just like Chase had talked about. There's a lot of job openings out there. So before a person actually gets laid off, our job is to get them into another job if possible. If they're lower skilled, then we kind of funnel them into applying for unemployment and then getting into one of our WIOA work programs. All of the things that we have been doing this year as far as going to the business and doing in-person rapid responses.

The office of workforce opportunity is continuing to go out to the regional offices on a regular basis to work with staff, to thank staff, to listen to some of their concerns and some of the problems or what they're seeing on the round. Overall, I feel like it was a lot of numbers were up. I also see that just as businesses are readjusting for the current market. So in other words, I can't keep 20 people employed, so I'm going to drop down to 15, but the nice part is over here, you have another business who has 20 openings, and now they just picked up five as a result of that. So it's a shifting of the workforce. And I think Brian's presentation really kind of hinted on that. We're going to continue to do in-person rapid responses when necessary. And we are still asking our Business and Economic Affairs, department of economic development staff to respond at any rapid response of any size to ensure that those people get connected to the WIOA programs as well as job opportunities and that's the end of year report. Any questions?

Mike Alberts: Mike Alberts for the record. Is there a law or regulation where a company has to let the Department of Labor know about pending layoff?

Jimmie Hinson: Yes. There is.

Mike Albert: So if 50%

[overlapping conversation] [01:40:26].

Jimmie Hinson: Most of our businesses in the state of New Hampshire fall into that small business category. They don't have that required report. You're talking a lot – a medium sized company of several 100 would have to be doing this, and that's just not the makeup of what we see. And then there's a percentage. It has to be at least 10% or more of the overall workforce. So, we work very closely with the Department of Labor and, you know, what I love about our relationship with the Department of Labor is it's not the carrot and stick kind of thing. Department of Labor goes to help and assist and will always kind of bring us in to do that follow-up. So it's an education of the business to not be afraid of announcing a layoff. And if it is a warrant notice, making sure that that's done properly so the business doesn't get in any trouble and that we have the resources there to make sure that everything runs as smoothly as possible. So I would honestly say, Mike, if there was a situation and I could think of maybe one in which a business didn't know whether they should do a warrant notice. By letting them talk to our DOL counterparts, they help them with the warrant notice, and it's a non-issue.

Mike Alberts: Perfect. Thanks.

Jimmie Hinson: You're welcome. Chase? Thanks, Mr. Chairman.

George Copadis: Thanks, Jimmie.

Chase Hagaman: Chase Hagaman for the record. Brian really just a comment. I saw the team at the division of economic development works with Jimmie and everyone else on that response. I think it is one of the most valuable resources that we offer as a state agency. I love the fact that we can get in to a business when they'll let us in, when they're on the verge of struggling and trying to work through, you know, the emergent process, but also when the let us come in and help their staff that they're having to let go for whatever reason. And no one walks in the door, scolding the business, no one's wagging a finger, we walk in and say, how can we help? And I think that, oftentimes, at least my impression, is a lot of businesses are afraid to engage us on that level because of, oh, it's the state. But especially with this program, it is about what we can do to help in that transition. So anything that we all can do to sort of spread that word and give that insight, I think would be enormously helpful. When you're engaging businesses in your community that is, “Hey, I’m struggling. What can I do?” Rapid responses and the business resources is who I’d recommend to be their first call.

Jimmie Hinson: Jimmie Hinson for the record, I would definitely agree with that because, anybody that knows me knows that I’m pretty aggressive whenever there’s a layoff because I want to know what’s happening to the workers, but there’s also an economic impact to the community in which that business takes that hit and we want to get in there and help them as well. So it’s a two pronged process of, #1, addressing the needs of a current layoff or closure, but also looking at how do we shore up that business? Maybe make that shift from layoffs to conversion to keep that business open.
I’m happy to say we do that a lot. Yes, sir. You have a question?

Jim Alden: Jim Alden for the record. I was just going to say, jump on that, for a non-profit that I was involved in, a private school that closed in June, you know, being able to call Jimmie and when you say it’s rapid response, it really is rapid. He is right there. And, it was a very obviously, any of these are very difficult situations, but knowing that there’s somebody, a large resource, like, that’s skilled in this and is able to support, whether you’re directly, you know, pointing someone to a job or not, you’re providing them some type of resources to pull the toes. Really well done.

