

## WORKFORCE DEVELOPMENT BOARD

April 26, 2016

8:30 A.M.

SOUTH HILL BUSINESS CAMPUS

**Present:** M. Abdelrehim, I. Burbank, D. Burrows, M. Gold, C. Haynes, A. Hendrix, K. Kersey, J. Lance, J. Matteson, S. Peake, S. Pronti, K. Smith, M. Stamm

**Excused:** A. Bishop, C. Reckdenwald, L. Dillon, P. Levesque, J. Mareane, L. Patz, M. Talarski, J. Tavares

**Absent:** B. Allen, D. Zimmerman

**Ex-Officio:** D. Bradac, L. Holmes

**Guests:** Teri Geisenhof, Kip Cerasaro, Christian Harris, NYSDOL; R. Golumbeck, RG HR Group

**Staff:** J. Mattick, J. Luu

### Call to Order

Chairman Burrows called the meeting to order at 8:37.a.m. Introductions followed.

### Announcements

Ms. Burbank stated the Ithaca STEM Advocates is hosting a Growing STEM tradeshow event for middle and high schools students on May 24, 2016 from 4-6 p.m. at Ithaca High School. She stated additional businesses are being sought to participate and asked for Board member assistance to get the word out.

### Committee Reports

#### Executive Committee

Mr. Burrows reported the Committee's actions will be reviewed later in the meeting. He noted that the Committee has begun Ms. Mattick's performance review and if Board members have comments they should direct them to him.

#### One Stop Operations and Oversight Committee

The One-Stop Operation and Oversight Committee has been meeting and reviewing monthly reports. They are getting up to speed on customer satisfaction indicators, reviewing training providers, and completing their work plan.

#### Services to Individuals with Disabilities Committee

The Services to Individuals with Disabilities Committee has been meeting and they have decided to focus on one goal for this program year and have put the others on hold at this time. Their focus will be to connect all stakeholders to resources available in the One Stop Center. At the group's next meeting, they will be meeting with a community interest group who is interested in developing a "community" type environment for individuals with disabilities.

#### Youth Oversight Committee

The Committee met with the WIOA Youth provider to review their progress since the implementation of WIOA. Things are moving along nicely. Three Summer Youth Employment Program proposals were received and the group has begun their review and will be making their recommendations to the Executive Committee. The Committee is looking at technical assistance, training, and post program pieces as well. Planning for the bi-annual Health Career Expo is underway. The event showcases healthcare careers in the community and is held in October.

## **Governance and Membership Committee**

The Committee met in March and reviewed the structure and potential vacancies on the Board. They also looked at board member attendance. There was discussion about diversity being a priority and there will be some outreach done in the community to fill anticipated vacancies.

### **Treasurer's Report**

Ms. Mattick reported expenses are in line with the WFDB and OET budgets. Most notable on the revenue side is the Ticket to Work revenue has exceeded the budget by 65%. The milestone and performance based program is a collaboration with Challenge Workforce Solutions that focuses on moving individuals off of SSI and SDI. Ms. Mattick stated Tompkins was the first Workforce Employment Network in the State and is a model both statewide and nationally.

Mr. Burrows asked if this trajectory is expected to continue. Ms. Gold stated that in terms of disability services, Challenge is moving away from reliance on State and local funding streams and looking at more broad based programs. She sees this continuing. She stated it is hard to say if the ticket to work program trajectory will continue because as the first EN in the State, a lot of the individuals who are eligible have already been, or declined services. Now focus is more on those individuals with severe disabilities and helping them reach self sufficiency along with working with younger and harder to serve populations.

### **TST BOCES Activity Update**

Mr. Matteson stated BOCES provides support to local school districts through sharing with each other. BOCES sharing is incentivized in New York State and Districts are reimbursed through state aid. Each year BOCES builds its services and their budget starts at zero. In the past three years, requests for services have seen a 25 percent increase. BOCES offers a center based campus providing alternative, special education and vocational education services. He stated that the campus has seen the creation of an autism spectrum classroom, doubled its offerings for adult education, and created advanced manufacturing and precision machining vocational classes as well as starting a new visions engineering program in partnership with Cornell. He stated he would like to offer HR services for schools as there is a real need, but currently there isn't enough space available.

