

Legislative History for Connecticut Act

HB 6630 PA 263 1997

Senate - 2700, 4093-4104, 4123 (14)

HOUSE: 1594-1596, 2056-2059, 2511-2512,
3518-3522, 6846-6850 (19)

Program Review 119-123, 127-129, 138-142,
158-166, 188, 196-209, 210-212 (40)

73p

Transcripts from the Joint Standing Committee Public Hearing(s) and/or Senate
and House of Representatives Proceedings

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CONNECTICUT
GEN. ASSEMBLY
SENATE

PROCEEDINGS
1997

VOL. 40

PART 8

2517-2846

Calendar 548, Substitute for HB6630. I move to
Committee on Appropriations.

THE CHAIR:

Without objection, so ordered.

SEN. JEPSEN:

Calendar 549, Substitute for HB6836. I move to
the Consent Calendar.

THE CHAIR:

Without objection, so ordered.

SEN. JEPSEN:

Calendar numbers 550 and 551, are both to be
passed temporarily.

Page 19, Calendar 552, is PR. I'm sorry, it's
marked Go.

Calendar 553, is PR.

Calendar 554, Substitute for HB6900. I move to
the Consent Calendar.

THE CHAIR:

Without objection, so ordered.

SEN. JEPSEN:

Calendar 555, HB6797. I move to the Consent
Calendar.

THE CHAIR:

Without objection, so ordered.

SEN. JEPSEN:

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CONNECTICUT
GEN. ASSEMBLY
SENATE

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PART 12
3900-4250

THE CHAIR:

Without objection, this item will be passed temporarily.

THE CLERK:

Calendar Page 11, Calendar 548, Files 128 and 18, Substitute for HB6630 An Act Implementing the Recommendations of the Program Review and Investigations Committee Concerning State Supported Job Training Programs, as amended by House Amendment Schedule "A", LC09076. Favorable Report of the Committees on Program Review and Investigations, Labor and Public Employees, Judiciary and Commerce and Export, Government Administration and Elections, Appropriations. The Committee recommends passage with House Amendment Schedule "A". The Clerk is in possession of additional amendments.

THE CHAIR:

Senator Lovegrove.

SEN. LOVEGROVE:

Thank you, Madam President. I move adoption of the Joint Committee's Favorable Report and passage of the bill.

THE CHAIR:

The question is on passage. Will you remark?

SEN. LOVEGROVE:

Yes, Madam President. This bill makes several changes to our job supported training programs. It gives the commission, the Connecticut Employment and Training Commission the additional responsibility of reviewing and commenting on employment training programs enacted by the General Assembly.

It requires the commission to evaluate and submit an annual report card on job placement programs to OPM and the appropriate legislative committees.

It requires the commission to recommend budget targets to OPM and the Appropriations Committee for helping employers with training needs.

The bill also revamps the commission membership and requires that they meet at least quarterly.

The bill requires the commission to work in cooperation with the Permanent Commission on the Status of Women, the Commission on Human Rights and Opportunities and the regional work force development boards to insure against bias in state supported job training programs.

THE CHAIR:

The question is on passage of the bill. Will you remark? Will you remark?

SEN. LOVEGROVE:

Madam President, if there are no --

THE CHAIR:

Senator Daily.

SEN. DAILY:

Thank you very much, Madam President. I would ask the Clerk to call LCO10084.

THE CLERK:

LCO10084 which will be designated Senate Amendment Schedule "A". It's offered by Senator Daily of the 33rd District.

THE CHAIR:

Senator Daily.

SEN. DAILY:

Thank you very much. I would move adoption of the amendment and seek leave to summarize.

THE CHAIR:

The question is on adoption of Senate Amendment "A". Will you remark?

SEN. DAILY:

Thank you. This increases some of the fines for violations of prevailing wage laws and it also establishes a mechanism to share some of those fines with the municipalities in the instances where municipalities have reported those violations.

THE CHAIR:

The question is on adoption of Senate Amendment

"A". Will you remark further? Senator Bozek.

SEN. BOZEK:

Madam President, is the LCO, I thought we had said it was 10084.

THE CHAIR:

That is correct, Sir.

SEN. BOZEK:

All right. Okay, thank you, Madam President.

THE CHAIR:

Will you remark further on Senate Amendment "A"?
Senator DeLuca.

SEN. DELUCA:

Thank you, Madam President. I have some questions for the proponent of the amendment, please.

THE CHAIR:

Please proceed.

SEN. DELUCA:

Thank you. On lines 190 inclusive, up to about 200, it talks about wages paid on an hourly basis to various job classifications. Is this a change in any way in the prevailing wage law as it is currently in out statutes?

THE CHAIR:

Senator Daily.

SEN. DAILY:

Thank you very much, Madam President. And through you, Madam President, it does say that it's an hourly wage to a mechanic laborer or workman, and it says that specifically.

I really, is that the answer to the question?

THE CHAIR:

Senator DeLuca.

SEN. DELUCA:

Not really. I'm wondering. I see what it says and I'm a little confused on what it means. I'm trying to find out if this does expand our current prevailing wage to cover other people or does it expand it in any way?

SEN. DAILY:

No, it does not.

THE CHAIR:

Senator Daily. Senator DeLuca.

SEN. DELUCA:

So in other words, this would not change who gets prevailing wage and who comes under prevailing wage.

Because I read it as saying not to a mechanic doing the work, but anybody who does that work. I don't know if that's in our current statutes.

THE CHAIR:

Senator Daily.

SEN. DAILY:

Thank you very much, Madam President. Through you, the intent of the current statutes is anyone who does mechanics work. This makes it clear. Anyone who does brick laying work. Anyone who does a specific category of work is paid for that specific category.

This makes it clear and it does in that section and in other sections, present language which is more consistent with the federal language which is the over arching law that, the Davis Bacon law.

THE CHAIR:

Senator DeLuca.

SEN. DELUCA:

Thank you, Madam President, and thank you Senator. Just one other question. I know that you in your explanation said that this doubled some of the fines and I of course am in favor of making sure that people comply with state statutes, especially in labor issues.

Could you tell me when the last time these fines were increased and by how much.

THE CHAIR:

Senator Daily.

SEN. DAILY:

Thank you very much, Madam President. Through you, Madam President, I don't have that information,

Senator.

THE CHAIR:

Senator DeLuca.

SEN. DELUCA:

Well, I guess that leaves me, they say you shouldn't ask a question unless you know the answer. I thought they were increased about two years ago.

That's why I'm wondering if they were, if the information that I have is that they were increased a couple of years ago, two years in fact, what history in the past two years have instituted or instigated this increase?

THE CHAIR:

Senator Daily.

SEN. DAILY:

I would in turn ask my esteemed colleague if this is another question he has the answer to or doesn't. And I would say, respectfully, that is not part of the file, what enforcement action the Department of Labor has taken since that time.

It might be part of the overall research file in the year's worth of research, although that came from another committee, not from the Program and Review original body of work.

THE CHAIR:

Senator DeLuca.

SEN. DELUCA:

No, I understand that. Thank you, Madam President. I understand that. But usually when we do something of this nature, especially something which may very well be deserved, but increase something, doubling fines for somebody that violates the law, there is usually a reason.

Many of the reasons we have up here for changing laws are because somebody has done something wrong and that was the reason I was at. I guess there is no history on enforcement, or has this become a bigger problem since the last time. That's what I was trying to get at.

THE CHAIR:

Senator Daily.

SEN. DAILY:

Thank you very much, Madam President. And through you, Madam President, I don't have the Labor Department's files, so I don't know of the actual history. But I do think that the doubling of the fines is tied more to our state budget than it is to the record of enforcement because this underlying bill shares with the municipalities, the revenue. So in order not to reduce state revenue, the revenue from

finest would have to be greater.

THE CHAIR:

Senator DeLuca.

SEN. DELUCA:

Thank you, Senator Daily. That was a unique answer. I can understand if we want to give somebody else the money without taking some from the state funds that we've got to get it from somewhere and this is an innovative way to do that.

But basically, I guess I have a problem with trying to give somebody else some money and fining somebody without a reason, what I consider a serious reason.

If this was prevalent throughout the industry in the past two years since the doubling, I could see a reason to punish that industry, or those people who violate it. But if they haven't, I don't believe it's a good reason to get money from people who are providing jobs in order to say we want to give a few more dollars to towns.

So I guess I would have to oppose that based on that basis. And I thank Senator Daily for your answers. And I didn't have the answer to the last one. Thank you.

THE CHAIR:

Thank you, Senator. Would you remark further?

SEN. DAILY:

I would like to respond very briefly to that, too.

THE CHAIR:

Senator Daily.

SEN. DAILY:

Thank you, Madam President. This does not just go after anybody and collect money from anybody. They're fines imposed for labor violations and I think labor law violations are serious transgressions.

And most of the fine amounts, as listed in this bill, are not enormous sums of money. And I do support sharing that with the municipalities and support the way it is written in the bill, or the amendment.

THE CHAIR:

Will you remark further on Senate Amendment "A"? Will you remark further? If not, I will try your minds. All those in favor indicate by saying "aye".

ASSEMBLY:

Aye.

THE CHAIR:

Opposed, "nay". Ayes have it. Senate "A" is adopted. Will you remark further on the bill as amended? Will you remark further on the bill as amended? Senator Lovegrove.

SEN. LOVEGROVE:

Thank you, Madam President. I believe there is another amendment. Will the Clerk call LC09263 please.

THE CLERK:

LC09263 which will be designated Senate Amendment Schedule "B". It's offered by Senator Lovegrove of the 28th District et al.

THE CHAIR:

Senator Lovegrove.

SEN. LOVEGROVE:

Thank you, Madam President. I move the amendment and seek leave of the Chamber to summarize.

THE CHAIR:

The question is on adoption of Senate "B". Will you remark?

SEN. LOVEGROVE:

Yes, Madam President. All this amendment does is add a representative of a community action agency to the Connecticut Employment and Training Commission.

THE CHAIR:

The question is on adoption of Senate Amendment "B". Will you remark further? Will you remark further? If not, I'll try your minds. All those in favor indicate by saying "aye".

ASSEMBLY:

Aye.

THE CHAIR:

Opposed, "nay". Ayes have it. Senate "B" is adopted. Will you remark further on the bill as amended? Senator Lovegrove.

SEN. LOVEGROVE:

Thank you, Madam President. If there are no further questions or comments, I would move this bill to the Consent Calendar.

THE CHAIR:

Motion is to refer this item to the Consent Calendar. Without objection, so ordered.

THE CLERK:

Calendar Page 14, Calendar 494, File 282 and 782, Substitute for HB6944 An Act Concerning the Regulation of Water Supply Wells and Springs, as amended by House Amendment Schedule "A", correction, House Amendment Schedule "B", LCO8633, "C", LCO8647, "D", LCO8786 and "E", LCO8559 and Senate Amendment Schedule "B", LCO8429 and "C", LCO6539. Favorable Report of the Committee on Insurance, Real Estate, Public Health, Planning and Development. The House rejected Senate Amendment Schedule "B" on June 3rd and I would like to add that House Amendment Schedule "E" may not be listed on your Calendar but it was adopted by the House. It's

Calendar Page 11, Calendar 548, Substitute for
HB6630.

