

FINGER LAKES WORKFORCE INVESTMENT BOARD MEETING MINUTES

Wednesday, January 19, 2022 8:30-10:00am

Via Zoom

ATTENDANCE:

Members: Kathy Baker, Pete Bekisz, Zachary Brooks, Sara Bruzee, Bob Coyne, Mike Davis, Jennifer DeVault, Randi DiAntonio, Sarah Eighmey, Tom Facer, Rick House, Michelle Jungermann, Julie Maslyn, Danielle Maloy, Michael Manikowski, Julia Murphy, Lori Parish, Joseph Pellerite, Rick Plympton, Christi Rollo, Mitch Rowe, Eileen Tiberio, Erica Wright

Guests: Joseph Davis, Roderic Cox-Cooper, Andrea McGraw, Mike Whirtley

Staff: Dréa Badger, Bobbi-Jo Bilia, Lynn Freid, Jen May, Debbie Sowards, Michael Woloson

At 8:35 a.m., Mr. Plympton called the meeting to order. Roll call followed. Ms. Freid announced that a Board Chair and Vice-Chair will be needed for PY'22 and informed all members that a related question is included in the meeting evaluation.

ECONOMIC NEWS AND UPDATES:

Economic Issues/Trends/Concerns:

Economic Development – Mr. Manikowski stated that an overall concern exists regarding the “Great Resignation” and the unavailability of workers/workforce. He shared that the trend is starting to improve but not as fast as hoped. Hospitality and tourism businesses continue to see a great need for workforce.

Advanced Manufacturing – Mr. Plympton reported that companies are quite busy and while they are experiencing a few supply chain issues, the main concern has been building a workforce. Along with the “Great Resignation”, the “Silver Tsunami” (workers of a retirement age leaving the workforce) exists. He also reported that the number of young people in the Finger Lakes region who will graduate high school is predicted to decline by 50% between 2010 and 2025, which will greatly impact the future workforce.

Healthcare – Ms. DeVault shared healthcare systems are seeing too many sick patients and not enough healthcare and support workers. Thompson Health’s cafeteria has now closed due to staffing issues, and they are now seeing a second wave of retirements since the start of the pandemic. The next couple of months will be a big hit to the hospital system as those workers leave. The system is investing in upskilling their current staff in order to fill open positions, with tuition stipends and time off for school. They are also designing to work to ensure everyone is working to the top of their license.

Human Services – Ms. Tiberio reported that Ontario County is seeing a shortage of housing, causing critical concern for younger workers graduating college and trying to stay in the area.

Education – Mr. Bekisz stated that the higher education system is seeing fewer young students enroll, and the problem has existed for several years. The “RN to BSN Program”, which allows Registered Nurses with an associate degree to earn their Bachelor of Science in Nursing, at Keuka College is seeing low enrollment due to RNs not having the extra time to further their education.

Ms. Parish mentioned the FLWIB’s involvement with the Housing Summit in the past and questioned if the topic could be revisited, perhaps by one of the committees.

ACTION ITEM: Ms. Freid to research the topic and provide an update. Ms. Tiberio named Jennifer Carlson of FLACRA, who serves as Chair of the Housing Continuum of Care, as a resource. Ms. Tiberio and Mr. Doebelin also serve on the board.

Agriculture – Ms. Eighmey shared that the vineyard has begun pruning and will be bringing in H-2A workers in February. Those jobs have been posted, but the temporary immigrant workers are needed due to local candidates not applying. The tasting rooms at the winery have seen low patronage and bottling costs have increased due to rising prices of glass.

Ms. Maslyn reported that dairy farms are still relying on migrant workers and their shop crews are understaffed.

Construction – Mr. Pellerite stated that construction is strong, but manpower is short. Supply chain issues are also causing delays.

Labor – Mr. Mike Davis reported that IBEW workers are busy on projects to the east and west of the region, and work in this region will increase in the next couple of months. IBEW Local 840 will have to expand membership by 70-80 people and factory workers are needed for the Solar Home Factory. Mr. Coyne shared that there continues to be growth in K-12 programs that will ensure students can complete school and find livable wage employment. Amazon is building a distribution center in Gates and will be hiring upwards of 1,000 people, 10% of which will need to be skilled trades workers. Mr. Coyne also shared that the apprenticeship program is having a banner year, with over 300 students and 100 businesses participating.

