

FINGER LAKES WORKFORCE INVESTMENT BOARD MEETING MINUTES

Wednesday, September 21, 2022 8:30-10:00am

Finger Lakes Community College, Canandaigua Campus

ATTENDANCE:

Members: Pete Bekisz, Zachary Brooks, Steve Clemenson, Michael Davis, Jennifer DeVault, Sarah Eighmey, Tom Facer, Michelle Jungermann, Michael Kauffman, Julie Maslyn, Julia Murphy, Dr. Rob Nye, Joseph Pellerite, Rick Plympton, Christi Rollo, Michael Rusinko, Jim Sinicropi

Via Zoom: Sara Bruzee, Randi DiAntonio, Danielle Maloy

Absent: Kathy Baker, Lina Brennan, Bob Coyne, Bob Doebelin, Richard House, Michael Manikowski, Lori Parish, Bonnie Percy, Dr. Vicky Ramos, Mitch Rowe, Eileen Tiberio, Erica Wright

Guests: Ryan Davis, William Pealer

Via Zoom: Kathy Bailey, John Celso, Joseph Davis, Andrea McGraw, Brian Pincelli

Staff: Lynn Freid, Jen May, Michael Woloson

At 8:30 a.m. Ms. DeVault called the meeting to order. Introductions followed. Ms. May announced that a quorum is present and asked that all members participating via Zoom leave their cameras on and stay in the frame. Ms. May also directed members to the QR code on the back of the table tents to access the meeting evaluation.

ECONOMIC NEWS AND UPDATES:

Economic Issues/Trends/Concerns:

Agriculture - Ms. Eighmey reported that 2022 has been much different than 2021 for Anthony Road Winery. The winery has seen less visitors, but sales have remained steady.

Advanced Manufacturing - Mr. Plympton added that most of the businesses are staying busy but experiencing the same hiring challenges. Bidding wars are occurring over employees and employees, once hired, are leaving shortly for higher wages. Mr. Plympton and Ms. Freid invited all members to the upcoming FAME Annual Event, scheduled for Thursday, October 26th, at Finger Lakes Community College, Victor Campus, 4:00 to 6:00 pm. Event invitation attached.

Healthcare - Ms. DeVault stated that the hospital is still experiencing significant challenges to hiring and retaining talent. Attractive travel assignments for nursing staff and pulling those potential employees away from the area are contributing to those challenges. Ms. Jungermann shared that Ontario ARC is experiencing the same issues and their coffee shop has been unable to open due to no staff.

Education - Dr. Nye shared that FLCC recently celebrated the expansion of their Nursing and LPN programs, which will be starting next year. FLCC now offers hybrid manufacturing programs through the Growing Rural Infrastructure Together (GRIT) program. Link to information attached. FLCC's enrollment is down 4% for the fall and Dr. Nye added that community colleges were the hardest hit during the pandemic. The SUNY online programs are doing very well, however. FLCC is currently working on partnering with NYS Department of Labor to provide Coursera trainings. Ms. Freid reported that NYS Department of Labor is advocating for local areas to pull together resources to promote Coursera trainings. Dr. Nye also stated that FLCC is in negotiations with NYS Department of Labor to bring a testing center to the Newark campus.

Dairy - Mr. Clemenson reported that Seneca Dairy Systems has repeatedly scheduled interviews with potential employees and the interviewee hasn't attended nor called to cancel. GW Lisk, Ontario ARC and Eastview Mall are experiencing the same. Mr. Brooks has had success with hiring everyone who attends an interview.

Program Changes

No current program changes.

COMMITTEE UPDATES:

Finance & Audit - Ms. Freid shared that the committee has been busy with two fiscal audits, both by NYS Department of Labor and the independent auditor. The audit by NYS Department of Labor has been extensive and they are reviewing information going back to 2010. The independent auditor, The Bonadio Group, will present the final report at the November meeting.