Madam President, I believe that completes the
Consent Calendar.

THE CHAIR:

Thank you, Mr. Clerk. Would you once again
announce a roll call vote. The machine will be opened.

THE CLERK:

The Senate is now voting by roll on the Consent
Calendar. Will all Senators please return to the
Chamber.

The Senate is now voting by roll on the Consent
Calendar. Will all Senators please return to the
Chamber.

THE CHAIR:

Have all members voted? If all members have
voted, the machine will be locked. The Clerk please
take a tally.

THE CLERK:

Motion is on adoption of Consent Calendar No. 1.
Total number voting, 36; necessary for adoption 19.
Those voting "yea", 36; those voting "nay", 0. Those
absent and not voting, 0.

THE CHAIR:

The Consent Calendar is adopted. At this time the

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House of Representatives

April 22, 1997

Minority Leader is in the possession of the Clerk.

SPEAKER LYONS:

The Chair, once again, recognizes Representative Cardin.

REPRESENTATIVE CARDIN: (53rd)

Madam Speaker, I have a list of bills to be referred to committee. And if you will bare with me -- I would move the following bills under House Rule 20(e):

To the Committee on Judiciary HB6885, to the Committee on Judiciary HB6714, to the Committee on Judiciary HB6563, to the Committee on Judiciary HB6899, to the Committee on Public Health HB6949, to the Committee on Transportation HB6211, to the Committee on Public Health HB6944, to the Committee on Public Health HB6920, to the Committee on Judiciary HB6802, to the Committee on Planning and Development HB6749, to the Committee on Judiciary HB6577, to the Committee on Public Health HB6897, to the Committee on Judiciary HB6919, to the Committee on Planning and Development HB6818, to the Committee on Insurance and Real Estate HB6409, to the Committee on Insurance and Real Estate HB5647, to the Committee on Commerce HB5751, to the Committee Human Services HB6369, to the Committee on Legislative Management HB6368, to the Committee on

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House of Representatives

April 22, 1997

Commerce HB6466, to the Committee on Judiciary HB6572,
to the Committee on Public Health HB6641, to the
Committee on Public Health HB6884, to the Committee on
Human Services HB6932, to the Committee on Public
Safety HB6797, to the Committee on Environment HB6754,
to the Committee on Public Health HB6798, to the
Committee on Insurance and Real Estate HB6940, to the
Committee on Legislative Management HB5863, to the
Committee on General Law HB6817, to the Committee on
Judiciary HB6947, to the Committee on Insurance and
Real Estate HB6839, to the Committee on Public Safety
HB5979, to the Committee on Environment HB6587, to the
Committee on Commerce HB6841, to the Committee on
Government Administration and Elections, to the
Committee on Planning and Development HB6744, to the
Committee on Human Services HB5151, to the Committee on
Insurance and Real Estate HB6936, to the Committee on
Legislative Management HB5792, to the Committee on
Legislative Management HB6579, to the Committee on
Judiciary HB6542, to the Committee on Insurance and
Real Estate HB6583, to the Committee on Judiciary
HB6630, to the Committee on Government Administration
and Elections HB6948, to the Committee on Government
Administration and Elections HB5525. And last, but not
least, to the Committee on Public Safety HB6900.

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House of Representatives

April 22, 1997

SPEAKER LYONS:

Are there any objections? Hearing no objections, they will be referred to those appropriate committees.

THE CLERK:

Madam Speaker, there's no further business on the Clerk's desk.

SPEAKER LYONS:

The Chair recognizes Representative Cardin.

REPRESENTATIVE CARDIN: (53rd)

Madam Speaker, for a point of personal privilege.

SPEAKER LYONS:

Sir, please proceed.

REPRESENTATIVE CARDIN: (53rd)

On your behalf and the rest of the General Assembly I'd like to welcome the students from Sacred Heart university today. And by the looks of them I think, from your standpoint, I might be a little concerned that maybe one of them -- hopefully, at some point, one them someday will be your successor.

SPEAKER LYONS:

Thank you. Thank you for that. We certainly appreciate, and I, also, as with Representative Cardin would like to extend to each and every one of you a welcome to the Capitol. I'm delighted that you were able to come here today.

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CONNECTICUT
GEN. ASSEMBLY
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1966-2338

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House of Representatives

May 5, 1997

Majority Leader of the 54th district.

REPRESENTATIVE MERRILL: (54th)

Madam Speaker, I move that we waive the reading of the House favorable reports and the bills be tabled for the Calendar and printing.

SPEAKER ORANGE:

Hearing no objection, so ordered.

THE CLERK:

Also, madam Speaker, the Clerk has a list of referrals in accordance with House Rule (20) (e). A written expression of agreement between the Majority Leader and the Minority Leader is in possession of the Clerk.

SPEAKER ORANGE:

The Chair recognizes Representative Merrill of the 54th.

REPRESENTATIVE MERRILL: (54th)

Madam Speaker, I have a list of bills to be referred to committee.

SPEAKER ORANGE:

Please proceed.

REPRESENTATIVE MERRILL: (54th)

I would move the following bills under House Rule
(20) (e) :

To the Committee on Planning and Development, Bill

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House of Representatives

May 5, 1997

No. 6893, to the Committee on Planning and Development,
Bill No. 6895, to the Committee on Appropriation, Bill
No. 6365, to the Committee on Legislative Management,
Bill No. 6566, to the Committee on Public Safety, Bill
No. 5001, to the Committee on Public Safety, bill No.
5692, to the Committee on Finance, Revenue and Bonding,
Bill No. 6512, to the Committee on Public Safety, Bill
No. 6516, to the Committee on Appropriations, Bill No.
6712, to the Committee on Planning and Development,
Bill No. 6854, to the Committee on Public Health, Bill
No. 6855, to the Committee on Government Administration
and Elections, Bill No. 6002, to the Committee on
Appropriations, Bill No. 6970, to the Committee on
Legislative Management, Bill No. 7052, to the Committee
on Legislative Management, Bill No. 7060, to the
Committee on Planning and Development, Bill No. 6989,
to the Committee on Energy and Technology, Bill No.
6957, to the Committee on Government Administration and
Elections, Bill No. 6774, to the Committee on Human
Services, Bill No. 6657, to the Committee on Commerce,
Bill No. 6630, to the Committee on Appropriations, Bill
No. 6805, to the Committee on Government Administration
and Elections, Bill No. 6916, to the Committee on
Planning and Development, Bill No. 6944, to the
Committee on Appropriations, Bill No. 7592, to the

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House of Representatives

May 5, 1997

Committee on Public Safety, Bill No. 6932, to the
Committee on Appropriations, Bill No. 6798.

SPEAKER ORANGE:

Representative Merrill.

REPRESENTATIVE MERRILL: (54th)

Yes.

SPEAKER ORANGE:

Could you please repeat Substitute for HB6572,
Calendar 274.

REPRESENTATIVE MERRILL: (54th)

Are you talking about Appropriations 6798?

SPEAKER ORANGE:

I believe that is referred to Appropriations.

REPRESENTATIVE MERRILL: (54th)

Yes. Bill No. 6798 was referred to the Committee
on Appropriations.

SPEAKER ORANGE:

Thank you, Representative Merrill. Please
continue.

REPRESENTATIVE MERRILL: (54th)

Yes, continuing to the Committee on Public Health,
Bill No. 6839, to the Committee on Appropriations, Bill
No. 5151, to the Committee on Finance, Revenue and
Bonding, Bill No. 6517.

SPEAKER ORANGE:

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House of Representatives

May 5, 1997

Representative Merrill, could you please repeat the last sixteen bills, starting with No. 16.

(Laughter)

SPEAKER ORANGE:

Hearing no objection, so ordered.

THE CLERK:

madam Speaker, the Clerk has in her possession a communication from Deputy Majority Leader, Robert Godfrey, dated May 2, 1997, concerning Consent Calendar designations pursuant to House Rule (43). A written expression of agreement between the Majority Leader and the Minority Leader is in possession of the Clerk.

SPEAKER ORANGE:

The Chair recognizes Representative Merrill.

REPRESENTATIVE MERRILL: (54th)

Thank you, Madam Speaker. At this time I would move that the following items be placed on the Consent Calendar:

Calendar No. 410, H.B. No. 6508, Calendar No. 418, H.B. No. 5113, Calendar No. 420, H.B. No. 6510.

SPEAKER ORANGE:

Hearing no objection, so ordered.

THE CLERK:

Madam Speaker, there's no further business on the Clerk's desk.

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GEN. ASSEMBLY
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2339-2704

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House of Representatives

Tuesday, May 13, 1997

Without objection, so ordered.

CLERK:

On Page 30, Calendar 122, Substitute for HB5083 AN
ACT CONCERNING COLLECTIVE BARGAINING RIGHTS OF DEPUTY
SHERIFFS, SPECIAL DEPUTY SHERIFFS AND OTHER EMPLOYEES
OF THE HIGH SHERIFFS AND AMENDING THE SCOPE AGREEMENT
WITH RESPECT TO CERTAIN EMPLOYEES OF THE DIVISION OF
PUBLIC DEFENDER SERVICES AND THE DIVISION OF CRIMINAL
JUSTICE. Favorable Report of the Committee on
Appropriations.

DEPUTY SPEAKER HARTLEY:

Representative Godfrey.

REP. GODFREY: (110TH)

Madam Speaker, I would move that this item be
referred to the Judiciary Committee.

DEPUTY SPEAKER HARTLEY:

Motion is to refer to Judiciary. Without
objection, so ordered.

CLERK:

On Page 30, Calendar 153, Substitute for HB6630 AN
ACT IMPLEMENTING THE RECOMMENDATIONS OF THE PROGRAM
REVIEW AND INVESTIGATIONS COMMITTEE CONCERNING STATE
SUPPORTED JOB TRAINING PROGRAMS. Favorable Report of
the Committee on Commerce.

DEPUTY SPEAKER HARTLEY:

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House of Representatives

Tuesday, May 13, 1997

Representative Godfrey.

REP. GODFREY: (110TH)

Thank you, Madam Speaker. I would move that this item be referred to the Government Administration and Elections Committee.

DEPUTY SPEAKER HARTLEY:

Motion is to refer to Government Administration and Elections. Is there objection? Seeing none, so ordered.

CLERK:

On Page 31, Calendar 183, Substitute for HB6557 AN ACT CONCERNING TELEPHONE SOLICITATION. Favorable Report of the Committee on Energy and Technology.

DEPUTY SPEAKER HARTLEY:

Representative Godfrey.

REP. GODFREY: (110TH)

Madam Speaker, I would move that this item be referred to the Judiciary Committee.

DEPUTY SPEAKER HARTLEY:

Motion is to refer to Judiciary. Without objection, so ordered.