Ms. Parish questioned how businesses will be able to bear the increased wages over the long term and how to support the businesses going forward.

Program Changes

No current program changes.

COMMITTEE UPDATES:

Finance & Audit – Ms. Sowards reported that the committee will meet on Wednesday, January 26th and PY'22 budget planning will begin soon. Updates on expected allocations will be provided as they are received. Ms. Sowards also welcomed Bobbi-Jo Bilia, who filled the Staff Accountant position left vacant after the departure of Jordan Bates.

Governance & Membership – Mr. Manikowski stated that there is a Seneca County vacancy and Ms. Freid will be meeting with ITT Goulds Pumps in February regarding possible membership.

Marketing & Communication – Mr. Bekisz shared that the committee will meet soon and an update will be supplied at the March meeting.

Performance & Evaluation – Ms. Baker informed the group that the committee will meet again in February and an update will be provided at the March meeting.

Economic Development – Mr. Manikowski reported that the committee will be meeting in the first quarter of the calendar year.

Youth – Ms. Parish stated that the committee met on January 10th and discussed mental health training, local community resources regarding training programs and transportation solutions and the WIOA Youth PY'22 program were discussed. Ms. Parish also invited all those interested to attend the meetings. The next meeting is scheduled for March 9th at 3:00 p.m. Ms. Badger reported that the date for the upcoming "Finger Lakes Works...with their hands!" event has been pushed back to May 25, 2022. The event will still be held at FLCC Canandaigua and be comprised of skilled trades and manufacturing, agriculture and healthcare as originally planned.

FAME – Mr. Plympton shared that the group has been discussing job quality and bringing an assessment tool to the community that would allow businesses to do a self-assessment, to assess their strengths and weaknesses. FAME will be meeting with CauseWave in February to begin the strategic planning process.

Director's Report – Ms. Freid reported information relating to Governor Hochul's "Nurses For Our Future" scholarship program is available on www.fingerlakesworks.com and FLWIB social media. Details regarding the Disabilities Resource Coordinator position are in the final stages of planning and updates will be provided at the March meeting. FLWIB has been involved with the 9-county regional project, Good Jobs Challenge, which focuses on healthcare, labor and construction, and manufacturing careers, to ensure that local training programs are included. Ms. Freid also spoke of KSA Trainings, samples of which can be found on www.fingerlakesworks.com, and a link is added to the Resources page. NYATEP has released a Diversity, Equity and Inclusion survey statewide and a link is added to the Resource page.

FLCC GRIT Program Update, Todd Sloane, Finger Lakes Community College

Mr. Sloane presented extensively on FLCC's GRIT, Growing Rural Infrastructure Together, program. Mr. Sloane's presentation and contact information can be found at <https://fingerlakesworks.com/wp-content/uploads/2022/01/FLCC-GRIT-Program.pdf> and a recording at <https://www.youtube.com/watch?v=6T6LCm-pzfc>.

New Business/Consent Agenda

Approval of minutes from November 17, 2021

Resolution 07-21 Approval of Intensive and Training Providers and Programs

Resolution 08-21 Approval of Revised On-the-Job Training Policy

A motion to approve minutes from the November 17, 2021 meeting and Resolutions 07-21 and 08-21 was made by Mr. Bekisz and seconded by Mr. Manikowski. All in favor, motion carried.

Next Board Meeting – Wednesday, March 16, 2022, *location TBD*

The meeting was unanimously adjourned at 9:46 a.m.

Resources

“Nurses For Our Future” scholarship program - <https://fingerlakesworks.com/finger-lakes-hires-have-you-heard-1000-new-nurses-for-nys/>

KSA Training - <https://fingerlakesworks.com/wp-content/uploads/2022/01/Sample-KSA-Training.pdf>

Statewide Workforce Equity Analysis Tool (SWEAT) - https://www.nyatep.org/sweat_scan

The scan closes on February 15th