

## FINGER LAKES WORKFORCE INVESTMENT BOARD MEETING MINUTES

Wednesday, September 15, 2021 8:30-10:00am

Via Zoom

### ATTENDANCE:

Members: Kathy Baker, Zachary Brooks, Sara Bruzee, Bob Coyne, Mike Davis, Bob Doebelin, Tom Facer, Michelle Jungermann, Michael Kauffman, Danielle Maloy, Julia Murphy, Dr. Robert Nye, Lori Parish, Joseph Pellerite, Bonnie Percy, Rick Plympton, Dr. Vicky Ramos, Christi Rollo, Mitch Rowe, Michael Rusinko, Jim Sinicropi, Eileen Tiberio, Erica Wright

Guests: Dréa Badger, Naquetta Davis, John Celso, Joe Davis, Joe Hamm, Julie Maslyn, John Vrabel, Michael Whirtley

Staff: Jordan Bates, Lynn Freid, Jen May, Debbie Sowards, Michael Woloson

Absent: Pete Bekisz, Lina Brennan, Jennifer DeVault, Randi DiAntonio, Richard House, Michael Manikowski

At 8:35 a.m., Mr. Plympton called the meeting to order. Roll call followed. Two new members were welcomed: Julie Maslyn (pending county legislative approval) and Jim Sinicropi.

### ECONOMIC NEWS AND UPDATES:

#### Economic Issues/Trends/Concerns:

Retail – Mr. Kauffman reported that sales at the mall and other retailers in the area have improved. He also stated that there is still work to be done from a leasing standpoint, although stores who previously moved out of the mall are returning.

Agriculture – Ms. Eighmey shared that the winery is doing well, and although the number of visitors are down, sales are up. The vineyard is being affected by a muggy, wet summer and there is a concern for sour rot. Mr. Plympton stated that he spoke to John Mueller, who told him that there is a currently a surplus of milk.

Advanced Manufacturing – Mr. Plympton stated that there are a lot of job openings in the sector, but companies are struggling to fill the positions.

Healthcare – Ms. Rollo added that Rochester Regional Health has an 80% vaccination rate and they are using nursing staffing agencies to help fill the vacant positions. The hospital system is waiting to see what things look like after the September 28<sup>th</sup> vaccine mandate.

Education – Dr. Ramos stated that it has been a whirlwind opening schools, adhering to testing requirements and mandating that students and staff remain masked. Dr. Nye reported that SUNY mandated vaccines for all face-to-face courses.

Ontario ARC – Ms. Jungermann shared that Ontario ARC just increased their starting rate for Direct support staff to \$15.50 to try to recruit and retain staff so they can maintain and open more of their programs. This is the biggest staffing crisis they have seen and can't operate their programs without staff. The agency is also concerned that they may see more staff leave after the vaccine mandate.

#### Program Changes

Ms. Murphy shared that DOL staff have returned to career center services, remotely. Emphasis has been on assisting customers who are collecting unemployment insurance. All federal UI programs have ended.

### COMMITTEE UPDATES:

Finance & Audit Committee – Mr. Doebelin deferred to Ms. Freid, who stated that the committee is requesting approval of the financial resolutions before this board. The budget modification is due to remaining PPP loan funds and costs associated with the office move. Resolution 03-21 allows for the transfer of \$75,000 from Dislocated Worker to Adult. Ms. Freid also reported that there have been promotions for three FLWIB organization staff members: Debbie Sowards, Director of Finances, HR/Office manager; Michael Woloson, Deputy Director; Jen May, Outreach Project Manager/Executive Assistant. Wage increases are provided from the difference of exit/entry salaries of executive directors, February 2021. Additionally, representatives from Bonadio performed field work for the PY'20 audit at the WIB office in July and will return the week of September 20<sup>th</sup>.

Governance & Membership Committee – Ms. Freid again welcomed new members, Jim Sinicropi and Julie Maslyn (pending county legislative approval). The board is at near capacity, with a member from ITT/Goulds Pumps being sought.

Marketing & Communications – Ms. Freid stated that the committee has a strong focus on the various social media platforms and have received good outcomes and data from Finger Lakes Hires. The committee has been meeting monthly to discuss how to best move forward with outreach programs.

Performance & Evaluation – Mr. Woloson informed the board that at the August 31<sup>st</sup> meeting, the committee reviewed unemployment numbers for the entirety of PY'20, the PY'20 Training Outcome report and Primary Indicators of Performance.

Economic Development Committee – Ontario County Office of Economic Development was awarded a \$1,000,000 workforce and economic grant earlier this week; please see Resource page.