CLERK:

On Page 31, Calendar 187, HB6637 AN ACT CONCERNING THE RETAIL SALE OF BEER IN KEGS. Favorable Report of the Committee on Judiciary.

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3475-3848

House of Representatives

Thursday, May 22, 1997

Clerk, please call Calendar 153.

CLERK:

On page 23, Calendar 153, Substitute for House Bill Number 6630, AN ACT IMPLEMENTING THE RECOMMENDATIONS OF THE PROGRAM REVIEW AND INVESTIGATIONS COMMITTEE CONCERNING STATE SUPPORTED JOB TRAINING PROGRAMS. Favorable Report of the Committee on Government Administration and Elections.

SPEAKER RITTER:

The Honorable Chair of the Program Review and Investigations Committee, Representative Jarjura. You have the floor, sir.

REP. JARJURA: (74TH)

Thank you, Mr. Speaker. Mr. Speaker, I move acceptance of the Joint Committee's Favorable Report and passage of the bill.

SPEAKER RITTER:

The motion is on acceptance and passage. Please proceed, sir.

REP. JARJURA: (74TH)

Mr. Speaker, this bill comes to us after a major work effort by the Program Review and Investigations Committee into our job training programs across the State of Connecticut and while the changes may seem minor, they are designed to increase the efficiency and

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effectiveness of our job training programs that exist and also the cohesiveness.

Section 1 basically expands some of the responsibilities of the Connecticut Employment and Training Commission and we restructured that commission to some extent too under Section 2.

I think more importantly I think what some of the changes going on in with regard to welfare changes, it is so important to have a coordinated effort and I believe that the provisions of this bill will achieve that.

I move passage.

SPEAKER RITTER:

Thank you very much, sir. Will you remark further on this bill? Will you remark further? Yes, sir.

REP. JARJURA: (74TH)

We have an amendment, LCO Number 9076. If the Clerk would call and I be allowed to summarize.

SPEAKER RITTER:

The Clerk does have LCO 9076 which will be designated as House "A". If he may call and Representative Jarjura would like to summarize.

CLERK:

LCO Number 9076 House "A" offered by
Representative Jarjura.

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SPEAKER RITTER:

Representative Jarjura.

REP. JARJURA: (74TH)

Yes. Thank you, Mr. Speaker. Mr. Speaker this is basically a clean up amendment. It just removes a few unnecessary words from the bill and it is self-explanatory.

SPEAKER RITTER:

Will you -- will you move adoption, please.

REP. JARJURA: (74TH)

I move adoption.

SPEAKER RITTER:

The question is on adoption. Will you remark further on House "A"? Would you like to remark on House "A" on the amendment? Representative Wasserman. Do you want to talk on the amendment or the bill?

REP. WASSERMAN: (106TH)

Both. The amendment makes the bill better and the entire bill makes the programs better.

SPEAKER RITTER:

Well that is effective and succinct. Thank you.
Will you remark further on House "A"? If not, I will
try your minds.

All those in favor, signify by saying aye.

REPRESENTATIVES:

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Aye.

SPEAKER RITTER:

Opposed, no. House "A" is adopted. Will you remark further on this bill, as amended by House "A"? With those words from Representative Wasserman, let's have staff and guests come to the well of the House. The machine will be opened.

CLERK:

The House of Representatives is voting by roll call. Members to the Chamber. The House is taking a roll call vote. Members to the Chamber, please.

SPEAKER RITTER:

Have all the members voted? Please check the roll call machine to make sure your vote is properly recorded. It will be locked in a moment. The machine is still open, Madam. Still open.

Clerk, please take the tally.

Clerk, please announce the tally.

CLERK:

House Bill Number 6630, as amended by House "A"

Total Number Voting	136
Necessary for Passage	69
Those voting Yea	136
Those voting Nay	0
Those absent and not Voting	15

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SPEAKER RITTER:

The bill as amended passes.

The Chamber will stand at ease for just one minute.

(CHAMBER AT EASE)

SPEAKER RITTER:

The Chamber will come back to order, please.

I know this is towards the end of the session and we are all trying to put our bills together, but it really is not very thoughtful to everybody else who would like to listen, so the Chamber will stand at ease until we are ready to come back to order and I would ask the Sergeant-of-Arms to break up the groups of meetings and the only places that there really should be meeting should be in front of the Minority Leader's desk and the Majority Leader's office.

Clerk, please call Calendar 195.

CLERK:

On page 25, Calendar 195, House Bill Number 6564,
AN ACT CONCERNING CONSUMER LOAN PROGRAMS OF THE
DEPARTMENT OF ECONOMIC AND COMMUNITY DEVELOPMENT.
Favorable Report of the Committee on Commerce.

SPEAKER RITTER:

The Honorable Representative, my neighbor from Hartford, Representative Gonzalez from the 3rd

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House of Representatives

Wednesday, June 4, 1997

Absolutely, absolutely sir. Clerk please call
Calendar 153.

CLERK:

Calendar 153, substitute for HB6630, AN ACT
IMPLEMENTING THE RECOMMENDATIONS OF THE PROGRAM REVIEW
AND INVESTIGATIONS COMMITTEE CONCERNING STATE SUPPORTED
JOB TRAINING PROGRAMS. Favorable report of the
Committee on Appropriations. Senate adopted Senate
amendment "A" and Senate amendment "B" and House "A"
has been adopted.

SPEAKER RITTER:

Representative Jarjura.

REP. JARJURA: (74th)

Thank you Mr. Speaker. Mr. Speaker, I move
acceptance of the Joint Committee's favorable report
and passage of the bill in accordance with the Senate.

SPEAKER RITTER:

Motion on acceptance and passage in concurrence
with the Senate, please proceed sir.

REP. JARJURA: (74th)

Thank you Mr. Speaker. Mr. Speaker the Clerk has
in his possession LCO 10084, previously designated
Senate amendment "A" if the Clerk would please call and
I would be allowed to summarize?

SPEAKER RITTER:

kmr

House of Representatives

Wednesday, June 4, 1997

Clerk has LCO 10084, if she may call it and Representative Jarjura would like to summarize.

CLERK:

LCO 10084, Senate "A" offered by Senator Daily.

REP. JARJURA: (74th)

Thank you Mr. Speaker. Mr. Speaker this bill was previously before us involving the job training programs. It passed through the House unanimously, it went up to the Senate, the Senate added on some provisions of another Legislative Program and Investigations report regarding prevailing wage law. What this bill does is tighten up on some of the prevailing wage laws by requiring that if a subcontractor fails to adhere to those laws they could be disqualified from the bidding process.

And also ups some of the penalties. These specific penalties haven't been looked at in a large number of years. I move adoption of Senate amendment "A" Mr. Speaker.

SPEAKER RITTER:

Will you remark further on this amendment? Will you remark further? If not I'll try your minds all in favor signify by saying aye.

REPRESENTATIVES:

Aye.

kmr

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SPEAKER RITTER:

Opposed no? Will you remark further?

Representative Jarjura.

REP. JARJURA: (74th)

The Clerk is in possession of LCO 9263 previously designated Senate amendment "B" if the Clerk would please call and I be allowed to summarize?

SPEAKER RITTER:

Clerk has LCO 9263, if she may call and the Representative Jarjura would like to summarize.

CLERK:

LCO 9263, designated Senate "B" offered by Senator Daily and Lovegrove.

SPEAKER RITTER:

Representative Jarjura.

REP. JARJURA: (74th)

Yes, thank you Mr. Speaker. Mr. Speaker, Senate amendment "B" basically just includes a representative of a community action agency on the people that are going to be part of the job training commission. It just adds one additional individual to the other individual and is basically self explanatory, I move adoption.

SPEAKER RITTER:

Questions on the adoption of Senate "B" will you

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remark further on the adoption of Senate "B"? If not
I'll try your minds. All in favor signify by saying
aye.

REPRESENTATIVES:

Aye.

SPEAKER RITTER:

Opposed no. Senate "B" is adopted. Will you
 remark further on this bill as amended? If not staff
 and guests come to the well of the house the machine
 will be open.

CLERK:

The House of Representatives is voting by roll
call, members to the Chamber. The House is voting by
roll call, members to the Chamber please.

SPEAKER RITTER:

Have all members voted? Please check the roll
 call machine, if so the machine will be locked. Clerk
 please take the tally. Clerk please announce the
 tally.

CLERK:

House Bill 6630 as amended by House "A" and Senate
"A" and "B" in concurrence with the Senate.

Total Number Voting	143
Necessary for Passage	72
Those voting Yea	143

kmr

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Those voting Nay 0

Those absent and not voting 8

SPEAKER RITTER:

Bill as amended passes. Clerk please call
Calendar 706.

CLERK:

On page twenty-three, Calendar 706, substitute for
SB1121. AN ACT CONCERNING REVISIONS TO THE EDUCATION
STATUTES. As amended by Senate amendment schedules "A"
and "C". Favorable report of the Committee on
Judiciary.

SPEAKER RITTER:

Representative Bob Godfrey.

REP. GODFREY: (110th)

Mr. Speaker, I move for suspension of our rules to
take up Calendar 706 which is not double starred.

SPEAKER RITTER:

I apologize for calling it. The properly, motion
on suspending the rules any objections? Seeing none,
Clerk please call Calendar 706.

CLERK:

On page twenty-three, Calendar 706, substitute for
SB1121. AN ACT CONCERNING REVISIONS TO THE EDUCATION
STATUTES. As amended by Senate amendment schedules "A"
and "C" Favorable report of the Committee on Judiciary.

JOINT
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REP. DELGOBBO: Thank you.

JOHN WEICHSEL: We will be delighted to make it available to the committee.

REP. DELGOBBO: Thank you.

SEN. LOVEGROVE: Just one final comment. It doesn't help your cause any to have some CEO's of the larger municipalities in the state saying, don't do anything with prevailing wage.

JOHN WEICHSEL: Well we have to be perfectly candid, sir. We're a large group. We're a collegial group. I do not state that we have absolute unanimity in our conference. There is some division of opinion, as you say, from the larger cities.

One can speculate as to the why's of that. But I'm not going to deny that there are some CEO's who do not agree with us. But we are presenting to you, sir, the majority position of the conference which represents most of the towns in this state. Thank you very much, I really appreciate your courtesy.

SEN. LOVEGROVE: You're welcome. I'm having trouble reading the name of the next speaker. It looks like representing DOL.

JOHN MCCARTHY: I apologize Senator. I think I only used part of the line. This is John McCarthy from the State Labor Department. We were involved with two committee studies in 1996. And I just want to place on the record that on the prevailing wage study, the response of the department that's contained in the report, as you know, stands by itself. We're not going to add anything today.

HB 6630

But I want to take the opportunity to introduce to you Deputy Commissioner John Saunders III, who is, among other duties is the main training person in Connecticut. And he has some comments based upon the response to the job training study which will, hopefully, enlighten the committee and bring you a bit up to date. And so I'd like John Saunders to do that with your permission at this time. Thank

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you very much.

JOHN SAUNDERS: Good morning, Senator, and members of the committee. Mr. McCarthy has already told you who I am, so I will proceed with comments on bill HB6630. We concur with the effort to strengthen the role of the Connecticut Employment and Training Commission.

