

EXECUTIVE COMMITTEE

April 6, 2021

8:15 A.M.

Zoom Platform

PRESENT: S. Pronti, A. Bishop, D. Burrows, A. Hendrix, J. Matteson

EXCUSED: A. Iles

STAFF: N. Branosky, D. Achilles

GUEST:

CALL TO ORDER

Chairman Pronti called the meeting to order at 8:19 a.m.

APPROVAL OF MINUTES – March 2, 2021

It was moved by Mr. Bishop, seconded by Mr. Matteson, and unanimously adopted by voice vote of members present to approve the minutes of March 2, 2021.

APPROVAL TO CONTRACT FOR 2021 SUMMER YOUTH EMPLOYMENT PROGRAM

Ms. Branosky reported that the Youth Oversight Committee (YOC) is asking for the Executive Committee to vote for approval to contract for the 2021 Summer Youth Employment Program. The YOC has received two bids for the program from the Office of Employment and Training and the Ithaca Youth Bureau.

It was moved by Mr. Burrows, seconded by Mr. Matteson, and unanimously adopted by voice vote of members present to approve to contract for 2021 Summer Youth Employment Program.

COMMITTEE UPDATES

YOUTH OVERSIGHT

Ms. Branosky reported that the Youth Oversight Committee will be expanding the membership of the committee and will be compiling a list of potential candidates.

ONE STOP OPERATIONS AND OVERSIGHT

Mr. Bishop informed the Executive Committee that the One Stop Operations and Oversight Committee will meet on Tuesday, May 11th and will be focusing on the demand occupation list that needs to be updated.

Ms. Branosky reported NYSDOL is offering a digital platform to all Career Centers and that the Career Center staff attended a training session last week.

GOVERNANCE AND MEMBERSHIP

Mr. Burrows reported the Governance and Membership Committee will meet in May 2021. Mr. Burrows would welcome new members to the Governance and Membership Committee.

DIRECTOR'S REPORT

UPDATE ON COVID-19/WORKFORCE

Ms. Branosky reported the comparison of unemployment rate in Tompkins County from January 2020 at 3.7% to January 2021 at 5.3% according to Ithaca MSA. Ms. Branosky reported that unemployment claims in Tompkins County had 40 total unemployment claims - this year we have had a couple of weeks with 150 claims. Businesses are still uncertain what positions are being filled and how remote working will affect positions that are filled.

INDUSTRY BRIEFINGS FOR 2021: Real Estate?

Ms. Branosky reviewed industry briefing options for the next Board meeting on Tuesday, April 27th. The Executive Committee would like to have a briefing on Leisure, Hospitality, and Tourism at the Board meeting, followed by a discussion of how Board members experiences with staff working remotely and how to have staff return to the office.

DEPUTY DIRECTOR OF WORKFORCE DEVELOPMENT: JOB DESCRIPTION

Ms. Branosky reported that the Deputy Director job has been posted to the Tompkins County website and has extended the deadline to April 16th.

The meeting adjourned at 9:30 a.m.

Tompkins County Workforce Development Board
Budget Statement
28-Feb-21

66.67% of yr.

	Budget	Feb-21	YTD	Balance	YTD % of Budget
Expenditures					
Staff Wage	230,927	15,024.39	129,967.85	100,959.15	56%
Fringe	112,739	7,917.85	63,495.68	49,243.32	56%
Rent/Taxes	19,632	1,636.00	12,752.00	6,880.00	65%
Professional Services	107	0.00	0.00	107.00	0%
Office Supplies	1,350	0.00	1,216.91	133.09	90%
Office Furniture	0	0.00	0.00	0.00	0%
Heat/Electric	1,200	0.00	499.54	700.46	42%
Software/Hardware	3,770	0.00	3,220.89	549.11	85%
Computer Equipment	5,624	0.00	5,614.16	9.84	100%
Postage	35	0.00	0.00	35.00	0%
Travel Training	2,000	195.00	440.00	1,560.00	22%
Local Travel	100	0.00	0.00	100.00	0%
Phone	1,700	100.93	709.03	990.97	42%
Membership Dues	4,000	0.00	0.00	4,000.00	0%
Sub Contracts	1,334,583	54,333.78	740,785.17	593,797.83	56%
IT Services	824	824.00	824.00	0.00	100%
Special Events	0	0.00	0.00	0.00	0%
Advertising	326	0.00	313.22	12.78	96%
Program Expenses	5,715	40.00	113.55	5,601.45	2%
Printing	200	0.00	68.28	131.72	0%
Meeting Expenses (Food, Supplies & Meeting Space)	0	0.00	0.00	0.00	0%
Total Expenditures	1,724,832	80,071.95	960,020.28	764,811.72	56%

