

FINGER LAKES WORKFORCE INVESTMENT BOARD MEETING MINUTES
Wednesday, November 15, 2017 8:30-10:00am
Ontario ARC

ATTENDANCE:

Members: T. Albanese, S. Bischooping, L. Brennan, M. Burnell, D. Culeton, M. Davis, J. DeVault, R. Doebelin, L. Freid, J. Hamm, D. Hellert, M. Kauffman, C. Kramer, M. Manikowski, K. Morgan, J. Mueller, R. Nye, L. Parish, J. Pellerite, B. Percy, D. Phillips, R. Plympton, M. Rusinko, A. Scheetz, C. Schillaci
Guests: K. Bailey, T. Bushner, J. Celso, J. Champion, A. Cook, J. Davis, M. Fisher, C. Hess, M. Lynch, J. Marshall, A. McGraw, E. Tiberio, J. Vrabel, M. Waterstram, M. Whirtley
Staff: A. Lesterhuis, J. May, D. Sowards, K. Springmeier, M. Woloson
Absent: M. Churchill, T. Facer, M. Fortune, D. Maloney, J. McGregor, J. Sheppard

Mr. Mueller called the meeting to order at 8:30 a.m. Introductions followed.

Ms. Scheetz welcomed the Board members and guests to Ontario ARC and thanked the attendees for their support of ARC programs and facilities. Ms. Scheetz went on to explain how Ontario ARC helps individuals with disabilities and other challenges, and is one of the top ten employers in Ontario County. Ontario ARC currently assists one thousand individuals and their families with day programs, residential programs and transportation.

INDEPENDENT AUDIT PRESENTATION:

Mr. Waterstram, of the Bonadio Group, reviewed the PY'16 Audit, which he called "very smooth and clean". There were no findings in the audit. A motion to approve Resolution #04-17, Acceptance of Audit for Program Year July 1, 2016 – June 30, 2017 was made by Ms. Parish and seconded by Mr. Schillaci. All in favor, motion carried.

NEW BUSINESS/CONSENT AGENDA:

- **Approval on June 21, 2017 meeting minutes**
 - Motion to approve the minutes was made by Mr. Bischooping and seconded by Mr. Phillips. All in favor, motion carried.
- **Approval of September 20, 2017 meeting minutes**
 - Motion to approve the minutes was made by Mr. Bischooping and seconded by Mr. Phillips. All in favor, motion carried.
- **Resolution #02-17 Training Provider Resolution – Nursing Assistant at Oswego County BOCES**
 - Motion to approve this resolution was made by Mr. Bischooping and seconded by Mr. Phillips. All in favor, motion carried.
- **Resolution #03-17 Approval of Finger Lakes Local Plan July 1, 2017 – June 30, 2018**
 - Motion to approve this resolution was made by Mr. Bischooping and seconded by Mr. Phillips. All in favor, motion carried.

ECONOMIC NEWS AND UPDATES:

Economic Issues/Trends/Concerns:

- Ms. Freid – Workforce Development – Ms. Freid passed out "Color My Future: A Career Exploration Coloring Book", created by the Workforce Development Institute, to all members and guests. The coloring book has been given to kindergarten through fifth grade students to enhance career awareness. Ms. Freid also spoke of the upcoming WDI calendar, which promotes stories of women helping women, women overcoming adversities and the struggles and barriers women face in the workplace. Given the current social climate, WDI has considered that a calendar showcasing women may not be the best platform and will be asking for input as they release the calendar. In addition, Ms. Freid and Mr. Phillips attended a workforce symposium in Albany, where they discussed the shrinking population in the state; families have 1.9 children and 2.1 children per family are needed to adequately accommodate the workforce need. Also, two-thirds of all jobs will need upskilling over the next ten years, across most industries.
- Mr. Plympton – Advanced Manufacturing – Mr. Plympton reported that the Finger Lakes region is losing thousands of manufacturing jobs a year, but with the one billion dollars being piped into the area through AIM Photonics and the Upstate Revitalization Initiative, that can change. For the past five years, the Finger Lakes region has kept an average of sixty-five thousand manufacturing jobs. Each year, one thousand jobs are lost due to retirement, company changes and relocation and future workers need to be trained and prepared to fill those positions. Optimax has created a Precision Optics Technician Apprenticeship program that has received both state and federal accreditation and they are working towards establishing an Industrial Manufacturing Technician Apprenticeship program that will be able to serve more FAME members. Additionally, FAME is partnering with Edge Factor to produce videos and other works to create advanced manufacturing career awareness and they need to raise six hundred thousand dollars to support the initiative for another three years. Mr. Plympton then directed all to turn to page nine of the coloring book, which states that CNC Machinists earn seventeen dollars an hour, and stated that anyone with ten years of experience in

the field should make fifty thousand annually and those in leadership roles should make one hundred thousand annually.