And it is noted for the record that the Governor has made appointments for a new Employment and Training Commission which will hold its first meeting on February 27th. Regarding the provisions of the bill, our comments are reflected from a response to the job training report as they are printed.

But I'd like to comment on specific sections directly. We agree with the goals of making the Employment and Training Commission both smaller and increasing private sector representation. However, the configuration suggested in Section 2B of this bill would put Connecticut in the position of requiring more than one policy board due to the present federal requirements.

We strongly believe that it is essential to continue with a single Employment and Training Commission entity. And to accomplish this at this time, the composition of the Employment and Training Commission must conform with the present requirements of federal law.

We will continue to monitor federal debate, and any changes which may be made. It's noted that in 1994 in response to a Labor Department request the General Assembly authorized the Employment and Training Commission to carry out the duties and responsibilities of a state Human Resource Investment Council.

The required Human Resource Investment Council composition includes representatives of business and industry as a majority, an appropriate state agency heads, education both secondary and post secondary, organized labor, community based organizations, and local government.

Within the context of this legislation, it is recommended that the membership of the Employment and Training Commission be kept as small as possible with recommendations of perspective nominees solicited as broadly as possible.

We strongly support the Governor's appointment authority as prescribed in the HRIC statute. In Section 3 of the bill, with regard to performance measurement, there are comments deserving, before addressing the proposed legislative requirements themselves.

Monitoring the evaluation are time consuming and expensive activities whose benefits are often misunderstood or overlooked. Monitoring the evaluation in Connecticut, other than those measures required by federal law, for activities funded under the Job Training Partnership Act, have been uneven at best.

When evaluation has been carried out, the information produced is often program or agency specific, and of limited utility. We agree that such activities are necessary and should be an integral part of the system, so that the information can be targeted sharply enough to create better coordination, and improved planning and policy development.

Having the Employment and Training Commission implement a monitoring evaluation system would improve policy making and planning. Just as important as informing policy makers and planners, however, is consumer information about the training system and its programs.

Without comprehensive consumer information about the training system and its programs, customers cannot make informed and appropriate choices. With the appropriate consumer information, customers can help to ensure the system's accountability.

Programs that deliver the types of services and demand in a manner desired would thrive, those that did not meet customer needs would in fact be discontinued. We agree that the Employment and

Training Commission should provide the state with an annual report card to enhance the work force development systems accountability. Experience suggests, however that the first annual report would have to be for the year after the measurement system is implemented.

Therefore, data for the first annual report would be collected for the period July 1, 1998 through June 30, 1999, with the actual report not available until October of 1999. The second part of this recommendation regards the intervals at which certain outcome information would be collected.

The current JTPA system has a body of measurement that a panel of experts developed when JTPA was first implemented. They determined that thirteen weeks was the optimum duration between training completion and follow up in terms of predictive power and the balance of cost versus data value.

While additional follow ups could be useful, each one is costly. It should also be noted that the longer the time after training, the more difficult and expensive collecting the data becomes. The Employment and Training Commission should study these additional follow ups, and the incremental value they would afford to policy and decision makers.

They should also look at possible alternatives to traditional follow ups that are more cost effective. For example, the use of existing data bases, and implement an appropriate follow up system in consultation with the legislator employers and their respective needs.

Regarding Section 5 of the bill, we believe that the Employment and Training Commission, and the Labor Commissioner are the appropriate identifiers of budget targets for customized training on behalf of the Governor in consultation with the Department of Economic and Community Development, and our other Connecticut works partners.

We appreciate the committee's thoughtful review of the job training system, and the opportunity to add

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our comments this morning. Thank you.

SEN. LOVEGROVE: (inaudible - microphone off) Deputy Commissioner Tom Kirk.

DEP. COMM. THOMAS KIRK: Good morning, Senator Lovegrove, Representative DelGobbo, members of the Program Review & Investigations Committee. My name is Tom Kirk, I'm Deputy Commissioner for additions within the Department of Mental Health and Addiction Services, and I'm here to testify on HB6644, AN ACT IMPLEMENTING THE LEGISLATIVE PROGRAM REVIEW AND INVESTIGATIONS COMMITTEE RECOMMENDATIONS ON SUBSTANCE ABUSE POLICIES FOR JUVENILES AND YOUTH.

The abuse of alcohol and other drugs in Connecticut on a national level is a major health care, criminal justice, and economic recovery issue. As a result it has, it results in significant resources being committed by different agencies of the state government as well as at the national level.

These cross cutting issues present a formidable challenge and an opportunity for providing a cost effective coordinated approach to reducing the impact of substance abuse on our citizens. In August of, in October of 1995, Governor Rowland recognizing that challenge, created something which has become known as the Blue Ribbon Task Force in Substance Abuse.

The task force was composed of leading experts from public and private sector in Connecticut. And in February of 1996 produced a report which documented twenty-four specific recommendations for streamlining the way services are provided, for improving the quality and access for services, and creating innovative types of formats that would reduce long term costs.

A particular note is the fact that several of the recommendations are incorporated in the bill that I'm here to testify in behalf of. DMHAS supports the proposals set out in Sections 3 and 4 of HB6644.

state wide and local client profiles of service delivery data. Information on social indicator studies have just come in and have been compiled. They're based upon the results from several different state agencies, not just DMHAS, and have been included in the presentations.

In fact, when I looked at the membership of this committee, there are four members of the committee that were part of the presentations that I gave in the different geographical areas of the state, based upon that data.

DMHAS fully supports the need for a comprehensive and well defined data system, and will work with OPM and any other relevant agencies in building and coordinating existing systems to make that happen. I would just suggest that abandoning, rather than abandoning the high quality mature system that we are capitalizing on now, that we continue to expand this capability at minimal cost through more collaborative efforts spearheaded by the Alcohol & Drug Policy Council.

I would like to thank you in closing, for your interest in substance abuse issues. They have extraordinary impact on the State of Connecticut. And would welcome the opportunity to come before you today and any other future time to offer ideas, and suggestions as to how we can come out with a good, balanced, economically as well as well-designed approach to address these issues. Thank you.

SEN. LOVEGROVE: (inaudible - microphone off) the next speaker Chancellor Leslie.

JUDY RESNICK: Good morning, my name is Judy Resnick. HB 6630
Chancellor Leslie, the Chancellor of the Community Technical Colleges was not able to be here this morning, and he has asked that I read his testimony into the record for you in his place, please.

I'm delighted, Senator Lovegrove, to have the opportunity as well as the members of the committee, to provide testimony. I am the State Director of the Business and Industries Services

Network for the community technical colleges. We are here to provide testimony on HB6630, AN ACT IMPLEMENTING THE RECOMMENDATIONS OF THE PROGRAM REVIEW AND INVESTIGATIONS COMMITTEE CONCERNING STATE SUPPORTED JOB TRAINING PROGRAMS.

The Connecticut community technical colleges support the intent of the HB6630. However, we respectfully urge that a representative from the community technical colleges be included on the Connecticut Employment and Training Commission.

The Commission is charged with reviewing training programs and developing a plan for their coordination. Yet there is no representative from higher education to join others knowledgeable about and involved in training.

It would be particularly appropriate to include the community technical colleges for the following reasons. Firstly, the community technical colleges have formed key partnerships with other participants, including work force development boards, the business community across the state, and the state agencies involved in training such as the Department of Economic and Community Development and the Department of Labor.

Secondly, last year the General Assembly in Public Act PA96-190 recognized the need for a greatly expanded role of the community technical colleges in job training and economic development. We can carry out our charge and mission most effectively by participating with our partners on that Commission.

Thirdly, the community technical colleges are the largest unit of public higher education, recognized for our successful experience in brokering as well as providing job training, both locally and state wide.

Lastly, Connecticut's economic development will be furthered by a community technical college system capable of meeting the severe skill shortages being experienced throughout the state. Our participation on the Commission will enhance

responsiveness to the needs of the business community. We also urge that the committee draft the final bill so as to ensure that it is consistent with the provisions of Public Act 96-190, which was adopted after an intensive legislative study of the appropriate role for the community technical colleges in job training.

Thank you for the opportunity to comment on what we consider to be a very important bill. If you have questions, we'd be glad to answer them as well.

SEN. LOVEGROVE: (inaudible - microphone off) Deputy Commissioner Alan Mazzola.

DEP. COMM. ALAN MAZZOLA: Thank you very much, Chairman Lovegrove and members of the committee. My name is Alan Mazzola. I'm Deputy Commissioner of the Department of Administrative Services. I am here testifying in support of Raised Bill SB993, AN ACT CONCERNING THE IMPLEMENTATION OF A PROCUREMENT ANNOUNCEMENT SYSTEM RECOMMENDED BY THE LEGISLATIVE PROGRAM REVIEW AND INVESTIGATIONS COMMITTEE.

I'm in the enviable position this morning of being able, testifying in support of a bill which mandates a report, or a plan to be submitted to the General Assembly no later than July 1, 1997, and being able to produce that report here for you today.

I probably should stop right there. However, I would like to take a few minutes to tell you why and how the report was constructed. When, about a year ago, when Commissioner Waters first took control of the Department of Administrative Services she implemented a business planning process.

That business planning process looked at every single area of the Department of Administrative Services to determine if in fact the function, the core functions that we were doing were actual functions that needed to be done, and if they were being done in a most efficient manner.

When the business planning process looked at the

Most of them are not drug dependent. So that, I did mention that. But they might be at risk for developing drug dependency. But there already is in place in juvenile court a risk/needs assessment that identifies everybody. There is nothing, there isn't something similar on the adult side necessarily, you know, that's done as comprehensively as that. Thank you.

SEN. LOVEGROVE: Leslie Brett.

LESLIE BRETT: Good morning, Senator Lovegrove, Representative DelGobbo, participants in the committee. My name is Leslie Brett, and I'm the Executive Director of the Permanent Commission of the Status of Women. (SB 1074)

And thank you for this opportunity to testify about two of the bills before you, HB6630 is AN ACT IMPLEMENTING THE RECOMMENDATIONS OF THE PROGRAM REVIEW AND INVESTIGATIONS COMMITTEE CONCERNING STATE SUPPORTED JOB TRAINING PROGRAMS, and that's what I'll spend the majority of my testimony on.

I will also comment very briefly on SB993 regarding the procurement announcement system. So, first let me comment on that, on the procurement bill, simply to say that we support the concept of a computerized procurement announcement system for goods and services purchased by a state agency.

The reason that the PCSW is interested in this issue is that we've been analyzing data on the issue of state procurement in relation to the awards to women and minority owned businesses, and we find that very little state business is awarded to these firms.

We will be analyzing more of that data and submit it to you as soon as we can. Let me turn to the job training bill. At the Permanent Commission on the Status of Women we have identified the issue of strengthening Connecticut's education and job training system as one of our top priorities for this year. HB 6630

We believe that if we can accomplish one thing that

would make the transition of welfare to work a genuine step toward self-sufficiency and hope, it would be to pay greater attention, as we are doing today, to the programs that offer education and skills to people looking for work.