	Budget	Feb-21	YTD	Balance	YTD % of Budget
Revenue					
WIOA Admin	79,633	0.00	37,216.98	42,416.02	47%
WIOA Adult	209,700	0.00	53,828.47	155,871.53	26%
WIOA Dislocated Worker	88,080	0.00	41,630.09	46,449.91	47%
WIOA Youth	401,000	0.00	108,221.44	292,778.56	27%
Disability Employment Initiative (RFMH)	50,064	0.00	23,150.74	26,913.26	46%
DEI Grant Round 8	262,571	0.00	166,909.21	95,661.79	64%
SYEP	411,775	0.00	295,967.00	115,808.00	72%
County	161,000	0.00	113,750.33	47,249.67	71%
Tourism	4,825	0.00	6,720.00	0.00	139%
TET-NDWG	30,000	0.00	20,453.34	9,546.66	0%
Misc	0	0.00	0.00	0.00	0%
Ticket to Work	26,184	0.00	4,064.00	22,120.00	16%
Total Revenue	1,724,832	0.00	871,911.60	854,815.40	51%

*All Expenditures and Revenue are recorded on a cash basis and as such records may show a shortfall or surplus.
This is not an operating expense concern.

**Tompkins County Office of Employment Training
Budget Statement
28-Feb-21**

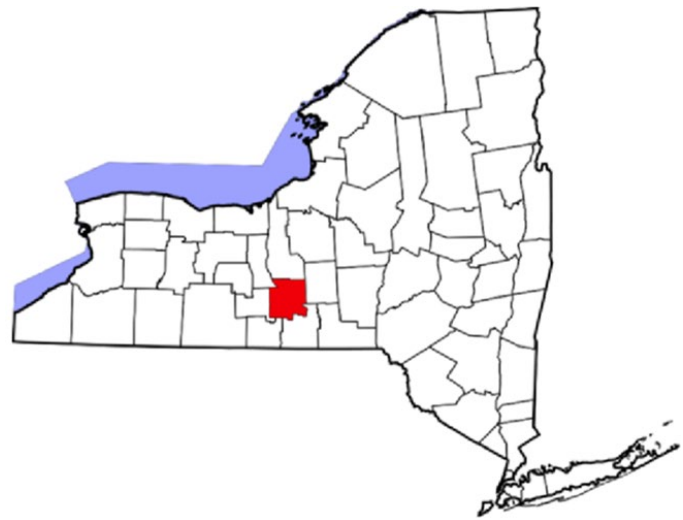
	Budget	21-Feb	YTD	Balance	66.67% of yr. YTD % of Budget
Expenditures					
Staff Wage	284,758	21532.93	140646.24	144111.76	49%
Fringe	138,907	11347.87	68169.75	70737.25	49%
Rent/Taxes	12,990	0.00	4488.78	8501.22	35%
Copier Contract	672	21.10	211.42	460.58	31%
Phone Maintenance	1120	0.00	0.00	1120.00	0%
Office Supplies	244	48.49	48.49	195.51	20%
Postage	229	0.00	0.00	229.00	0%
Travel Training	3,798	0.00	650.00	3148.00	17%
Local Travel	950	29.49	35.47	914.53	4%
Phone	5543	421.51	1962.51	3580.49	35%
Membership Dues	137	0.00	0.00	137.00	0%
Books, Subscriptions & Periodicals	163	0.00	48.63	114.37	30%
Computer Software/Hardware	381	0.00	0.00	381.00	0%
IT Services	2,344	2343.04	2343.04	0.96	100%
Printing	586	0.00	81.25	504.75	14%
Supportive Services	26,000	774.30	1527.80	24472.20	6%
Tuition	59458	1342.02	13677.81	45780.19	23%
Participant Wages	105000	2990.65	17578.30	87421.70	17%
Participant Fringe	10,500	299.06	1757.83	8742.17	17%
Total Expenditures	653,780	41150.46	253227.32	400552.68	39%