Mr. Matteson stated that businesses are very in tune with what BOCES provides in our programs, and they are most interested in the types of individuals coming out of the program and the types of employees they will be i.e., transferrable skills.

### **Advanced Manufacturing Training Regional Demand Study - Ron Golumbeck, President, RG HR Group**

Mr. Golumbeck spoke about the regional advanced manufacturing survey that is being conducted across Tompkins, Cortland and Tioga counties. The objectives are to identify workforce shortages and critical positions, determine potential for training offerings based on common needs, identify in-house training options including interns and coop, assess level of interest in a "coordinated approach", and compile data on best sources and training providers.

The survey was conducted on-line and in person was directed at manufacturers and R&D businesses with the focus on the jobs skills required and "hard to fill jobs", as well as what training is currently provided and/or needed.

Potential outcomes could include strategic partnerships with local colleges and universities, efforts to bring more youth into the skilled worker pipeline, coordinated training efforts, improved utilization of interns and coop, employer and "interested party" engagement in process as well as potential for grant and other resource support.

The summary results indicated there is a very high percentage of interest in collaborating on a regional basis. Most respondents indicated they are having difficulty sourcing candidates with required technical backgrounds, most have ongoing training needs, and most having difficulty training both

incumbents and new hires to their workforce. The majority report they do not have time to train workers for various reasons and when training is delivered it is through outside contractors or TC3. Most project hiring in 2016 to meet increased demands of business and turnover and they hire primarily from other local employers. "Finding qualified applicants" and "workforce training" were the top two overall business concerns.

Moving forward the overall survey results will be shared with Survey Participants and other regional employers. Mike Mandina, President of Optimax (Lens manufacturer) and Chair of Finger Lakes Advanced Manufacturers Enterprise (FAME), will be a featured speaker. Mr. Mandina has led local, state and national efforts to improve the technical skill pipeline and to bring about change in schools and government funding for (STEM) training and education. Other WIB leaders will also be present to share information on successful efforts to partner with manufacturers, educators and resources for "skilled pipeline development" and the groundwork will be laid for future actions to harness interest and engagement in response to survey results.

Mr. Golumbeck's presentation follows at the end of the minutes.

## **Board Action Items**

### **Approval of Minutes**

It was Moved by Mr. Stamm, seconded by Ms. Hendrix, and unanimously adopted by voice vote of members present to approve the minutes of February 23, 2016 as submitted.

### **Approval of 2016 Summer Youth Employment Program Contracts**

Upon review of the proposals received and on recommendation of the Youth Oversight Committee, it was Moved by Ms. Stazi, seconded by Mr. Haynes, and with Mr. Burrow and Ms. Gold abstaining approved by voice vote to authorize the Executive Director to negotiate contracts with Tompkins County Office of Employment and Training, Challenge Workforce Solutions and the Ithaca Youth Bureau to operate the 2016 Summer Youth Employment Program when the funding amounts from New York State are made available.

### **Contract Amendment with the Office of Employment and Training to Increase Funding for the Program Year 2015 WIOA Youth Program**

Upon review of contractor performance and on recommendation of the Youth Oversight Committee, it was Moved by Mr. Matteson, seconded by Mr. Burrows, and unanimously adopted by voice vote of members present to authorize the Executive Director to negotiate a contract amendment with the Office of Employment and Training for an increase in funding of \$15,000 for the Program Year 2015 WIOA Youth Program for a total of \$345,000.

### **Extension of WIOA Youth Contract through June 30, 2017**

Upon review of contractor performance and on recommendation of the Youth Oversight Committee, it was Moved by Ms. Stazi, seconded by Mr. Burrows, and unanimously adopted by voice vote of members present to authorize the Executive Director to negotiate a one-year contract extension through June 30, 2017 with the Tompkins County Office of Employment and Training in the amount of \$340,000.