Without effective and targeted job training we will find many welfare recipients and other employed and dislocated workers trapped in a demoralizing game of shoots and ladders by which we mean stepping up into low skilled, low wage jobs with no benefits and little opportunity for advancement, and then sliding back down into poverty within two years because of layoffs, inadequate skills, or other hardships.

But education and job training is also a top priority for the PCSW because Connecticut's business and industry will not grow and will not create more jobs if we cannot supply skilled workers ready to work.

And like any successful business, the State of Connecticut must invest in its assets in order to prosper. And in this case that means investing in the skills of our people. We agree strongly with the finding of the committee that our employment and training system in Connecticut lacks effective coordination and accountability.

And it's particularly frustrating in that we have a number of administrative structures that we just established by statute, designed especially to accomplish this goal. We have the nine regional work force development boards, and the Connecticut Employment and Training Council.

In addition to those, we now have one stop career centers and federal funds for our new school-to-career program. Even before these were established, we had something called the SETO program, which combined training funds from the Department of Education, Labor and Social Services.

So I would say if we're still uncoordinated in Connecticut, it is certainly not for lack of trying. In our opinion, one reason for our

inability to create a truly coordinated and responsive job training system is that there are at least two very different philosophies or motivations underlying various job training programs, which seem sometimes to drive them in different directions.

One is to provide training in basic education to people with little or no skills who have not worked in some time, including people on welfare or other unemployed individuals. The other motivation is to train workers to meet employer demand for skilled labor.

And when this is the primary goal, then training is usually shorter with no support services, and the population served is often handpicked from among those most experienced and ready to work. Traditionally, the Department of Labor has done more of the latter kind of training, and the Department of Social Services and Education have done more of the former.

Although frankly, each has crossed over to the other territory. The work force development boards on the other hand were set up with a model that favored business participation under the Job Training Partnership Act.

And the expectation that they would make priorities and plans that served the needs of employers, and then are required to serve a largely disadvantaged population, a task for which they are not always best suited.

These are the conditions I believe leading to our failure to coordinate. We believe it is time to reconcile those two goals and agree that we can and must do both at the same time, and do them well. We need a more unified approach to job training, that genuinely offers all of the basic education skills and support services that are needed by people who are structurally unemployed.

And we need a system that is capable of a more rapid response to the needs of employers. The bill before you has several important sections which we

support. But we would also like to offer some comments and recommendations that would, that we believe would strengthen the proposal. We support Section 3 requiring the Connecticut Employment and Training Commission to evaluate initial report cards on the performance of job training programs.

But we recommend that in addition the evaluation should include data about the wages and benefits earned by those who find employment following training, so that we can measure whether we are preparing people for self-sufficient employment or training them only to remain in poverty.

We support Section 4 requiring the CETC, together with our agency and the Commission on Human Rights to collect and analyze data regarding gender, race, or any other evidence of bias. And we call to your attention the section in the committee report regarding gender bias in which the committee documented the problem we raised at the hearing last August.

And we appreciate the attention paid to that issue following the testimony of our agency and others. The committee documented that many of our training programs are based on out-dated stereotypes about traditional work for females and males, and are therefore training an overwhelming percentage of women in low wage clerical or service skills that do not lead to self-sufficiency.

We believe we can train women and men in higher wage trades and technical occupations if we decide to do so. And we think this is a high priority. We also agree that the Connecticut Employment and Training Commission must be streamlined and revitalized as proposed in Sections 1 and 2.

But we are frankly puzzled by the recommended composition of the Commission, which in addition to state agency officials would include six business representatives but only three of labor and one community representative.

We respectfully suggest a more balanced composition, which would include three

representatives of business, three of labor, three from the community, who are from community based organizations involved in job training. In addition, because of the issues discussed above concerning the potential for bias, and the special needs of some of the population served by job training programs, we suggest that the membership and the committee be expanded to include one representative of the PCSW, one from the Commission on Human Rights, and one from the Office of Protection and Advocacy for People with Disabilities.

I think these organizations have areas of expertise that are needed as job training programs are reviewed and evaluated. There are other types of actions that can be taken to address the many issues detailed in the committee report.

And there are a number of other bills being considered in the Labor and Human Services Committee, as I'm sure you're aware. Very briefly, we recommend that the Department of Labor be directed to work with community technical colleges to develop more short term certificate programs that will prepare workers for specific occupations in less than one or two years. (SB1074)

We also recommend that we devote greater resources to on site education, including on the job skills training, as well as literacy and numeracy classes, and that we develop incentives to encourage employers to provide this training, or release employees to participate in it.

Research shows that adults learn better when instruction is offered which relates directly to their employment. Finally, we recommend that participants in the Reach for Jobs First program have the opportunity for early assessment of their skills and training needs, and be encouraged to participate in job specific training with appropriate day care and transportation support so that they really can develop the skills necessary for self-sufficient employment. Thank you for paying attention to this very important issue.

dollars. Why give him the opportunity to put it in a fund somewhere and gain five or six percent interest while he's fooling around for six or seven months, or maybe two or three years in some cases, and not paying this money back. I think we're all being cheated, and so is the worker obviously. Do you have anything else?

REP. JARJURA: Thank you very much.

DICK RAPOSA: Thank you.

REP. JARJURA: Next speaker is Brian Maher. I should just let everybody know that there is a number of committee members who are meeting in other committees. I wanted to let everybody know that. Of course, we're all aware of the weather. For many of us who have been on the committee, we've heard a lot of the testimony before.

KEN GUNDERMAN: Good morning, my name is Ken Gunderman. I'm the Executive Director of the Thames Valley Council for Community Action. Which is the community action agency which serves southeastern Connecticut.

My agency has been providing employment and training services to residents of New London County for over thirty years. In addition, my organization has previously served as the grant recipient, grant administrator for our region's private industry council.

And I've been a member of the Connecticut Employment and Training Commission under previous administrations. I'm here today to comment on Raised Bill HB6630, AN ACT IMPLEMENTING THE RECOMMENDATIONS OF THE PROGRAM REVIEW AND INVESTIGATIONS COMMITTEE CONCERNING STATE SUPPORTED JOB TRAINING PROGRAMS.

I compliment the committee staff on the report which was prepared last November 26th, and wish to offer the following comments on the staff recommendations contained within that report. It's proposed that the membership of the CETC be restructured and that the new members consist of

fifteen representatives, five state officials and ten other members. These ten additional members are proposed as follows: Six business representatives, three labor representatives, and one community services representative.

These ten members would be appointed by the Governor from a pool of names nominated by each of Connecticut's regional work force development boards. I believe that the interests of our state employment and training system could be better served if the following amendments to this proposed structure and selection process were included in the legislation being considered in this session.

First, increase the total proposed membership of the CETC to eighteen members. By adding two additional community service representatives, and one additional business representative to the proposal submitted by the committee staff.

This amendment would provide a broader and more balanced input into the commission's deliberations and would still maintain a majority of business representatives from the non-state agency sector of the commission.

Local deliverers of community services are a significant part of the state's employment and training system, and should be adequately represented on the CETC.

Secondly, expand the nomination process which establishes the pool of candidates to serve on the commission by including organized labor and state human service associations as nominators of their respective seats on the commission.

Inasmuch as the CETC reviews the plans of the individual work force development boards, and evaluates the performance of these boards, it would be unwise to have two-thirds or more of the CETC selected from candidates recommended only by original work force development boards.

Finally, limit the number of CETC members who are regional work force development board members to no

more than 50% of the non-state agency representatives on the CETC. This amendment is being proposed for the same reasons that were outlined in my proposed adjustments to the nomination process.

If the CETC is to serve the state as envisioned in existing legislation, the committee should ensure that a commission is not established which promotes a public perception that the tail is wagging the dog.

The CETC must be broad based and representative of the diverse interests and talents available to the legislature and the Governor, if it is to successfully implement its mission. The regional work force development boards are an integral part of our state's employment and training system.

And nothing which I'm proposing should be construed to suggest that they should not play a significant role vis-a-vis the CETC. But the commission, if it is to carry out its statutory mandate to plan, coordinate, and evaluate training programs here in Connecticut, must draw upon all of the state's talent and resources that are available.

I believe that my proposed amendment support the statutory mandates and enhance the recommendations prepared by the committee staff. Thank you.

REP. JARJURA: Thank you very much. Any questions? Thank you very much. And the next speaker is Frank Chiaramonte. Did I say that correctly?

FRANK CHIARAMONTE: Yes you did.

REP. JARJURA: My Mediterranean background.

FRANK CHIARAMONTE: Thank you. Good morning ladies and gentlemen. My name is Frank Chiaramonte and I am the Executive Director of the Capital Region Workforce Development Board. And I'm here speaking on behalf of the Connecticut Workforce Development Council, which represents the nine regional work force development boards. HB 6630

And I am speaking on Raised Bill HB6630, AN ACT IMPLEMENTING THE RECOMMENDATIONS OF THE PROGRAM REVIEW AND INVESTIGATIONS COMMITTEE CONCERNING STATE SUPPORTED JOB TRAINING PROGRAMS.

Work force development boards are the primary system in the state for the delivery of employment and training services through their public, private partnership which features a unique relationship with business and with local elected officials as well as with the rest of the employment and training community.

With the majority of private business representations in their membership, as well as representation by all other significant elements of the employment and training community, education and higher education, organized labor, community based organizations, and state and local government.

Work force development boards alone are positioned to build on the accumulated experience of the state's private industry councils in forging public/private partnerships for employment and job training.

In particular, because of their close ties to the business community as well as to the economic development organizations at the local, regional and state levels, and the boards can serve a vitally necessary function in influencing the degree of actual work readiness of job applicants, and in helping the state's work force to become more skilled and competitive to meet the challenges of a global economy.

Work force development boards will be a cornerstone of the new federal work force legislation building on their role as key managing partners in the one stop career centers and their important partnership in the school-to-careers initiative, as well as other relationships with the business community.

They will also be a uniquely qualified to act as human resource investment councils. Work force legislation under consideration in Congress, will

change the nation's employment and training system significantly in the near future. And it is likely that work force development boards will be featured in a key role under a new system.

Their function as key managing partners in the one-stop career centers, and their partnership role with the regional education service councils, and the community tech colleges in the school-to-career activities, put them squarely in line with emerging federal directions in employment and training.

An important part of that role would be to coordinate increased participation by business in the process of developing school-to-career efforts, employer-based training for adults, and other training initiatives.

In addition work force development boards are uniquely positioned and structured to fulfill the mission of human resource investment councils consistent with another direction in which the federal government is moving.

Work force development boards base training on market principles and linkages with business. In a new block grant system that is predicted to replace the Job Training Partnership Act, work force development boards will use voucher training, more extensively than at present.

Voucher training is based on market principles such as quality, cost effectiveness and customer satisfaction. Using training providers from the approved vendor list that is designed with employer friendly criteria, and is intended to produce qualified graduates with the skills that employers need for jobs that are in demand.