Economic Development Summit

March 24, 2021

Natalie Branosky
Executive Director
Tompkins County Workforce Development Board







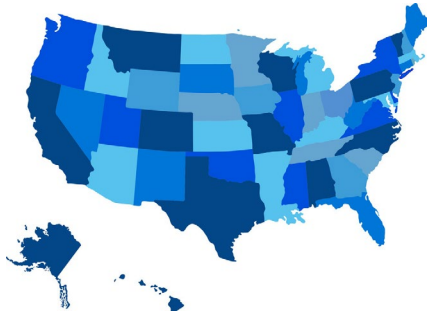
Tompkins County
Workforce
Development Board





- Homewood Suites by Hilton
- Cornell University
- GrammaTech
- Teamsters Local 317
- Tompkins Community Action
- Cayuga Medical Center
- Ithaca College
- Sciarabba Walker & Co, LLP
- TANF Progs, Social Services, Tompkins Cty
- Rheonix
- ACCES Vocational Rehabilitation
- Holt Architects
- Wegman's
- Tompkins Seneca Tioga BOCES
- Tompkins County Area Development (TCAD)
- Tompkins Cortland Community College
- Tompkins Trust Company
- BorgWarner
- Challenge Workforce Solutions
- Tompkins County Youth Services
- Hilton Garden Inn
- Tompkins County Chamber of Commerce
- Tompkins Workforce NY (Career Center, Downtown)
- NYS Dept of Labor

The Workforce Development Board



United States

The Federal Government
(U.S. Department of
Labor + others):
Laws & funds approved
by the U.S. Congress



New York State

New York State receives
funds from the
Federal Govt for
workforce development



Tompkins County

The Tompkins County
Workforce Development Board
is created by Federal Law and
receives funds via
New York State (mostly)



Workforce Development Board of Tompkins County

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Suite 402B
Ithaca, NY 14850

Natalie Branosky
Executive Director
607 274 7526
nbranosky@tompkins-co.org



Tompkins County
125 E. Court St.
Old Jail Bldg. 3FL
Ithaca, NY 14850

June 10, 2020

Majority Leader Mitch McConnell
U.S. Senate
Office of the Majority Leader
The Capitol, S-230
Washington, DC 20510

Minority Leader Chuck Schumer
U.S. Senate
Office of the Minority Leader
The Capitol, S-221
Washington, DC 20510

The Honorable Kirsten Gillibrand (NY)
U.S. Senate
478 Russell
Washington, DC 20510

Speaker Nancy Pelosi
U.S. House of Representatives
Office of the Speaker
The Capitol, H-232
Washington, DC 20515

Minority Leader Kevin McCarthy
U.S. House of Representatives
Office of the Minority Leader
The Capitol, H-204
Washington, DC 20515

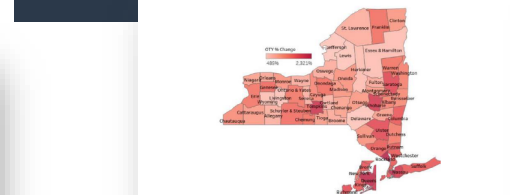
The Honorable Tom Reed (NY 23rd)
U.S. House of Representatives
2263 Rayburn HOB
Washington, DC 20515

Dear Leader McConnell, Minority Leader Schumer, Senator Gillibrand,
Speaker Pelosi, Minority Leader McCarthy, and Congressman Reed:

On behalf of the Tompkins County Workforce Development Board, the Tompkins County Legislature, and Tompkins County Administration, we write in strong support of increased funding for the U.S. Workforce Development System, and specifically for programs outlined in the Workforce Innovation and Opportunity Act (WIOA).