Jimmie Hinson: Jimmie Hinson for the record. Absolutely and thank you. That was one of the heartbreaking ones. When you go up and you literally have employees crying while you’re doing the presentation and you really have to have that empathy, but yet not really get yourself sucked into that to help provide them the guidance and we’re very fortunate. We have a new NH Works manager up in the Littleton area that was really stepping up to the plate. He was at the rapid response and did a fantastic job.

Jim Alden: So I appreciate that. Hope not to be able to have to use your services. *[overlapping conversation] [01:45:03]*.

Jimmie Hinson: And if it’s okay, I’ll go to this quarter’s report. In this last quarter from July first to present, got up on a really quick start. We had 12 documented rapid responses. A lot of these happening within a very short period of time. What I noticed with these – so we had 12 rapid responses, which is three more than we had at this point last year, which I would still say that’s kind of on par. I wouldn’t sound any alarms over this one, but we were noticing it in logistics, hospitality, retail, and manufacturing. Manufacturing is just a reorganization of the staff, but retail and hospitality, mostly in retail though, it took a hit. You’re starting to see more and more they announced, what was it today, Walgreens is going to be closing 1,500 stores nationwide.

We still don’t know where those are going to be yet, but that’s really just because they’re taking non-profitable stores and closing them. And in some cases, like your Targets, there are a group of stores closing in Oregon, California and Seattle or in Washington *[indiscernible] [01:46:38]*. They can’t afford the losses due to theft. So they’re closing those. I think that’s kind of what we’re seeing here. New Hampshire doesn’t have that problem of high theft. You can't go in and steal $500 worth of stuff and walk out the store. They're going to stop you in our state, which is good.

Logistics is still the one I think is a little bit of concern, because of the continued cost of shipping goods, whether it's fuel prices, labor cost. We have been working with the community college system. They do have a truck driving class. I'd like to see it promoted more because that is good and it's one of the growing industries that we were talking about. In closing on this, we're still continuing to keep the idea of Zoom and using virtual as a tool to be able to do rapid responses. But honestly, everything that we've been doing for the last year and a half has been nothing but in-person. It's a lot easier to gauge the crowd. It's a lot easier to gauge the emotion and go from there.

We did update the standard operating procedures. We convinced it and made it a little simpler to use, and so we did that. We are at the seventh edition. And that is an internal document that we share with our Department of Economic Development. It's just really a guide book on what to expect and questions they can answer. And of course, the one thing I'm so happy that we're also having the NH Works Conference. We need to continue to network. The more and more you get out there, and especially if you get a chance to stop by your local NH Works office to meet some of the new office managers that have been hired, and now have every office now has one manager for each office. And these people are sharp. I really like their empathy. I really like their desire to work and help people. And, it's been, I think, one of the best moves that we as OWO talked about, and Joe under his leadership kind of guided us toward being more visible in the field, being seen as an asset and not necessarily the stick. I think that was a good move on our behalf. And that concludes my report for this quarter.

Joe Doiron: Did you also want to mention…

Jimmie Hinson: Yes.

George Copadis: Anything else?

Jimmie Hinson: There is *[overlapping conversation] [01:49:29]*. Yes. So after 21 years in the service, serving the United States Coast Guard, I got out in 2004. I joined the state shortly after, started working for the Department of Ed, and I've been working within the state ever since. I truly have grown to love the people of New Hampshire, and it took me a tough moment to make the understanding that I could no longer stay here. My mom is 85 years old. My dad is 87 and as much as I love New Hampshire, I love my mom more. And it's time to retire. I figure after 41 years, working since I was 13, I think it's time. And I want to get close so that I can spend time with family. After watching what hurricane Helen has done to my home state when I was a kid, I grew up in North Carolina and watching that happen and the other utter devastation that's still there I think I could utilize some of my skills in the aftermath to help rebuild and that's what I want to do, but I want to get closer to family.