### **WDB Director/One Stop Manager Update**

Ms. Mattick reported she and Mr. Burrows attended the National Association of Workforce Boards meeting in Washington DC in March. During that trip they were able to visit with staff from Senators Schumer and Gillibrand and Congressman Reed's offices to advocate for increased workforce funding nationally. She stated she also attended a five-day advocacy training in Albany that focused on advocating for increased funding at the State and federal levels.

Ms. Mattick reported that program year 2016 allocations have been received and there is a \$27,000 decrease in adult funding.

Ms. Bradac's provided a written report that is included at the end of the minutes.

### **Adjournment**

It was Moved by Ms. Gold and unanimously seconded to adjourn the meeting at 9:58 a.m. The next meeting will be held June 28, 2016 at 8:30 a.m. at the Tompkins County Public Library.



April 26, 2016

# Tompkins Workforce Development Board Meeting

Ron Golumbeck  
President, RG HR Group

# Big Picture

4M

8/9

9<sup>th</sup>

2X

# Employers throughout US have similar issues

4+ million job openings on any given day

8/9 surveyed states rank manufacturing as most difficult jobs to fill;

9<sup>th</sup> state ranked Manufacturing 2<sup>nd</sup>

Pay for manufacturing jobs has moved at twice the rate as non-manufacturing jobs

# Throughout U.S. and in N.Y. State

- Need for skilled talent is growing
- Retirements
- Growth of business
- A Collective voice builds interest
- Employers must Inform, Educate and Collaborate with the participants
  - Students
  - Parents
  - Teachers
  - Counselors
  - Administrators
  - Politicians
  - Support Agencies

# Regional Survey conducted for Tompkins, Cortland and Tioga counties

- 1. Identify workforce shortages and critical positions
- 2. Determine potential for training offerings based on common needs
- 3. Identify in-house training options including interns and coops
- 4. Assess level of interest in a “coordinated approach”
- 5. Compile data on best sources and training providers

# Survey details

- On-line and “in person” as required\*
  - Survey Monkey approach
  - 25 to 30 questions
  - Directed at Manufacturers and R&D businesses
  - Focus on jobs skills required and “hard to fill jobs”
  - Also on Training provided and needed
- \*(Contact person is intended to be President or top officer)

# Potential outcomes

- Strategic partnerships with local colleges and universities
- Efforts to bring more youth into the skilled worker pipeline
- Coordinated training efforts
- Improved utilization of interns and coop
- Employer and “interested party” engagement in process
- Potential for Grant and other resource support

# Other potential outreach for applicant development

- US First Lego Program sponsorships
- School leader (Advocate of the Year) award
- Student Scholarships
- Website, educational tools, e-newsletter
- Employer training on interviewing and retention
- Internship incentives
- Advanced Manufacturing modules development

# One model available is FAME Finger Lakes Advanced Manufacturers Enterprise

- Builder of Workforce talent
- Founded by manufacturers with support of local Workforce Investment Board, Regional Economic Developers and other educational, government and interested parties.
- [www.NYFAME.org](http://www.NYFAME.org)

# Implications for Workforce Development Board

- What employers want: Literacy in tech-rich environments
  - More rigorous and relevant educational experience
  - EI and punctual learners attentive to detail
- Support for/from educational institutions such as BOCES, Community Colleges, WIB'S and local Economic Developers
- Internships and coop incentive potential along with collaborative training
- Regional initiatives through sharing ideas and resources

# Next steps from Fall 2015

Survey participation

Training opportunities

Talent Pipeline development

Take the conversation with you!

Visit [www.NYFAME.org](http://www.NYFAME.org)

# Survey Summary

- Survey results based on interviews and on-line survey completion by 25+ local employers, mostly advanced manufacturers, all within Tompkins, Cortland and Tioga Counties
- Very high percentage of interest in collaborating on a regional basis!
- Most having difficulty sourcing candidates with required technical backgrounds
- Most have ongoing training needs
- Most having difficulty training both incumbents and new hires to their workforce
- Majority report they do not have time to train workers for various reasons.
- Training is mostly delivered through outside contractors or TC3
- Intern and coop use has untapped potential
- Most project hiring in 2016 to meet increased demands of business and turnover
- Few applicants have the full range of required skills for their openings
- Hiring is primarily from other local employers
- “Finding qualified applicants” and “workforce training” were the top two overall business concerns