As home to Cornell University and a vibrant community rooted in partnership and innovation, our economy is central to New York's Southern Tier and the Finger Lakes Region. Our key industries of higher education, hospitality and tourism, health care, manufacturing and technology-based companies have suffered a significant loss of business income, and indeed skill sets.

Our County has a population of 104,000 residents. We are also the university-based home of over 30,000 students, most of whom have departed the County due to the move to on-line learning of Cornell University and Ithaca College.



Following the Executive Orders effective March 22, 2020 requiring non-essential businesses statewide to close in-office personnel functions, our workforce development system immediately felt the impact. Resulting layoffs and furloughs have led to over 4,000 initial unemployment insurance claims filed since then. In a County that has achieved low unemployment and a robust economy we now experience an average of over 800 initial claims per week, compared to a maximum of 50 per week prior to COVID-19. The acceleration of these claims is reflected in the map above.

As a closely coordinated Workforce Development Board, County Legislature and County Administration, we are working together to be part of the solution.

- We instantly designed an accessible on-line job board, the Tompkins Workforce ReDirect, to capture and advertise the opportunities that those seeking employment, dislocated workers, interns and remote jobs during their time at home
- We've introduced COVID-19 Industry Briefings at our Board Meetings, to understand the impact of this moment on businesses in our community
- We've designed Zoom-based instructional sessions to assist businesses and employees with the Unemployment Insurance and Shared Work application processes, serving all of the major sectors of our County's economy
- We've closely monitored our labor market data as new statistics are released, and are particularly focused on the workforce impact that school, program and work-based courses will have on young people throughout their careers
- Our Tompkins Workforce New York Career Center services have continued without interruption, as much as online platforms and phone-based services allow

- Throughout COVID-19, our Workforce Board meetings and Committee meetings have continued and are on pace to meet annual requirements
- As the phases of WY forward roll out and our County re-opens for business, we're assessing:
- The impact COVID-19 has had on our County budget process
 - The number of people who may not return to work due to permanent job loss
 - The number of businesses which have or may close in the absence of a full return to income
 - The skills desired by employers in this new economy, but which aren't available in our talent pool
 - How our sector strategies, career pathways, and workforce programs should adapt as job titles, tasks and workplace realities change

We represent one voice from Tompkins County, however we know our experience is shared one throughout New York and across the United States. Our funds will run out quickly and prevent us from serving businesses and workers. Our unemployment rate requires bold investments that are both emergency-based, and long-term in thinking.

We join with National, State and Local partners calling for a \$15 billion investment in programs within the Workforce Innovation and Opportunity Act and other workforce-related programs as follows:

- WIOA Title I**
- \$2.5 billion for Adult
 - \$2.5 billion for Youth
 - \$2.5 billion for Dislocated Worker
 - \$500 million for Dislocated Worker National Reserve
- WIOA Title II**
- \$1 billion for Adult Education
- WIOA Title III**
- \$1 billion for Wagner Peyser
- Other Programs**
- \$500 million for Job Corps
 - \$150 million for Native American Programs
 - \$150 million for Migrant Seasonal Farmworker
 - \$250 million for Youthbuild
 - \$350 million for Reentry
 - \$500 million for Registered Apprenticeships
 - \$2 billion for Community College and Industry Partnership Grants (TAACCT)
 - \$1 billion for Perkins-CTE

We also support language that gives priority of services in local One-Stop Career Centers to those directly impacted by COVID-19 economically, including those seeking employment, dislocated workers, individuals with barriers to employment, and individuals who are unemployed or underemployed.