The Legislative Program Review and Investigations Committee presented an essentially favorable report with regard to performance of the state's work force development boards. The cost and performance information in the report of the Legislative Program Review and Investigations Committee as it relates to regional work force development boards is essentially favorable.

It reflects relatively low cost performance driven activity in employment and training. Regional work force development boards should be strengthened through the active enforcement of the Connecticut Employment and Training Commission of their requirements that state agency plans relating to funding of employment and training activities be coordinated through the boards.

Regional work force development boards conduct an extensive regional planning process including needs assessments each year. As a result, they are in a position to determine the regional needs and to coordinate the planning and funding and services to meet these needs.

We recommend that CETC ensure that state agencies provide the boards with information sufficient to enable a review of plans for funding and implementing activities related to employment and training and to determine whether such activities are consistent with regional plans.

The composition of the Connecticut Employment and Training Commission should be consistent with the composition of the work force development boards and should consist, of at least 51% business representation.

One of the strengths of the work force development boards is the fact that a majority of their membership represents the business community. It seems appropriate that the commission's membership reflect a corresponding business majority. Customized training...

(gap in tape 1b - 2a)

FRANK CHIARAMONTE: ...workers, that is present workers, need to be increased from the present 1.9 million to 10 million to remain competitive in the global market place. Customized job training was cited as a cost effective way of upgrading the skills of presently employed workers.

All of the work force development boards have had numerous conversations with businesses who need to

upgrade staff with new technology so that they can remain competitive in the global market place.
Thank you.

REP. JARJURA: Thank you very much. Any questions from the committee? Sir, we take it from your testimony that you concur with the recommendations of the...

FRANK CHIARAMONTE: Yes.

REP. JARJURA: Program Review and vis-a-vis the breakdown of the, for the Connecticut Employment and Training Commission.

FRANK CHIARAMONTE: Well, I think there should be some adjustment there in it, but basically we're in agreement.

REP. JARJURA: Okay. Thank you very much. Betsy.

ELIZABETH GARA: Good afternoon, my name is Elizabeth Gara. I'm the Assistant Counsel for the Connecticut Business and Industry Association. And I'm here to talk to you about HB6630, AN ACT IMPLEMENTING THE RECOMMENDATIONS OF THE PROGRAM REVIEW AND INVESTIGATIONS COMMITTEE CONCERNING STATE SUPPORTED JOB TRAINING PROGRAMS.

CBIA supports the overall thrust of the bill. We feel that the Connecticut Employment and Training Commission is clearly in need of restructuring to enhance the role of the business community, and also to position the CETC in accordance with changes in federal law.

In order to upgrade skills and prepare individuals to successfully enter or reenter the labor market, job training programs need the ongoing support and active involvement of business and industry. As Frank Chiaramonte had mentioned, this is why the regional work force development boards are structured so that 51% of the members are business.

Quite simply, industry driven training programs better meet the needs of industry. It makes some sense there. So we therefore recommend that this language of HB6630 be revised consistent with the

recommendations by the State Department of Labor which increased the participation of both the business community and the regional work force development boards.

We also support Section 3 of the bill which requires the CETC to submit a report card of each job training program to help policy makers evaluate the effectiveness of the different job training programs.

Requiring the CETC to set budget targets for assisting employers with their training methods is also important. However, I think some of their data collected by the Program Review and Investigations Committee is very powerful. I think given that data, we urge the committee to support efforts to increase access to the State Department of Labor's customized job training program for Connecticut employers as soon as possible.

According to the report, spending on job training for employers was less than two percent of the over 127 million in job training expenditures reported in 1995. Even though survey after survey shows that employers and employees find employer based training is one of the most effective training models.

Last year the program assisted over 7,200 individuals and 338 businesses. Ninety-eight percent of the participants either remained on the job, or were employed by another company. The cost for each individual entering employment was about \$579. And the average wage at placement was over \$14.

So no matter which way you look at it, the customized job training is a very successful program. It's also a very valuable tool for assisting small and mid-sized businesses upgrade the skills of their employees, and train new employees so they can better compete in today's market place.

Manufacturers today, it may be surprising to some of you, are facing a very serious shortage of

skilled workers, because their current work forces are aging. Fewer young people are interested in pursuing careers in manufacturing. And also success on the job means higher level skills than ever before.

The customized job training program has helped to some degree to address these problems, however, we need to do more with respect to this program. Here you have companies that want to expand operations, they want to create jobs, but they can't, because as the report points out, the demand for customized job training far exceeds the supply.

We do feel that funds should be reallocated from other less successful job training programs to the state's customized job training program, to better meet the state's goal of helping individuals find good, high paying jobs, and also improving Connecticut's business climate. Thank you.

REP. JARJURA: Thank you very much. Any questions?
Representative DelGobbo.

REP. DELGOBBO: Just one. In terms of your suggestion that other resources might be reallocated, you say less successful. Could you characterize what those might be?

ELIZABETH GARA: Well, I think some of the individual centered programs are much more expensive in some cases, and also less successful in terms of long term placement. Particularly when you look at the fact that only four, in 1995 and currently three, of the state's sixty-two different job training programs are targeted to employer based training. It's a very small percentage. So it seems there's some shift in order there. We would like to see that.

REP. JARJURA: Thank you very much. Brian Kronberger.

BRIAN KRONBERGER: Good morning, my name is Brian HB6629
Kronberger. I am President of the Connecticut Association of Builders and Contractors, which is a construction trade organization that represents over 200 builders here in Connecticut.

HB 6630 (Raised)**Summary**

An Act Implementing the Recommendations of the Legislative Program Review and Investigations Committee Concerning State Supported Job Training Programs

Section 1 - Requires the Connecticut Employment and Training Commission (CETC) to review and comment on all employment and training proposed by state agencies and any plans to implement programmatic initiatives developed by the legislature [lines 38-41].

Section 2 - Revamps the CETC membership structure and requires the commission to meet at least quarterly [lines 61-72].

Section 3 - Requires CETC to annually report to the Office of Policy and Management (OPM) and the legislature on job placement programs specified in the commission's annual inventory. The report must identify program cost, number of individuals entering each program, individuals satisfactorily completing each program, and participants' employment rates at specified intervals [lines 73-86].

Section 4 - Requires CETC, in conjunction with other state agencies, to regularly collect and analyze data on state supported training programs that measure the presence of gender or other systematic bias, and work to correct any problems found [lines 73-86].

Section 5 - Requires CETC, in consultation with other agencies, to recommend to OPM budget targets for assisting state employers with their training needs [lines 94-101].

TESTIMONY
ELIZABETH E. GARA
ASSISTANT COUNSEL
CONNECTICUT BUSINESS & INDUSTRY ASSOCIATION.
BEFORE THE
PROGRAM REVIEW & INVESTIGATIONS COMMITTEE
LEGISLATIVE OFFICE BUILDING
FEBRUARY 14, 1997
HARTFORD, CT

Good afternoon. My name is Elizabeth E. Gara, Assistant Counsel for the Connecticut Business & Industry Association (CBIA). CBIA represents over 10,000 businesses across Connecticut. Our membership includes firms of all sizes and types, however, the vast majority of our members has fewer than 100 employees.

I am here today to comment on HB-6630, An Act Implementing the Recommendations of the Program Review and Investigations Committee Concerning State Supported Job Training Programs.

The Connecticut Employment and Training Commission (CETC), which is charged with developing a plan for the coordination of all employment and training programs, should be restructured to enhance the role of the business community and position the CETC to make recommendations regarding the distribution of federal block grants. In order to upgrade skills and prepare individuals to successfully enter or reenter the labor market, job training programs need the strong support and on-going involvement of business and industry. We therefore recommend that the language of HB-6630 be revised to: 1) provide that employers comprise 51% of the CETC's total membership, consistent with the composition of the regional workforce development boards; and 2) require CETC to make recommendations regarding the allocation of federal job training block grants.

We agree that the role of the regional workforce development boards should also be strengthened, as recommended by the report, to reflect the valuable contribution of the boards in delivering and coordinating job training programs. The membership of the CETC as outlined in **HB-6630** should be revised to include the regional workforce development boards. CBIA also supports Section 3 of the bill which requires the CETC to submit a report card of each job training program to assist policymakers in evaluating the effectiveness of the state's various job training programs.

CBIA also supports Section 5 of the bill which requires the CETC to set budget targets for assisting employers with their training needs. However, given the data presented by Program Review in their report, we urge the committee to support targeting additional resources to the state Department of Labor's Customized Job Training program this year.

According to the report, spending on job training for employers was less than 2% of the \$127.6 million in job training expenditures reported in the state's 1995 job training inventory even though surveys of employers and employees consistently prove that employer-based training is the most effective training model. Customized Job Training is also one of the most cost-effective job training programs. Last year, the program assisted a total of 7,218 individuals and 338 businesses. 98% of the participants either remained on the job or were employed by another company. The cost per entered employment was \$579.45 and the average wage at placement was \$14.07 per hour. From every standpoint, Customized Job Training is clearly a success.

Customized Job Training is a valuable tool for assisting small and midsize manufacturers upgrade the skills of their employees and train new employees so they can

better compete in today's marketplace. Manufacturers are now facing a serious shortage of skilled workers because their current workforces are aging, fewer young people are interested in pursuing careers in manufacturing and success on the job means higher level skills. The Customized Job Training program has helped to address this shortage somewhat by funding initiatives such as the Waterbury Screw and Eyelet Machine training program developed by a consortium of small and midsize employers.

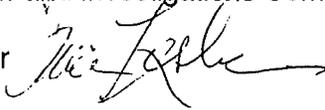
But more needs to be done to address the immediate training needs of Connecticut's manufacturers. Too many employers that want to expand operations and create jobs have been turned away by the state Department of Labor because demand for the Customized Job Training program exceeds supply. Funds should be reallocated from other less successful job training programs to the state's Customized Job Training program to better meet the state's goals of helping individuals find good jobs and improving Connecticut's business climate.



COMMUNITY-TECHNICAL COLLEGES
CONNECTICUT

Education that works

TO: The Honorable Fred H. Lovegrove, Jr., Senate Chair
 The Honorable Michael J. Jarjura, House Chair
 Legislative Program Review and Investigations Committee

FROM: Bruce H. Leslie, Chancellor 

DATE: February 14, 1997

TOPIC: HB 6630, AA IMPLEMENTING THE RECOMMENDATIONS OF
THE PROGRAM REVIEW AND INVESTIGATIONS COMMITTEE
 CONCERNING STATE SUPPORTED JOB TRAINING
 PROGRAMS

The Connecticut Community-Technical Colleges support the intent of HB 6630. However, we respectfully urge that a representative from the Community-Technical Colleges (CTCs) be included on the Connecticut Employment and Training Commission.

