

## WORKFORCE INVESTMENT BOARD

September 23, 2014

8:30 A.M.

TOMPKINS COUNTY PUBLIC LIBRARY

**PRESENT:** B. Allen, A. Bishop, B. Blanchard, D. Bradac, D. Burrows, M. Coldren, A. Hendrix, P. Levesque, J. Mareane, J. Matteson, L. Patz, A. Pedersen, S. Pronti, M. Rubino, K. Smith, M. Solomon, M. Stamm, J. Tavares, M. Turnbull

**EXCUSED:** B. Blanchard, L. Dillon, C. Haynes, L. Leonard, J. Little, M. Stazi, M. Talarski

**ABSENT:** J. Dennis, J. Lance

**GUESTS:** C. Harris, NYSDOL; David Goodness, Workforce Development Institute

**STAFF:** J. Mattick, Jennifer Luu

### CALL TO ORDER

Chairman Patz called the meeting to order at 8:34.a.m. Introductions followed. Ms. Patz welcomed Jennifer Tavares from the Tompkins County Chamber of Commerce, replacing Jean McPheeters who retired. She also welcomed Ken Smith from the New York State Department of Labor, replacing Tim Grippen who also retired.

### OFFICER ELECTION RESULTS

Mr. Stamm announced the election of officers for 2014-2015:

Chairman - Lisa Patz, The CBORD Group  
Vice Chairman – Mark Coldren, Ithaca College  
Secretary – Michael Stamm

A special election will be held to fill the Treasurer's position.

### EXECUTIVE COMMITTEE COMPOSITION

Ms. Patz announced the Executive Committee will be comprised of the following Board members for the coming year.

Lisa Patz  
Mark Coldren  
Michael Stamm  
Jeff Matteson  
Mary Stazi  
Derek Burrows  
Amie Hendrix  
Joe Mareane  
Scott Pronti  
Allan Bishop

### EMPLOYMENT DASHBOARD

Highlights from the dashboard include lower numbers are being seen in the Career Center with active and new registrations decreasing, labor participation is increasing, and the unemployment rate continues to decline. The complete Dashboard can be accessed on the Tompkins Workforce NY website at: <http://tompkinscountyny.gov/files/workforceny/September%202014%20WIB%20Dashboard.pptx>

Mr. Mareane stated that there are still a large number of individuals and families reliant on public services. The population that relies on public assistance has not seen the decrease that has been realized in

other areas. Ms. Mattick noted that there are still a high number of long-term unemployed and there are still mismatches among available workers and their skill sets.

## **HOT TOPICS IMPACTING THE WORKFORCE**

The Board has added an informational item that will be included on future meeting agendas. Hot topics impacting the workforce will provide an opportunity for Board members to discuss what workforce issues are impacting their companies now and in the future. It also provides an opportunity for brainstorming about hiring needs etc.

Mr. Matteson stated that individuals coming to work at TST BOCES are often underemployed based on their education. Math and science teacher positions within component schools are very difficult to fill and elementary education teachers are seeing 400 applicants for every 1 opening. There are also special education certifications that are changing and this is impacting school districts.

Mr. Pedersen reported that Cayuga Medical has been changing the way they have traditionally done business and they are spending more time training current employees for upcoming changes. He stated recruitment remains a challenge because individuals often go to tertiary centers to gain skills and attracting them back to the area is difficult.

Mr. Pronti stated that as Tompkins Trust has grown they have also had recruitment difficulties. If they can get individuals to take a "leap of faith" by coming here, they tend to like it once on board. They are also spending more time on in-house training and succession planning.

Mr. Burrows stated youth professionals find it difficult to find a career track here resulting in **relocation**. He suggested a program similar to Leadership Tompkins for upper management within the community that could be used as a development tool.

## **APPROVAL OF MINUTES**

It was Moved by Mr. Stamm, seconded by Mr. Pronti and unanimously adopted by voice vote of members present to approve the minutes of May 27, 2014 as submitted.

## **LOCAL PLAN OVERVIEW**

Ms. Mattick provided an overview of the Local Plan that was prepared for submittal to the New York State Department of Labor. The Plan is required by NYSDOL and USDOL and is largely an annual compliance document. The state focus has been on regional plans, continued alignment with regional economic development councils and demand occupations within the regional job market.