Thank you for your leadership on The Hill throughout this moment in our nation's history. We urge you to prioritize these necessary funds to reach the businesses, communities and individuals impacted by the crisis. Please contact Natalie Branosky, Executive Director of the Tompkins County Workforce Development Board with any questions you may have.

Sincerely,

The Tompkins County Workforce Development Board

<i>[Signature]</i> Scott French, Chair Tompkins County Workforce Development Board Vice President of Human Resources, Tompkins Trust Company	<i>[Signature]</i> Drew Brantley, Chair Tompkins County Workforce Development Board GrammaTech
<i>[Signature]</i> Jeff Malatesta, Secretary Tompkins County Workforce Development Board District Superintendent, TST - R023	<i>[Signature]</i> Amy Iles, Treasurer Tompkins County Workforce Development Board CPL Saratoga Walkin & Co. LLP
<i>[Signature]</i> Meredith Robinson Tompkins County Workforce Development Board General Manager, Hornwood Sates	<i>[Signature]</i> Alan Bohn, Treasurer Tompkins County Workforce Development Board Human Resources, Cornell University
<i>[Signature]</i> John Corbett Tompkins County Workforce Development Board Business Agent, Teachers 117	<i>[Signature]</i> Lee Dillon Tompkins County Workforce Development Board Executive Director, Tompkins Community Action
<i>[Signature]</i> Brian Forrest Tompkins County Workforce Development Board Vice President of Human Resources, Cargill Medical Center	<i>[Signature]</i> Kira Franzone Tompkins County Workforce Development Board Human Resources, Ithaca College

<i>[Signature]</i> Kit Kephart Tompkins County Workforce Development Board DSS Commissioner, Tompkins County	<i>[Signature]</i> Kevin Kerrey Tompkins County Workforce Development Board Director of Human Resources, Ritecinc, Inc.
<i>[Signature]</i> Paul Levesque Tompkins County Workforce Development Board Architect, Holt Architect	<i>[Signature]</i> Heather McDaniel Tompkins County Workforce Development Board President, Tompkins County Area Development
<i>[Signature]</i> Quinn Montague Tompkins County Workforce Development Board President, Tompkins Compton Community College	<i>[Signature]</i> Jackie Drummond-Grobe Tompkins County Workforce Development Board Interim Director, Office of Employment and Training, Tompkins County
<i>[Signature]</i> Doreen Fries Tompkins County Workforce Development Board Director of Human Resources, BojiTrainer	<i>[Signature]</i> Jim Semmens Tompkins County Workforce Development Board Executive Director, Challenge Workforce Solutions
<i>[Signature]</i> Kate Shanks Booth Tompkins County Workforce Development Board Director, Tompkins County Youth Services	<i>[Signature]</i> Jenny Travels Tompkins County Workforce Development Board President/CEO, Tompkins County Chamber of Commerce
<i>[Signature]</i> Natalie Branosky Executive Director, Tompkins County Workforce Development Board	

The Tompkins County Legislature

<i>[Signature]</i> Layna McEan-Castorine, Chair Tompkins County Legislature	<i>[Signature]</i> Shawn Black, Vice Chair Tompkins County Legislature
<i>[Signature]</i> Amanda Chapman Tompkins County Legislature	<i>[Signature]</i> Deborah Dawson Tompkins County Legislature
<i>[Signature]</i> Henry Swanson Tompkins County Legislature	<i>[Signature]</i> Richard Johnson Tompkins County Legislature
<i>[Signature]</i> Alicia R. Keller Tompkins County Legislature	<i>[Signature]</i> Daniel Rose Tompkins County Legislature
<i>[Signature]</i> Aimee Korman Tompkins County Legislature	<i>[Signature]</i> Michael Laro Tompkins County Legislature
<i>[Signature]</i> David McKenna Tompkins County Legislature	<i>[Signature]</i> Glen Morry Tompkins County Legislature
<i>[Signature]</i> Marta Robertson Tompkins County Legislature	<i>[Signature]</i> Mike Sigler Tompkins County Legislature