Youth – Ms. Parish welcomed Dréa Badger, who will be joining the WIB as Director of Youth Services on October 4<sup>th</sup>. Ms. Parish also stated that she participated in a trauma training presentation by Naquetta Davis, WDI (Workforce Development Institute) with WIB staff. Ms. Freid added training is available for Career Center Staff via a grant through Wayne County Schools (Jay Roscup); please see Resource page. Ms. Freid concluded that an in-person youth career event including advanced manufacturing, skilled trades, agriculture, and healthcare is being planned for March 2022 with FLCC as the host. Updates will be available at future board meetings.

FAME – Mr. Plympton reported that the SAME program went well, with 17 students from Wayne Technical & Career Center (WTCC) participating, 9 from Finger Lakes Technical & Career Center (FLTCC) and 23 from Monroe 2 BOCES WEMOCO. Additionally, FAME is seeking a new chair and has welcomed 3 new members: Wayne-Finger Lakes PTECH, StudCo and Southco, Inc. October is NYS Manufacturing Month and preparation is underway. Further, the FAME scholarship recipient has been chosen and the virtual ceremony will be held in October.

Director's Report – Ms. Freid reiterated that the WIB address (suite change) has changed, joined Ms. Parish in welcoming Andréa Badger as Director of Youth Services and again mentioned staff promotions, thanking staff for rising to all challenges created by several instances of bank fraud experienced by the WIB, staff changes, office move, IT and phone service changes among other internal changes.

#### **New Business/Consent Agenda**

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| Resolution 01-21 | Approval of Intensive and Training Providers and Programs |
| Resolution 02-21 | Amendment of FLWIB PY'21 Budget                           |
| Resolution 03-21 | Approval of Adult and DW Transfer Request                 |
| Resolution 04-21 | Approval of PY'21 Youth Budget                            |

**A motion to approve Resolutions 01-21 through 04-21 was made by Mr. Rusinko and seconded by Mr. Coyne. All in favor, motion carried.**

#### **Overview of Trauma and Trauma-Informed Care, Naquetta Davis, Workforce Development Institute**

Ms. Davis' report gave an overview of such topics as the definition of trauma, types of stress disorders, Adverse Childhood Experiences (ACEs), "re-traumatization" and trauma informed care. The entirety of Ms. Davis' presentation can be found at <https://www.youtube.com/watch?v=AcFbYI2FM7k>.

Mr. Plympton shared that Optimax has a Wellness Team that helps staff with work/life balance and also mentioned that Optimax participated in a PBS video with The Aspen Institute on job equality; please see Resource page for link.

Dr. Ramos shared that social/emotional education has been a focus in education for years. COVID has redefined the importance of having compassion, in staff and families. Building a community that doesn't leave anyone behind is now the goal.

Ms. Tiberio stated that trauma training is important in DSS, especially with support staff, who are often the first to interact with customers who have experienced trauma and the aftermath.

**ACTION ITEM: All businesses interested in trauma training should contact Ms. Freid, [lynn@fingerlakesworks.com](mailto:lynn@fingerlakesworks.com).**

#### **Other Business**

**A motion to approve minutes from the May 19, 2021 meeting was made by Mr. Facer and seconded by Mr. Pellerite. All in favor, motion carried.**

**Next Board Meeting** – Wednesday, November 17, 2021, *via Zoom*

**A motion to adjourn the meeting was made by Mr. Facer and seconded by Ms. Wright. All in favor, motion carried. The meeting was adjourned at 9:44 a.m.**

## Resources

Ontario County - <https://hcr.ny.gov/community-development-block-grant> Community Development Block Grant

*Overview of Trauma and Trauma-Informed Care*, Naquetta Davis, M.S.  
<https://fingerlakesworks.com/wp-content/uploads/2021/09/Overview-of-Trauma-and-Trauma-Informed-Care.pdf>

PBS Docuseries, featuring Mr. Plympton - *Shaping the Future of Work: Quality of Jobs*  
[https://www.docsessions.org/shaping\\_the\\_future\\_of\\_work\\_quality\\_of\\_jobs?mc\\_cid=1c056262e2&mc\\_eid=91a86a0168](https://www.docsessions.org/shaping_the_future_of_work_quality_of_jobs?mc_cid=1c056262e2&mc_eid=91a86a0168)

*When the Body Says No, Exploring the Stress Disease Connection*, Gabor Maté, M.D., audiobook excerpt  
<https://www.youtube.com/watch?v=wou32GZ3lok>

Wayne County Connection Schedule of Events  
<https://www.waynecountyconnection.org/events>

Historical Trauma: Context and Effects  
[https://www.youtube.com/watch?v=n5seaExL\\_TA](https://www.youtube.com/watch?v=n5seaExL_TA)

*How childhood trauma affects health across a lifetime*, Nadine Burke Harris  
<https://www.youtube.com/watch?v=95ovlJ3dsNk>

Brené Brown on Empathy  
<https://www.youtube.com/watch?v=1Evwgu369Jw>

Michael Phelps, HBO Documentary – *The Weight of Gold*  
<https://www.youtube.com/watch?v=LzGdlh3ciSk>