But I do want to thank the SWIB and, everybody in the state that I've worked for and with. I never saw this job as anything more than just helping others and one of the great things about New Hampshire is when you don't make it about yourself, and you make it about just helping the unknown person that will never thank you, that will never come back and say anything nice as a part of what you've done for them, it doesn't matter because you help people because it's the right thing to do. It's good business. It is really good business. So thank you for allowing me to serve on this SWIB and be able to give these reports. And, just know that wherever I'm at New Hampshire will always have a special place in my heart, so thank you.

George Copadis: Well Jimmie on behalf of board too I just want to extend our thanks for your total commitment to the state and to the citizens we serve and, you know, for being that friendly face, you know, during all of these rapid responses. And though you might not get feedback from them, I'm sure each and every one of them appreciated all your hard work throughout these years, you know, on their behalf trying to reemployed because as we all know, that's like one of the most traumatic experiences that you can go through, you know, in life and losing your job. And, you've been a tremendous force here, and I know I appreciate all that you have done and all the reports you have provided for us in and keeping us in the loop and, you know, just basically all your support for all the citizens of the state. We wish you God's speed and best of the luck down there in Florida.

Jimmie Hinson: Thank you. [Claps]. George, I really do appreciate that. I'll never forget the first time I met you walking through a job fair over at the National Guard when you were still with the Department of Labor.

George Copadis: Yeah.

Jimmie Hinson: I was glad to see that you picked up that torch and really just have done a phenomenal job.

George Copadis: Thanks.

Jimmie Hinson: It's been a pleasure to work on you.

George Copadis: Thanks so much. I move around a little bit.

Jimmie Hinson: Yeah.

George Copadis: Thanks so much. Okay with that again my name is George Copadis and we are going to…

Joe Doiron: We have one item before *[overlapping conversation] [01:53:27]*.

Joe Doiron: I will be quick. Item 3A, and I'm also devastated. Jimmie, thank you for everything. Every so often, I go, are you sure I can rip up those retirement papers at this point. But item 3A is a procedural thing that we do every so often for our friends with SNAP, E&T over at Department of Health and Human Services. It is a procedural motion that we have to do for them as a WIOA partner. We have a requested action. The plan was sent out in the email along with the workforce assessment because we don't want to kill all the trees, and because we're very fiscally prudent. But the requested action is board approval of the New Hampshire Department of Health Employment Services SNAP Employment Training, otherwise known as the SNAP E&T State Plan and we placed a draft motion below, and I'm happy to entertain any questions that you may have for that. It's part of our procedural motion in effect, provide a blessing to the Department of Health and Human Services staff and OWO have reviewed it, and it meets all the criteria set forth under our state plan and all the other stuff that WIOA requires us to do. Happy to take your question. Or if not, there's a draft motion at the bottom.

George Copadis: Yes.

Chase Hagaman: Mr. Chair, I move the state workforce innovation board supports the New Hampshire Department of Health and Human Services. SNAP E&T state plan as proposed.

George Copadis: Okay. Motion made second.

Mary Crowley: Mary Crowley second.

George Copadis: Okay. Any other discussion? If not, motion made in the second. All those in favor?

Audience: Aye.

George Copadis: Opposed? Motion carries.

Chase Hagaman: For the record that was Chase Hagaman I forgot to tell my name.

Joe Doiron: Sorry, I interrupted you Mr. Chairman. If you would like to…

George Copadis: No. Okay do we have topics?

Joe Doiron: So February is going to be, again, that session. Again, you're going to see in the board packet in very condensed board meeting that we're going to try to do very quick. So if you could be here on time, then you could start on time, and then the consultants will take us through it.

George Copadis: Okay.

Joe Doiron: I am done.

George Copadis: You are done. And closing is as stated. This meeting is being recorded under 91-A. Is there a motion to close the meeting out?

Donnalee Lozeau: Donnalee Lozeau for the record. Move to adjourn *[01:56:10]*.

George Copadis: Motion made, second?

Mary Crowley: Mary Crowley second.

George Copadis: Okay. And all those in favor?

Audience: Aye.

George Copadis: Motion made second. All those in favor, oppose? Motion carries. Please end the recording, and then please say what time.

Joe Doiron: Yep.

George Copadis: Please say what time. Meeting is ended.

Joe Doiron: At 3:05 PM.

George Copadis: Thank you, everybody.