Governance & Membership - Ms. Freid reviewed the PY'22 Slate of Officers: Ms. DeVault, Chairperson; Mr. Bekisz, Vice-Chair Private Sector; Mr. Pealer, Vice-Chair Public Sector (pending legislative process); Mr. Doebelin, Treasurer/Secretary. With the new additions of Mr. Sinicropi, Ms. Maslyn, Mr. Clemenson and Mr. Pealer, the board is at full membership.

Outreach & Communication - Ms. May shared that Finger Lakes Hires: Have You Heard has been used to highlight new board members and chairs, including the extremely well received article about Ms. DeVault. The platform has also been used to share articles thanking "Finger Lakes Works...with their hands!" sponsors, NYS Department of Labor virtual workshops and job fairs, as well as other pieces of community news. Ms. May also stated that the website is receiving more pageviews due to the social media traffic driven by the Have You Heard articles. Ms. Freid and Ms. May invited all

members to share news that can disseminated by Have You Heard. Mr. Brooks reported that Finger Lakes Hires: Business of the Week was successful for GW Lisk in increasing application and interview activity.

Performance & Evaluation - Mr. Woloson stated that the committee last met on August 30th and reviewed the Training Outcome Report for PY'21 which showed an overall success rate of 92% in healthcare, 100% in trades, transportation and construction, and 97% in manufacturing. Also discussed was the process for updating the Demand Occupation List. All members are invited to the next meeting on October 25th to recommend updates to the list.

Economic Development - The next meeting is scheduled for October 14th and the committee will be provided a presentation on Finger Lakes projects by Vinnie Esposito of Empire State Development Corp. and Bridget O'Brien, Deputy Director of the Finger Lakes Regional Economic Development Council (REDC).

Youth - Ms. Freid thanked FLCC for hosting May's "Finger Lakes Works...with their hands!" and shared that over 400 students from area schools participated. Many of the exhibitors and participants were new to the event and the event was extremely well received. The steering committee continues to meet to debrief from the 2022 event and plan future events.

FAME - Over the last 9 months, FAME has gone through strategic planning and an overview of the outcome will be shared at the October 26th Annual Event. The keynote speaker is from the U.S. Department of Commerce, who will talk about the Job Quality Toolkit. New committees will also be introduced at the event.

Director's Report - A luncheon for new board members and exiting and incoming chairs was held in August and all attendees were enthusiastic and eager to learn more about the board and their roles. A Board Member Toolkit has been added to the Board member page of www.fingerlakesworks.com as a follow up to the luncheon, containing the Administrative Agreement, By-laws, Board Member Job Description and other requested information. More information will be added to the toolkit in the future. Link attached. Board members have expressed interest in visiting Career Centers to better understand the services available and how customers are being served. Those visits will be scheduled in the near future. A map of services and partner agencies will also be created. Ms. Freid thanked the career centers for their support in covering with seamless service, community members needing services in Seneca County while FLWIB confirms new WIOA Contract for Seneca County. No customer was denied service and they were assisted by other county centers. The WIB and Career Center managers and staff are again meeting on a monthly basis to expound the WIOA Basic Elements and draft language for future contracts. New York Association of Training and Employment Professionals (NYATEP) Diversity, Equity and Inclusion (DEI) survey results attached.

New Business/Consent Agenda

- a. Approval of Minutes from May 18, 2022 meeting
- b. Resolution 01-22 Approval of Revised Youth Work Experience Policy
- c. Resolution 02-22 Authorization to Contract with The Arc Wayne
- d. Resolution 03-22 Approval of Seneca County Youth Budget PY'22
- e. Resolution 04-22 Approval of Seneca County Admin, Adult, DW Budget PY'22
- f. Resolution 05-22 Approval of Administrative Agreement PY'22

A motion to approve minutes from the May 18, 2022 meeting was made by Mr. Plympton and seconded by Mr. Facer. All in favor, motion carried.

A motion to approve Resolutions 01-22 through 05-22 as a block was made by Mr. Davis and seconded by Mr. Rusinko. All in favor, motion carried.

Program Updates - Youth and Yates County GRIT and CPT, Joseph Davis, Yates County

Mr. Davis reported on the WIOA Youth Program Overview, "Finger Lakes Works..with their hands!", Finger Lakes Youth Apprenticeship Program and the Certified Production Technician program at Yates County. A copy of Mr. Davis' report is attached, and the presentation can be found on the WIB YouTube channel at

<https://www.youtube.com/watch?v=85YDjwRdfYw&t=97s>, 1:27:12.

