

**Governor's Committee on Community-based Alternatives**  
**Workforce Committee**  
**Meeting Notes**  
**September 8, 2005**

**Attendance:** Ginger Nobles, Easter Seals; Micki Edelsohn, Homes for Life Foundation; Michael Gamel-McCormick, CDS; Tracy Mann, CDS; Penny Chelucci, DVR; Doyle Dobbins, DelARF; John Reiff, Ken Crest; Renee Settles-Bean, CDS; Becca Dougherty, CDS; Laura Guralnick, CDS

- Budget update information
  - Renata is meeting with Vince Meconi, but the Workforce committee probably won't get the 1% increase requested. One reason is the increase in the cost of fuel. (Doyle)
  - Jack Markell suggested at the last meeting that the group continue to advocate and push the issue, even though it seems to get harder to keep asking.
- Suggestions for PowerPoint slides drafted for budget office meetings
  - Content
    - *Suggestion:* Needs more quantitative information (Penny). A cost-benefit slide that demonstrates that giving people higher wages reduces costs of recruitment (Micki). One counter-problem is that showing the numbers may not work because the Workforce committee is actually asking for more money; it's not just "a wash" (Doyle). That may also be a problem because there has actually been an increase in community funding in Delaware. However, based on the increase in the number of people in the community, a per capita number might show that people in DE need more funding (Michael).
    - *Suggestion:* Showing the consequences of not funding community services may also be a good idea. Use other studies to show that community services receive less and deserve more money (John).
    - *Question:* Should we use "\$2.00/hour" or \$11 million? Some officials like to hear about the bottom line and overall cost that is easily understood in their terms. (Doyle)
    - *Question: What issues should the slides concentrate on?* (1) Agency costs are going up and they are losing money for overhead. Trends like foundation contributions affect this field a lot. This is a major concern and a demonstrated a need for funding as well. These businesses will leave the market if they can't make money and if they leave the market, government will have to pay even more to compensate for this (Doyle/John/Penny). (2) This subcommittee should focus on addressing the low wages and benefits of workers, as opposed to organizational issues (Ginger). Low wages are part of the "true cost" to consumers (Michael).



- This should happen at the beginning of September
- Group should establish the opportunities for development and threats of the worst case budget decisions, like service suffers and clients get cut from services.
- Values Subcommittee Update
  - No change in initiatives. They are waiting for the group to reconvene.
- Career Lattice Subcommittee Update
  - Discussion about apprenticeship program development
    - Most current ones are based on a medical model
    - Creates different level of competencies
    - Supports retention at one agency; does not promote moving from organizations to organization.
    - Comparisons to other field were discussed (i.e. plumbing).
    - Dept of Labor grant is being researched. *Question:* Does the Departments of Labor grant have a connection with the SEED program? They may offer scholarships for Community College education.
    - Renee was encouraged to continue all efforts and research.
- Next meeting set for Thursday, October 20 from 1:00 – 3:00 p.m. at the Bear Library.