The Commission is charged with reviewing training programs and developing a plan for their coordination, yet there is no representative from higher education to join others knowledgeable about and involved in such training. It would be particularly appropriate to include the CTCs for the following reasons:

- The CTCs have formed key partnerships with the other participants, including workforce development boards, the business community across the state, and the state agencies involved in training, such as the Department of Economic and Community Development and the Department of Labor.
- Last year the General Assembly, in Public Act 96-190, recognized the need for a greatly expanded role for the CTCs in job training and economic development. We can carry out our charge and mission most effectively by participating with our partners on the Commission.
- The CTCs are the largest unit of public higher education, recognized for our successful experiences in brokering as well as providing job training, both locally and statewide.

- Connecticut's economic development will be furthered by a Community-Technical College System capable of meeting the severe skill shortages being experienced throughout the state. Our participation on the Commission will enhance responsiveness to the needs of the business community.

We also urge that the Committee draft the final bill so as to ensure that it is consistent with the provisions of Public Act 96-190, which was adopted after an intensive legislative study of the appropriate role for the CTCs in job training.

Thank you for the opportunity to comment on this very important bill.

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Connecticut Conference of Independent Colleges

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 Phone (860) 561-1680 Fax (860) 561-2725

Testimony Before the Program Review and Investigations Committee

By
 Michael A. Gerber, President

February 14, 1997

Raised Bill No. 6630: "An Act Implementing the Recommendations of the Program Review and Investigations Committee Concerning State Supported Job Training Programs"

The Connecticut Conference of Independent Colleges (CCIC) recognizes that this bill seeks to strengthen the role of the Connecticut Employment and Training Commission with respect to providing and evaluating job training in our State. We believe the Commission's ability to perform its statutory functions, both current and proposed, would be enhanced by amending Section 2 of the bill to include three additional members on the Commission: one from a community-technical college, one from a public four-year college or university that provides job training services to employers, and one from an independent college or university that provides job training services to employers.

Virtually all colleges and universities in Connecticut are involved in job training to one degree or another -- ranging from the education of students who will serve as the skilled work force of the future -- to offering specific job training programs on campus or on-site to meet specific job training needs of employers -- to providing the advanced degree level work needed to upgrade technological and management capabilities and to help enable workers to assume higher levels of responsibility.

CCIC colleges and universities are involved in offering many such training programs to business and industry across the State. To cite just a few examples:

- the Management Center at Teikyo Post University provides professional training and development programs on campus and on-site to many businesses throughout Connecticut;
- Sacred Heart University provides training for G.E. Capital employees working toward a bachelor's degree in business administration, and provides training in language and culture for Sikorsky Aircraft employees;
- the University of Hartford offers a welfare-to-work program through the Hartford College for Women, which program has helped people graduate off

Albertus Magnus College, Connecticut College, Fairfield University, The Hartford Graduate Center, Mitchell College, Quinnipiac College, Sacred Heart University, Saint Joseph College, St. Vincent's College, Teikyo Post University, Trinity College, University of Bridgeport, University of Hartford, University of New Haven, Wesleyan University, Wilcox College of Nursing, Yale University

of State welfare rolls and resulted in nearly 350 new businesses being started in Connecticut;

- the University of New Haven Center for Family Business addresses the needs of family businesses in Connecticut; and
- Quinnipiac College works with the Private Industry Council in offering courses to dislocated workers.

When one considers the number and range of training opportunities offered by Connecticut's independent and public institutions of higher education, it becomes apparent that State training support should be directed to those institutions which are best suited (either by programmatic offering, faculty strength, or geographic location) to meet the needs of employees and relevant businesses and industries. The Commission has a key role to play in ensuring the effective and efficient use of State resources in this regard, and is charged under current law to develop "a plan for the coordination of all employment and training programs in the State to avoid duplication and to promote the delivery of comprehensive, individualized employment and training services."

In order to help fulfill its current duties, and to assume the new responsibilities that would be created under the proposed bill, the Commission would benefit from the membership of higher education representatives (from institutions in the State which are actively involved in job training on a day-to-day basis).

CCIC appreciates the opportunity to comment on this legislation, and requests that our recommended amendment be adopted if the Committee gives Raised Bill No. 6630 a joint favorable report.

CONNECTICUT WORKFORCE DEVELOPMENT COUNCIL

**Frank Chiaramonte, Executive Director
Capital Region Workforce Development Board**

**Testimony Concerning Raised Bill 6630
February 14, 1997**

The Connecticut Workforce Development Council, representing the state's Regional Workforce Development Boards, presents the following points for consideration in regard to *Raised Bill 6630: An Act Implementing the Recommendations of the Program Review and Investigations Committee Concerning State Supported Job Training Programs.*

- **Workforce Development Boards are the primary system in the state for the delivery of employment and training services, through their public-private partnership which features a unique relationship with business and with local elected officials, as well as with the rest of the employment and training community.**

With a majority of private business representation in their membership, as well as representation by all other significant elements of the employment and training community (education and higher education, organized labor, community-based organizations, and state and local government), Workforce Development Boards alone are positioned to build on the accumulated experience of the state's Private Industry Councils in forging public-private partnerships for employment and job training. In particular, because of their close ties to the business community as well as to economic development organizations at the local, regional and state levels, the Boards can serve a vitally necessary function in influencing the degree of actual work-readiness of job applicants and in helping the state's workforce to become more skilled and competitive to meet the challenges of a global economy.

- **Workforce Development Boards will be a cornerstone of new federal workforce legislation, building on their role as key managing partners in One-Stop Career Centers and their important partnership role in the School-to-Career initiative, as**

well as on their relationships with the business community. They will also be uniquely qualified to act as Human Resource Investment Councils.

Workforce legislation under consideration in Congress will change the nation's employment and training system significantly in the near future, and it is likely that Workforce Development Boards will be featured in a key role under a new system. Their function as key managing partners in the One-Stop Career Centers, and their partnership role with Regional Education Service Councils in School-to-Career activities, put them squarely in line with emerging federal directions in employment and training. An important part of that role will be to coordinate increased participation by business in the process of developing School-to-Career efforts, employer-based training for adults, and other training-related initiatives. In addition, Workforce Development Boards are uniquely positioned and structured to fulfill the mission of Human Resource Investment Councils, consistent with another direction in which the federal government is moving.

- **Workforce Development Boards base training on market principles and linkages with business.**

In a new block-grant system that is predicted to replace the Job Training Partnership Act, Workforce Development Boards will use voucher training more extensively than at present. Voucher training is based on market principles (such as quality, cost-effectiveness, and customer satisfaction), using training providers from an approved vendor list that is designed with "employer-friendly" criteria, and is intended to produce qualified graduates with the skills that employers need, for jobs that are in demand.

- **The Legislative Program Review and Investigations Committee presented an essentially favorable report with regard to the performance of the state's Workforce Development Boards.**

The cost and performance information in the report of the Legislative Program Review and Investigations Committee, as it relates to Regional Workforce Development Boards, is essentially favorable. It reflects relatively low-cost, performance-driven activity in employment and training.

- **Regional Workforce Development Boards should be strengthened through active enforcement by the Connecticut Employment and Training Commission of the requirement that state agency plans related to funding of employment and training activities be coordinated through the Boards.**

Regional Workforce Development Boards conduct an extensive regional planning process, including needs assessment, each year. As a result, they are in a position to determine regional needs and to coordinate the planning and funding of services to meet those needs. We recommend that the CETC ensure that state agencies provide the Boards with information sufficient to enable a review of plans for funding and implementing activities related to employment and training, to determine whether such activities are consistent with regional plans.

- **The composition of the Connecticut Employment and Training Commission should be consistent with the composition of Regional Workforce Development Boards, and should consist of at least fifty-one percent business representatives.**

One of the strengths of the Workforce Development Boards is the fact that a majority of their membership represents the business community. It seems appropriate that the Commission's membership reflect a corresponding business majority.

- **Customized job training funds for incumbent workers need to be increased from the present \$1.9 million to \$10 million to remain competitive in the global marketplace.** Customized job training was cited as a cost effective way of upgrading the skills of presently employed workers. All of the Workforce Development Boards have had numerous conversations with businesses, who need to upgrade staff with new technology, so that they can remain competitive in the global marketplace.

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HB6630

TESTIMONY BEFORE THE
LEGISLATIVE PROGRAM REVIEW AND
INVESTIGATIONS COMMITTEE

PRESENTED BY
KENNETH GUNDERMAN

FEBRUARY 14, 1997

GOOD MORNING. MY NAME IS KENNETH GUNDERMAN. I AM THE EXECUTIVE DIRECTOR OF THE THAMES VALLEY COUNCIL FOR COMMUNITY ACTION - THE COMMUNITY ACTION AGENCY SERVING SOUTHEASTERN CONNECTICUT. MY AGENCY HAS BEEN PROVIDING EMPLOYMENT AND TRAINING SERVICES TO RESIDENTS OF NEW LONDON COUNTY FOR OVER 30 YEARS. MY ORGANIZATION HAS PREVIOUSLY SERVED AS THE GRANT RECIPIENT AND GRANT ADMINISTRATOR FOR OUR REGION'S PRIVATE INDUSTRY COUNCIL, AND I HAVE BEEN A MEMBER OF THE CONNECTICUT EMPLOYMENT AND TRAINING COMMISSION UNDER PREVIOUS ADMINISTRATIONS.

I COMPLIMENT THE COMMITTEE'S STAFF ON THE REPORT WHICH WAS PREPARED LAST NOVEMBER 26TH AND WISH TO OFFER THE FOLLOWING COMMENTS ON THE STAFF RECOMMENDATIONS CONTAINED WITHIN THAT REPORT:

IT IS PROPOSED THAT THE MEMBERSHIP OF THE CETC BE RESTRUCTURED AND THAT THE NEW MEMBERS CONSIST OF 15 REPRESENTATIVES: 5 STATE OFFICIALS; AND 10 OTHER MEMBERS. THESE 10 ADDITIONAL MEMBERS ARE PROPOSED AS FOLLOWS: 6 BUSINESS REPRESENTATIVES, 3 LABOR REPRESENTATIVES AND ONE COMMUNITY SERVICES REPRESENTATIVE. THESE 10 MEMBERS WOULD BE APPOINTED BY THE GOVERNOR FROM A POOL OF NAMES NOMINATED BY EACH OF CONNECTICUT'S REGIONAL WORKFORCE DEVELOPMENT BOARDS.

I BELIEVE THAT THE INTERESTS OF OUR STATE'S EMPLOYMENT AND TRAINING SYSTEM COULD BE BETTER SERVED IF THE FOLLOWING AMENDMENTS TO THIS PROPOSED STRUCTURE AND SELECTION PROCESS WERE INCLUDED IN LEGISLATION BEING CONSIDERED IN THIS SESSION.

1. INCREASE THE TOTAL PROPOSED MEMBERSHIP OF THE CETC TO 18 MEMBERS BY ADDING TWO ADDITIONAL COMMUNITY SERVICES REPRESENTATIVES, AND ONE ADDITIONAL BUSINESS REPRESENTATIVE TO THE PROPOSAL SUBMITTED BY THE COMMITTEE'S STAFF. THIS AMENDMENT WOULD PROVIDE A BROADER AND MORE BALANCED IMPUT INTO THE COMMISSION'S DELIBERATIONS AND WOULD STILL MAINTAIN A MAJORITY OF BUSINESS REPRESENTATIVES FROM THE NON-STATE AGENCY SECTOR OF THE COMMISSION. LOCAL DELIVERERS OF COMMUNITY SERVICES ARE A SIGNIFICANT PART OF THE STATE'S EMPLOYMENT AND TRAINING SYSTEM AND SHOULD BE ADEQUATELY REPRESENTED ON THE CETC.