Next Board Meeting - Wednesday, November 16, 2022, Newark Education Center
Presentation: *New Cannabis Laws and Updates*, Celicia Walsh, New York State Department of Labor Cannabis Unit

A motion to adjourn was made by Mr. Davis and seconded by Mr. Rusinko. All in favor, motion carried. The meeting was adjourned at 9:50 a.m.

Respectfully submitted, Jen May, Executive Assistant

Notes and Attachments

FAME Annual Event invitation

FAME Annual Event Registration - <https://www.nyfame.org/fame-annual-event-october-2022/>

FLCC GRIT program - <https://fingerlakesworks.com/finger-lakes-hires-have-you-heard-flcc-and-grit-offer-manufacturing-and-computer-courses-at-clifton-springs-library-and-macedon-public-library/>

Board Member Toolkit - <https://fingerlakesworks.com/board-member-toolkit/>

NYATEP DEI survey results -

https://us02web.zoom.us/rec/play/8_4n3WaeWKYnbn4SNs4bPtTG9IXVRFNQZzgv8I4XQPzMe1vF_iSUB6cKaa8eZTXlt_7xbI5bsjq-7x9B.NGru0LtSTXUD9zGb?startTime=1663685995000&x_zm_rtaid=p8MrSJqWQBOqnjgVW1ZpZg.1664561822208.a6be736588e4b7e2f03610e37e7fa0ed&x_zm_rtaid=555

WIOA Youth Program Overview

Recording of meeting - <https://www.youtube.com/watch?v=woToH32HRCE>

Results from meeting evaluation

**SAVE
THE
DATE**

**October
27th, 2022**

October is Manufacturing Month and
FAME will host its annual meeting!

FLCC, Victor Campus

200 Victor Heights Pkwy, Victor

4:00 to 6:00 p.m.



**Finger Lakes Advanced
Manufacturers' Enterprise**
Building Minds that Make It

Updates: Youth Initiatives in the FL

Finger Lakes Workforce Investment Board Meeting
September 21st, 2022



Dréa Badger, Director of Youth Services
Joe Davis, Manager at Yates County WFD

Initiatives/Topics

- WIOA Youth Program Overview
- Finger Lakes Works...with their hands
- Finger Lakes Youth Apprenticeship Program:
Penn Yan CSD, Yates County, and RTMA
- Certified Production Technician at Yates
County



WIOA Youth Program

- Starting point: meet youth where they are in their lives
- Enrollment into program
 - Eligibility and required information based on NYS DOL
- Work with the individual to design their own path:
 - Current needs?
 - What service would be beneficial?
 - What opportunities are of interest?
 - What will help their success?

The youth program is more than employment....



WIOA Youth Program Model (Table of Contents)

Ctrl + click a hyperlink to go to the appropriate page or Ctrl + F for keyword search.

Youth Engagement, Life Coaching, Administration and Partnerships

[Avoiding Duplicate Data Entry](#) and [Comments](#), p5 & p6

[Case Management/ Life Coaching](#), p6

[Incentives](#), p7

[MOU/MOA](#), p7

Program Elements that are:

Design Framework

[Services](#), p8

[Intake & Eligibility](#), p9

[Objective Assessment](#), p9

[Individual Service Strategy \(ISS\)](#), p10

[ISS Update](#), p10

[Education Focused](#), p11

[Alternative Secondary Ed.](#), p12

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[Tutoring & Study Skills](#), p15

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[Entrepreneurial Skills Training](#), p30