It was Moved by Mr. Mareane, seconded by Mr. Stamm and unanimously adopted by voice vote of members present to approve submittal of the Local Plan to New York State.

## **WIOA OVERVIEW**

The Workforce Innovation and Opportunity Act was signed into law in July 2014 with most provisions taking effect in July 2015. The Board Composition will be changing under the new law which reduces the number of required members, but retains a business majority. Three committees are also mandated, system/one-stop operators, youth, and individuals with disabilities.

The law preserves a locally driven system and the State is required to consult with local WIB's and Chief Elected Officials before merging Workforce Investment Areas. The law also provides for a single set of

common performance measures across all core programs (WIA, DOL, Adult Education & Literacy, ACCESS-VR), similar to the performance requirements under the Workforce Investment Act, but with the inclusion of an employer engagement measure; that is still being developed. State planning under the new Act will require a single, unified state plan for all core programs, an overall strategy for workforce development with local plans that align with the State's.

State Boards will establish criteria by which local boards assess One-Stop Centers at least every three years and more emphasis will be placed on One-Stop Centers serving low-income individuals, individuals with disabilities and those individuals' basic skills deficient.

Additionally, there are changes to training funds, increased on-the-job training reimbursement from 50 to 75 percent; there is a provision that allows incumbent worker training as well as funds for transitional jobs for adults.

The Youth Program's focus will change from in school youth to out-of-school youth with no diploma or GED, and work based learning is a priority.

## **WIA PROGRAM YEAR-END REVIEW**

Ms. Bradac provided the year in review for WIA Programs. Services provided under the Workforce Investment Act include:

- Comprehensive Employment, Training and Career Services at Tompkins Workforce New York  
Customer Focused - Customer Choice
- Serving Adults, Dislocated Workers and Youth
- Providing job seekers assistance to manage their career transitions; Unemployed > Job Seeking > Jobs
- Orientation to system-wide resources and supports
- Individual assessment
- Full access to WFNY Career Center and resources
- Core services (career and educational exploration)
- Intensive services (planning with supportive services)
- Training(ITAs and OJTs) within in-demand occupations

## **PY 2013 Data for Adult Program**

**OE&T Staffing:** Diane, Jackie MG, and Harold

**Total Budget:** \$250,340

**Core and Intensive Services:** 1,978 participants

**Core and Intensive services:** system orientation, development of employment and training plans, job search advising and planning, labor market information, workshops, events, counseling, professional networking, job referrals, business recruitments, transportation support, etc

**Training Services:** 285 participants

**Total expended on training:** \$70,831(28.3%)

Training: coursework, on-line and classroom computer/technology, occupational training leading to certifications, skill gap training

**Accessed Federal Funds (NEG-OJT):** \$152,000

All federal Workforce Investment Act Performance Measures for PY2013 were met and/or exceeded.

## **PY 2013 Data for Youth Program**

**OE&T Staffing:** Diane, Amy, Jennifer, Chad, Michael and Harold

**Total Budget:** \$325,000

**Job LINK:** 108 participants - Ages 16-21, low income (100% or below of poverty) with multiple barriers, both in school and out of school

**Services:** system orientation, development of employment, training and educational plans, job search advising and planning, work readiness, summer employment, mentoring, educational support and tutoring, workshops and events, counseling, networking, career & job fairs, job referrals, transportation support, etc.

**Work Based Learning and Services:** 98 participants

**Total expended on work experiences/placements:** \$68,867(21.4%)

**Placements:** profits, non-profits, schools and governments

All State and LWIA Youth measures for PY2013 were met and/or exceeded.

## **WIB DIRECTOR'S REPORT/CENTER MANAGER'S REPORT**

Ms. Mattick did not have a report. Ms. Bradac reported a career and volunteer fair is being held at the Shops at Ithaca Mall on October 8, 2014.

## **EVALUATION RESULTS**

The evaluation results were distributed from the May 27<sup>th</sup> Board meeting. Future evaluations will be conducted following each board meeting using Survey Monkey.

## **ADJOURNMENT**

It was Moved by Mr. Stamm and unanimously seconded to adjourn the meeting at 10:06 a.m. The next meeting will be held November 18, 2014 at 8:30 a.m. at the Tompkins County Public Library.