2. EXPAND THE NOMINATION PROCESS WHICH ESTABLISHES THE POOL OF CANDIDATES TO SERVE ON THE COMMISSION BY INCLUDING ORGANIZED LABOR AND STATE HUMAN SERVICE ASSOCIATIONS AS NOMINATORS OF THEIR RESPECTIVE SEATS ON THE COMMISSION. INASMUCH AS THE CETC REVIEWS THE PLANS OF THE INDIVIDUAL WORKFORCE DEVELOPMENT BOARDS AND EVALUATES THE PERFORMANCE OF THESE BOARDS, IT WOULD BE UNWISE TO HAVE 2/3 OR MORE OF THE CETC SELECTED FROM CANDIDATES RECOMMENDED ONLY BY THE REGIONAL WORKFORCE DEVELOPMENT BOARDS.

3. LIMIT THE NUMBER OF CETC MEMBERS WHO ARE REGIONAL WORKFORCE DEVELOPMENT BOARD MEMBERS TO NO MORE THAN 50% OF THE NON-STATE AGENCY REPRESENTATIVES ON THE CETC. THIS AMENDMENT IS BEING PROPOSED FOR THE SAME REASONS THAT WERE OUTLINED IN MY PROPOSED ADJUSTMENTS TO THE NOMINATION PROCESS. IF THE CETC IS TO SERVE THE STATE AS ENVISIONED IN EXISTING LEGISLATION, THE COMMITTEE SHOULD INSURE THAT A COMMISSION IS NOT ESTABLISHED WHICH PROMOTES A PUBLIC PERCEPTION THAT THE TAIL IS WAGGING THE DOG. THE CETC MUST BE BROAD BASED AND REPRESENTATIVE OF THE DIVERSE INTERESTS AND TALENTS AVAILABLE TO THE LEGISLATURE AND THE GOVERNOR IF IT IS TO SUCCESSFULLY IMPLEMENT ITS MISSION.

THE REGIONAL WORKFORCE DEVELOPMENT BOARDS ARE AN INTEGRAL PART OF OUR STATE'S EMPLOYMENT AND TRAINING SYSTEM AND NOTHING WHICH I AM PROPOSING SHOULD BE CONSTRUED TO SUGGEST THAT THEY SHOULD NOT PLAY A SIGNIFICANT ROLE VIS-À-VIS THE CETC. BUT THE COMMISSION-IF IT IS TO CARRY OUT ITS STATUTORY MANDATE TO PLAN, COORDINATE AND EVALUATE TRAINING PROGRAMS HERE IN CONNECTICUT-MUST DRAW UPON ALL OF THE STATE'S TALENT AND RESOURCES THAT ARE AVAILABLE. I BELIEVE THAT MY PROPOSED AMENDMENTS SUPPORT THE STATUTORY MANDATES AND ENHANCE THE RECOMMENDATIONS PREPARED BY THE COMMITTEE STAFF.

State of Connecticut

COMMISSION OFFICERS:

Sarah E. McGirr
Chairperson

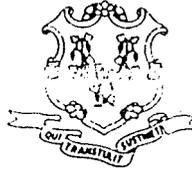
Patricia Russo
Vice Chairperson

Rosaida Morales Rosario
Secretary

Carmen I. Sierra
Treasurer

EXECUTIVE DIRECTOR:

Leslie J. Brett



PERMANENT COMMISSION ON
THE STATUS OF WOMEN

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Testimony of**Leslie J. Brett****Executive Director**

**Permanent Commission on the Status of Women
before the
Program Review and Investigations Committee
Friday, February 14, 1997**

COMMISSION MEMBERS:

Barbara DeBaptiste
Karen L. Giblin
Jann-Marie Halvorsen
Patricia T. Hendel

Ruth L. Fudge
George Schatzki
Cindy R. Slane
Geraldine Roberts

LEGISLATIVE MEMBERS:

Senator Donald E. Williams, Jr.
Senator Thomas F. Upson
Representative Michael P. Lawlor
Representative Robert Farr

HONORARY MEMBERS:

Connie Dice

Re: H.B. 6630, AA Implementing the Recommendations of the Program Review and Investigations Committee Concerning State Supported Job Training Programs

S.B. 993, AAC The Implementation Of A Procurement Announcement System Recommended By The Legislative Program Review And Investigations Committee

Good morning Senator Lovegrove, Representative Jarjura and members of the Committee, and thank you for this opportunity to testify regarding S.B. 993, AAC The Implementation Of A Procurement Announcement System Recommended By The Legislative Program Review And Investigations Committee and H.B. 6630, AA Implementing the Recommendations of the Program Review and Investigations Committee Concerning State Supported Job Training Programs. My name is Leslie Brett, and I am the Executive Director of the Permanent Commission on the Status of Women (PCSW).

First, let me comment very briefly on the procurement bill: We support the concept of a computerized procurement announcement system for goods and services purchased by a state agency. The PCSW is interested in this issue because we have been analyzing data on the issue of state procurement in relation to awards to women and minority owned businesses, and find that very little state business is awarded to these firms. We are in the process of preparing a written memo which we will submit to you regarding our concerns about compliance, which is also addressed in the full report of this Committee.

SB 993

PCSW Testimony/Program Review and Investigations Committee
Public Hearing, February 14, 1997, page two

Let me turn to the job training bill: At the Permanent Commission on the Status of Women, we have identified the issue of strengthening Connecticut's education and job training system as one of our top priorities for the year. If we could accomplish one thing this year that would make the transition from welfare to work a genuine step toward self-sufficiency and hope, it would be to pay greater attention, as we are doing today, to the programs that offer education and skills to people looking for work. Without effective, targeted job training, we will find many welfare recipients and other unemployed and dislocated workers trapped in a demoralizing game of "chutes and ladders" - that is, stepping up into low skilled, low wage jobs with no benefits and little opportunity for advancement, and then sliding back down into poverty within two years because of lay-offs, inadequate skills, or other hardships. Education and job training is also a top priority for the PCSW because Connecticut's business and industry will not grow, and will not create more jobs, if we cannot supply skilled workers, ready to work. Like any successful business, the State of Connecticut must invest in its assets in order to prosper- and in this case, it means investing in the skills and abilities of our workers. HB 6630

We agree strongly with the finding of the Committee that our employment and training system in Connecticut lacks effective coordination and accountability. This is particularly frustrating in that we have administrative structures recently designed by statute to perform precisely those functions-the nine Regional Workforce Development Boards and the Connecticut Employment and Training Council. In addition to those, we now have One Stop Career Centers and federal funds for our new School-to-Career program. Even before these, we had the CETO program, which combined training funds from the Departments of Education, Labor and Social Services in order to serve clients better. If we are still uncoordinated in Connecticut, it surely is not for lack of trying.

In our opinion, one reason for our inability to create a truly coordinated and responsive job training system is that there are at least two very different philosophies or motivations underlying various job training programs, which seem to drive them in different directions: One is to provide training and basic education to people with little or no skills, who have not worked in some time, including people on welfare or other unemployed individuals. When this is the primary motivation, programs are generally designed as what the Committee report labels "training plus," which means skill training together with job counseling and other support services. The population in this case is also quite heterogeneous, including many people with multiple barriers to successful employment. The other motivation is to train workers to meet employer demand for skilled labor.

PCSW Testimony/Program Review and Investigations Committee
Public Hearing, February 14, 1997, page three

When this is the primary goal, then training is usually shorter, with no support services, and the population served is often hand-picked from among those most experienced and ready to work.

Traditionally, the Department of Labor has done more of the latter, and the Departments of Social Services and Education have done more of the former. The Workforce Development Boards were set up with a model that favored business participation and the expectation that they would make priorities and plans that served the needs of employers, and then required to serve a largely disadvantaged population- a task for which they are not always best suited. These are the conditions leading to our failure to coordinate.

We believe that it is time to reconcile those two goals and agree that we can and must do both. We need a more unified approach to job training that genuinely offers all of the basic education, skills and support services that are needed by people who are structurally unemployed, and we need a system that is capable of more rapid response to the needs of employers so that we train people for jobs that are really available, and make this a climate where businesses can grow.

The bill before you has several important sections which we support, but we would also like to offer some comments and recommendations that we believe would strengthen the proposal:

We support Section 3, requiring the Connecticut Employment and Training Commission (CETC) to evaluate and issue report cards on the performance of job training programs. We recommend that, in addition to those factors enumerated in the bill, the evaluation should also include data about the wages and benefits earned by those who find employment following training, so that we can measure whether we are preparing people for self-sufficient employment or training them only to remain in poverty.

We support section 4, requiring the CETC, together with the PCSW and the Commission on Human Rights, to collect and analyze data regarding gender, race or any other evidence of bias. We call to your attention the section in the Committee report regarding gender bias, in which the Committee documented the problem we raised at the hearing last August: Many of our training programs are based on out-dated stereotypes about traditional work for females and males, and are therefore training an overwhelming percentage of women in low-wage clerical or service skills that do not lead to self-sufficiency. We can train women and men in higher wage trades and technical occupations if we decide to do so, and we believe we must. We are pleased to see this issue addressed in the report and the proposed bill.

We agree that the Connecticut Employment and Training Commission must be streamlined and revitalized, as proposed in Sections 1 and 2, but we are frankly puzzled by the recommended composition of the Commission

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which, in addition to state agency officials, would include six business representatives, only three representatives of labor and one community representative. We respectfully suggest a more balanced composition which would include three representatives of business, three of labor, and three from community based organizations involved in job training. In addition, because of the issues discussed above concerning the potential for unintentional bias, and the special needs of some of the populations served by job training programs, we suggest that membership in the Committee be expanded to include one representative of the PCSW, one from the Commission on Human Rights, and one from the Office of Protection and Advocacy for People with Disabilities.

There are other types of actions that can be taken to address the many issues detailed in the Committee report, and as you are probably aware, there are other job training bills being considered by both the Labor and Human Services Committee. In brief, we recommend that the Department of Labor be directed to work with Community-Technical Colleges to develop more short term "certificate programs" that will prepare workers for specific occupations in less than two years or, in some cases, in less than one year. We also recommend that we devote greater resources to on-site education, including on-the-job skills training as well as literacy and numeracy classes, and that we develop incentives to encourage employers to provide this training or release employees to participate. Research shows that adults learn better when instruction is offered which relates directly to employment. This is called "functional context education." Finally, we recommend that participants in the Reach for Jobs First program have the opportunity for early assessment of their skills and training needs, and be encouraged to participate in job-specific training, with appropriate day care and transportation support, so that they can develop the skills necessary for self-sufficient employment.