[Leadership Development Opportunities](#), p31

[Transition Focused](#), p32

[Follow-up](#), p33

Finger Lakes Works...*with their hands*

May 25, 2022 at Finger Lakes Community College

- Attendance
 - Total 25 school districts, 443 students, 74 chaperones, 45 volunteers, 142 exhibitor representatives
- Exhibitors
 - 54 exhibitors that spanned Agriculture/Food Processing, Manufacturing and Skills Trades, Healthcare and Human Services
- Sponsorships
 - Direct sponsorship for FLWWTH, donations of goods/services, and community grants (Wegmans, Walmart, Excellus BCBS) to offset total costs.
- Planning for the Future
 - Connection to other Career Exploration events (Careers in Construction 10/20/22, Fun on the Farm- 9/24/22)



Finger Lakes Youth Apprenticeship Program (FLYAP)

- FLYAP overview:
 - RTMA has been working with Monroe County BOCES, expanded into GLOW, and FL Region BOCES
 - Connects students to local employers
 - Students in 11th grade = Job Shadowing
 - Students in 12th grade = Paid internship
- FLYAP in Yates County with Penn Yan Academy
 - PYA has CTE Programs (engineering and agriculture/construction technology) in-district
- Learning at the business or through a CTE program, if approved, can apply towards hours required for registered apprenticeship. Connection helps students understand what businesses/industries are all about and create an avenue to gain employment



Yates County & FL GRIT

- Brings opportunities into the community
 - Spring 2022 there were 2 sites: Yates County and Bloomfield CSD
 - FLCC Certified Production Technician program conducted
 - Included Safety, Quality Practices/Measurement, Manufacturing Processes/Production, Maintenance Awareness
 - Ties directly to Foundations in Advanced Manufacturing
- Updates on Finger Lakes GRIT program
 - Increasing the number of locations and offerings
- Connection to Youth Program - helping youth access training/credentials based on their pathway and future goals.



Questions?

If you'd like more information or specifics, let us know!