# Next Steps as of May 2016

- Overall survey results to be shared with Survey Participants and other regional employers
- Mike Mandina, President of Optimax (Lens manufacturer) and Chair of Finger Lakes Advanced Manufacturers Enterprise (FAME), will be a featured speaker
- Mike has lead local, state and national efforts to improve the technical skill pipeline and to bring about change in schools and government funding for (STEM) training and education
- Other WIB leaders will also be present to share information on successful efforts to partner with manufacturers, educators and resources for “skilled pipeline development”
- Groundwork will be laid for future actions to harness interest and engagement in response to survey results
- Any questions?

# DID YOU KNOW...

## WFNY One Stop Career Center

**The transition of new Federal WIOA continues:** (Workforce Innovation and Opportunity Act) WFNY is working closely with new committees, with strategic partners and local businesses to better meet WIOA mandates and guidelines. Looking forward to the new youth committee getting underway soon.

**Unemployment Rate:** Tompkins County 3.7%, New York State 5.4%

**Job LINK:** WIOA integrated service delivery is underway, new partnerships and shared services, focused on 16–24 year olds with employment or educational barriers, current enrollment at 87% Out of School and 13% In School, 14 program elements are being provided for participants; ie: work experiences, tutoring, occupational training, supportive services, etc.

**Summer Youth Employment (SYEP):** Summer program will begin soon. We are accepting 85 applications for youth between the ages of 14-20. We will be providing work orientation, placement experience, literacy training, work readiness workshops and career exploration.

**Hospitality STAR, June 14 and 15, 2016:** two-day ambassadorship and tourism training including training, panels, tours and a half day destination tour.

**WIOA Training:** 59 participants this year has been enrolled and supported. We continue to align business talent needs with training strategies and local providers when possible.

**BEAM: (Bridge to Employment and Academics Marketplace)** a new Workforce Innovation Fund (WIF) grant program targeting college drop outs, ages 19-30 that are interested in returning to post-secondary educational opportunities across a nine county region, for additional information contact Sarah Bonawitz at [sarahbonawitzBEAM@gmail.com](mailto:sarahbonawitzBEAM@gmail.com)

**Collaborations** continue with Challenge SNAP Program, Pre-Apprenticeship, GIAC HETP, CU Graduate and ENCORE programs, and Hospitality STAR programs to better serve Veterans, low-income or disconnected populations, individuals with disabilities, drop-outs, and long-term unemployed.

### Talent Acquisition Series:

#### **1. Data, Trends and Challenges of the Tompkins County Labor Force**

May 10, 2016, 3:00-5:00pm, Tompkins County Public Library  
Presenters; Derek Burrows, Chair of the Workforce Development Board, Christian Harris, Labor Market Analyst for the Southern Tier and Michael Stamm, Executive Director for Tompkins County Area Development

#### **2. Investing in Current Talent and Developing the Talent Pipeline**

June 7, 2016, 3:00-5:00pm, Tompkins County Public Library  
Presenters: Melinda Mack, Executive Director at New York Association of Training and Employment Professionals (NYATEP)

#### **3. Finding Talent and Developing Solutions for Tompkins County**

Sept 29, 2016, 3:00-5:00pm, Tompkins County Public Library  
Panel Roundtable (local individuals who are part of the solution)

This series is sponsored by WFNY (Tompkins Workforce New York), SHRM TC (Society of Human Resource Management) and JSEC (Job Service Employer Committee).

## Workforce Development Board Report April 2016



**Workforce New York**  
Put us to work for you

A convenient, one-stop shopping approach for accessing employment related services for businesses, workers & jobseekers in Tompkins County.

[tompkinsworkforceny.org](http://tompkinsworkforceny.org)

## Upcoming Events:

**World of Skills Job Fair:**  
April 28, 9-12:00 at Hotel Ithaca

**Careers in Construction Fair:**  
May 3, Chemung Fairgrounds

**Talent Acquisition Series:**  
May 10, June 7, Sept 29

**SHRM TC Conference:** May 24  
at the Statler, CU

**Hospitality STAR:** June 14-15



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Questions or comments?

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