

# YOUTH COMMITTEE MEETING MINUTES

Finger Lakes Workforce Investment Board

41 Lewis Street, Geneva, NY

Wednesday, May 9, 2018

**ATTENDANCE:** **Members:** Lori Parish, Deb McGrimley, Ryan DeVay, Marsha Foote, Wendy Cartwright, Chris Yonge, Chris Edgar, Melissa Stuart, Jennie Erdle  
**Guest Speaker:** Zack Brooks, GW Lisk  
**Staff:** Amanda Lesterhuis, Karen Springmeier

## I. Introductions

Zack Brooks, Talent Acquisition Manager at GW Lisk introduces himself as being in the recruiting business for 8 years, first with Kelly Services and now with GW Lisk.

## II. Approve Minutes

A motion to approve the minutes was made by Ms. Erdle, seconded by Mr. Edgar. All in favor, motion carried.

## III. Generation Z/Millennials and Impact on Workforce

Mr. Brooks shared trends that he has seen while in recruiting positions and the barriers/lack of skills that seem to effect the younger generations from maintaining employment:

- May not be getting enough one-on-one attention/direction from Supervisor.
- Chronic attendance issues. Allowed 5 minute grace period to clock-in and still there are issues with tardiness. Also, younger employees ask to leave work early or come up with excuses to leave work early than ever before.
- Overall Work Ethic, mostly relating to attendance, cell phone use, not being interested in job/business, not returning voicemails, "texting" through email (all lower case, improper English, no punctuation, no signature, etc.), lacking face-to-face communication skills, giving up after a few weeks.

Mr. Brooks also shared what they have implemented to try to connect with younger generations:

- "Levels Program", increased monetary and responsibilities as they progress through levels 1-5, provides clearer career pathway when they start and provides incentives along the way
- Asking veteran employees to mentor/coach new hires, sell their business model, be good role models, show value in their work, etc.
- Started online applications last year with a barcode scanner for smartphones, application can be linked to LinkedIn account to fill in information on application. Noted that even younger, college graduates are not submitting applications that are missing information and/or not submitting resumes. Most of the time they are not contacted for those reasons.

Mr. Brooks also noted the younger generations seem less motivated by money and more by the "bigger picture" and how their work will make a positive impact in the world. Mr. Brooks stated he shares this information with High School students by going into the schools and doing presentations.

## IV. Update from WIOA Youth PY18 RFP Review Sub-Committee

Ms. Lesterhuis stated the Review Sub-Committee has come to agreement to accept the proposals received. Ms. Springmeier added the Sub-Committee did a very thorough job of reviewing the proposals and were very invested in the project, thanked the members that were present. The proposals have been approved by the Finance Committee, Executive Committee, and will go in front of the WIB Board for approval on May 16<sup>th</sup>.

## V. New WIOA Youth Policies

Ms. Lesterhuis shared 5 new and 1 updated WIOA Youth Policies that will go in effect starting on July 1, 2018 for PY18; Customer Service Indicator, Work Experience, Exit & Follow-up, Supportive Services, and Objective Assessment are new. Incentive Policy has been updated.

## **VI. Other Items/Open Floor**

Ms. Erdle asked the group if they have seen a trend with unprofessional email addresses which they've been seeing lately at FLCC for incoming students. Ms. Erdle stated she's been trying to use it as a learning experience for the new students to make them aware why they should have a more appropriate email address. Ms. Lesterhuis and the Youth Counselors agreed this has been a trend. Also, Ms. Erdle shared an issue that FLCC is working on to resolve. Incoming/current students can request emergency funds to help them overcome barriers keeping them from finishing their program. Recently, there have been requests from incoming, mostly younger students to have FLCC purchase them laptops in order to complete online programs. Ms. Erdle stated currently, laptops can be borrowed but only for short time periods like 24 hours. Ms. Parish asked if this was an expense that other programs, like the WIOA youth program, could cover. Ms. Lesterhuis stated it may be allowable under Supportive Services but would need to be submitted for approval.

Ms. Foote asked if anyone on the committee has received training in Sex Trafficking and asked if anyone would be interested. Ms. Foote stated it's an increasing issue even in our area and another committee she's working with is trying to educate the community on signs to look for. Ms. Springmeier agreed a Staff Training for the Youth Counselors would be beneficial. Ms. Lesterhuis will follow-up with Ms. Foote.

## **VII. Next Meeting Cancelled**

Ms. Parish stated due to Ms. Lesterhuis' pending maternity leave and much of the Youth Committee's focus being Finger Lakes Works with their Hands over the summer, there will not be a meeting in July. Ms. Parish encouraged members to join the FLWWTH Steering Committee in the meantime (next meeting TBD) and the next Youth Committee will be scheduled in October after FLWWTH. When the next FLWWTH Steering Committee meeting is scheduled, Ms. Lesterhuis will send the date out to the Youth Committee.