drea@fingerlakesworks.com, 585-764-0800

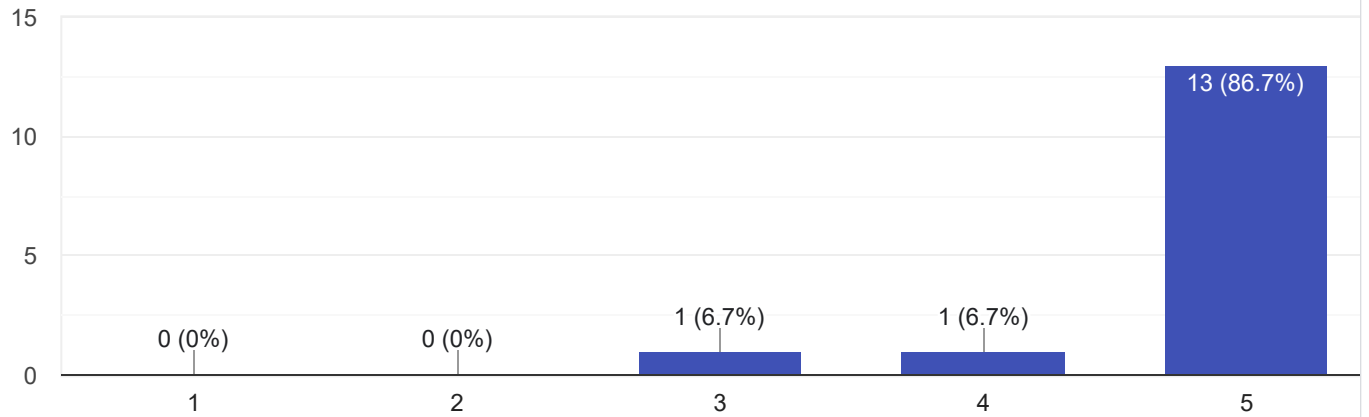
Joseph.Davis@dfa.state.ny.us



Chair/Board adhered to agenda items

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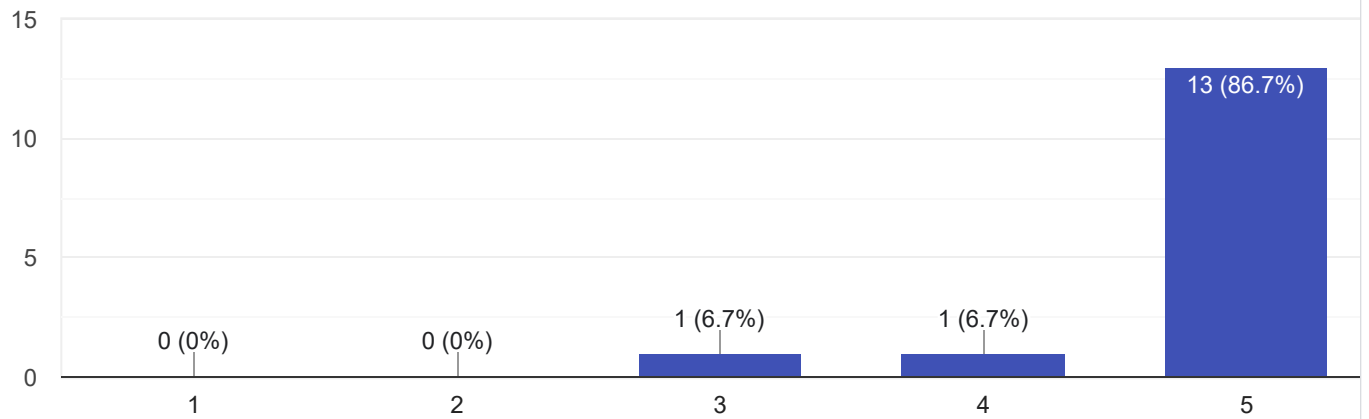
15 responses



Chair managed the meeting time and discussion well

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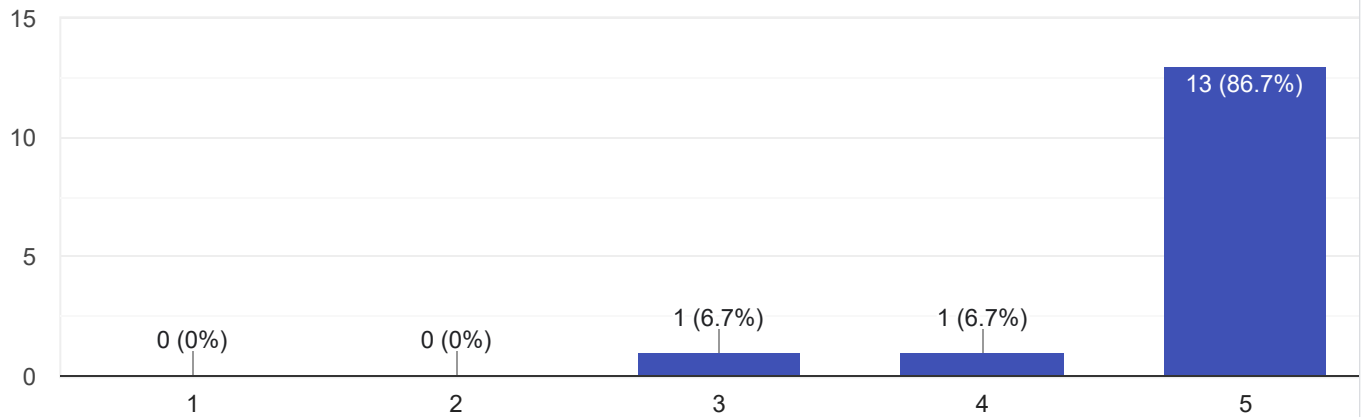
15 responses