- Ms. Scheetz – Health and Human Services – Ms. Scheetz discussed Ontario ARC's latest venture, North Star Coffee, and invited all to visit. She also stated that ARC is a great pipeline for employees who have strong soft skills. Mr. Mueller then changed the scope of the conversation to include workers with all types of barriers. Ms. Brennan said that the biggest barrier she encounters is prospective employees with a sporadic work history, which Ms. Parish echoed. Mr. Manikowski gave drug addiction, or inability to pass a drug screen, as another barrier to employment.
- Mr. Mueller – Farming – Mr. Mueller reported that while September and October were great, November hasn't been as productive due to the weather. The dairy business has also been flat, as a result of decreased yogurt and milk sales.

Privilege of the Floor:

Mr. Marshall spoke of Veterans Awareness Month and the Veteran Open House events at the Career Centers. The events will continually be improved upon to insure that veterans are receiving the benefits and help that they need and the WIB Strategic Goal number four is met. Mr. Marshall also mentioned the upcoming job fairs in Wayne County, Fort Drum. Ms. Bailey informed the members and guests that Mr. Marshall is being honored by the Rochester Business Journal as a "40 Under 40" for his dedication to the veteran population.

COMMITTEE AND STRATEGIC PLAN UPDATES:

- Finance and Audit – Mr. Doeblin – Mr. Doeblin thanked Mr. Waterstram and the Bondadio Group for their work on the independent audit.
- Governance and Membership – Ms. Springmeier – Ms. Hess will be replacing Ms. Andrews on the Board and there is still a Seneca County vacancy.
- Performance and Evaluation – Mr. Rusinko – The Committee last met on November 7th and it was productive as it was an in person meeting rather than a phone conference.
- Marketing and Communication – Ms. Culeton – The Committee has not met since the last meeting of the Board. The next Committee meeting is scheduled for December 13, 2017 and an update will be given at the January 17, 2018 meeting of the Board.
- Youth – Ms. Parish – The most recent Committee meeting was held in September and there was a great turnout, twelve to fifteen in attendance as a result of the Committee reaching out for new membership. The Committee reviewed data and shared information tied to goals that they would like to achieve. Ms. Parish and Ms. Lesterhuis participated in a WorkforceGPS webinar in early October, which was very interesting. They shared some of the Committee's success stories, such as "Finger Lakes Works... *with their hands!*" and "On the Job with FLTV". It was an interactive event which allowed them to participate in surveys and ask questions live. Ms. Parish will be using the webinar as a resource going forward.
- Individuals with Disabilities – Ms. Cramer – Ms. Cramer discussed the need for more members in the Committee and to increase the number of individuals with disabilities who receive assistance by twenty percent. Ms. Cramer also mentioned the training that the career center staff will receive on how to discuss barriers with individuals with disabilities and how to be sensitive to their needs. Ms. Cramer asked all employers to remember when hiring employees who receive services from ACCES-VR that there are incentives that they may receive, such as tax benefits and wage reimbursement.
- Director's Report – Ms. Springmeier – Ms. Springmeier directed all attendees to the PY'16 Annual Report, which was given to them before the start of the meeting, and reported that she has submitted Episode One of "On the Job with FLTV" to different workforce entities for award consideration.
- Strategic Plan Update – Ms. Springmeier – No formal Strategic Plan update at this time.

PRESENTATION:

"A Look at Childcare in the Finger Lakes" – Ms. Champion, Executive Director of Child and Family Resources, Inc. Ms. Champion's presentation gave insight into the problematic issue of child care, which can be a barrier to employment for working parents. The cost, availability and suitability of daycare providers are the main considerations in choosing a provider and many parents aren't left with decent choices. Several handouts were distributed.

OTHER BUSINESS:

- Ms. Springmeier reminded all about the Regional Transportation System presentation, being held on November 30th, and the Non Profit Management Training, being held on November 28th. There are currently four open slots for the Non Profit Management Training.
- Ms. Springmeier mentioned the success of "Finger Lakes Works...*with their hands!*". All attendees of the event, including Senator Helming and the school superintendents, raved about the wonderful opportunity for the students.
- Mr. Woloson informed the Board of the Wayne County Job Fair, to be held on November 16th.

Next Board Meeting – January 17, 2018 – Eastview Mall, Victor.

Motion to adjourn the meeting was made by Mr. Plympton and seconded by Ms. Brennan. All in favor; motion carried. The meeting was adjourned at 9:51 a.m.

Respectfully submitted,
Jennifer May
Executive Assistant