Information was received timely enough to allow me to prepare for meeting

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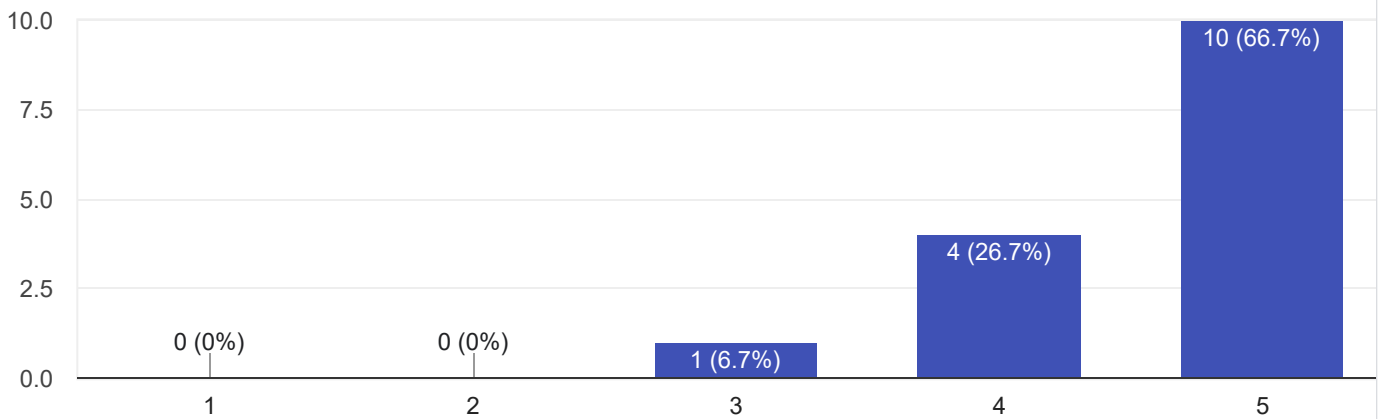
15 responses



Presentation/Board Education item assisted me in further Board development and knowledge of the work of this Board

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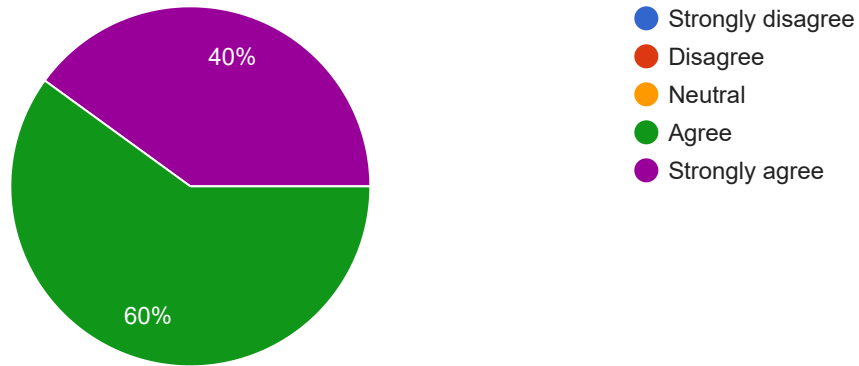
15 responses



Meeting package met my expectations

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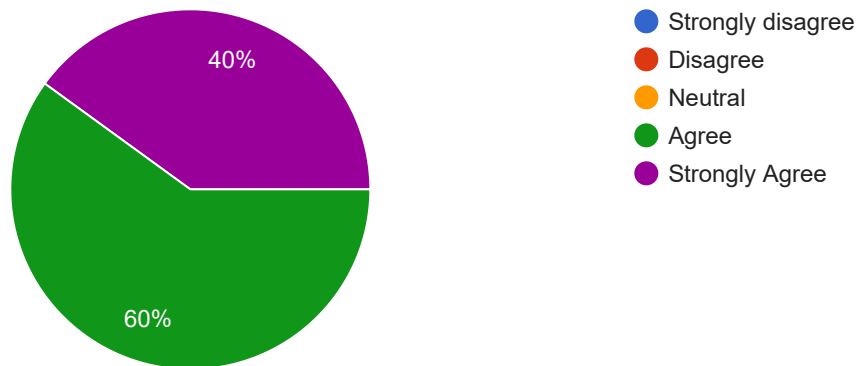
15 responses



Presentation met my expectations

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15 responses



Are there specific issues/topics/presentations you would like addressed at future meetings?
Please elaborate below.

5 responses

N/A

Not sure there is an answer but all employers are similarly struggling with enough staff for their operations.
Any creative approaches??

No

Please share any questions, comments or ideas you may have below.

4 responses

N/A

Glad we're getting good attendance, in person or zoom.

We have a lot of WIB staff providing committee updates versus Board members. I wonder if that means committees are under functioning or if some of the Board committees should be sunset and oversight of those functions transferred to the ED and her staff.