Tompkins County Administration

<i>[Signature]</i> Jason Molino Executive Director, Tompkins County	<i>[Signature]</i> Lisa Holman Deputy Administrator, Tompkins County
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Role of the Workforce Development Board

Throughout 2020: **PANDEMIC MANAGEMENT**

- Unemployment Insurance
- Adjustments to workforce development programs
- Research, and what we have learned to take us into 2021

Into 2021 + 2022: **ECONOMIC RECOVERY**

- More unemployment Insurance
- Stabilization AND big ideas
- Pivoting from research to an action plan



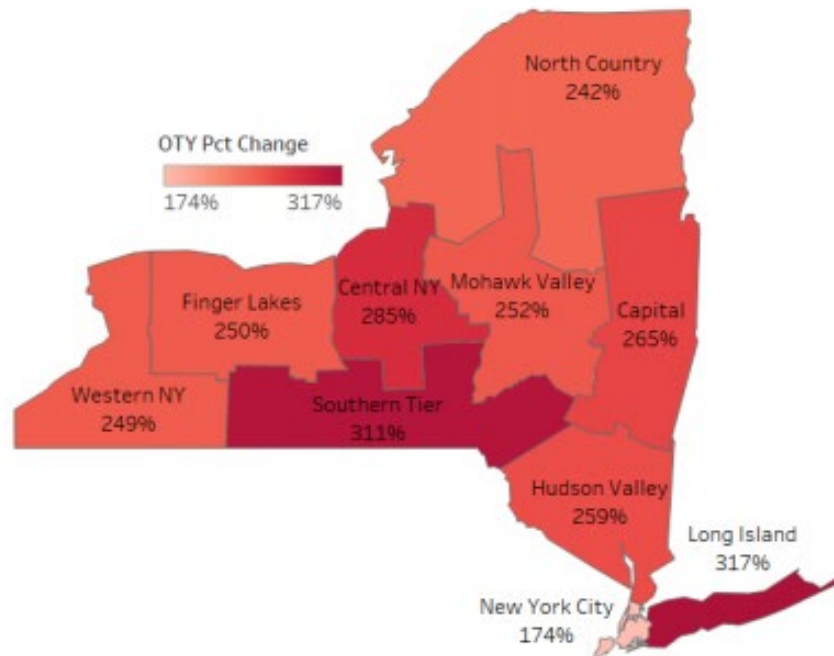
Unemployment

Tompkins Workforce
ReDirect
Strategy for COVID-19



Initial Claims Data

Over-the-Year Percent Change in Initial Claims by Region
Week Ending 3/13/2021



Unemployment Insurance (and more)

- The package **extends the existing \$300 weekly unemployment benefit through Sept 6 (Labor Day)**
- A new tax waiver on the first **\$10,200** of unemployment benefits, for individuals who made less than **\$150,000** in adjusted gross income **in 2020**. Married couples who file jointly, earned less than **\$150,000** in combined adjusted gross income and both collected unemployment insurance benefits in 2020 will have taxes waived on up to **\$20,400** of UI benefits total
- Extends the CARES Act programs Pandemic Unemployment Assistance (PUA, for gig workers and those not traditionally eligible for aid) and Pandemic Emergency Unemployment Compensation (PEUC, for the long-term unemployed) until early September. Maximum duration of PUA benefits increases to **79 weeks** (up to 86 weeks in high-unemployment states), and for PEUC up to **53 weeks**.



Next Steps Nationally

- Large infrastructure plan (The Build Back Better Plan)
- Minimum wage increase
- Workforce Development Funds

Estimated deficit impact of major coronavirus relief bills over 10 years

March 2021 stimulus

Total aid: **\$1.9T**

Aid to individuals **\$960B**

Stimulus checks

Unemployment benefits

Health coverage provisions

Nutrition, housing and child-care

Refundable tax credits (CTC, EITC, CDTIC)

Aid to state & local governments **\$510B**

Aid to businesses **\$65B**

Other health care **\$100B**

Other aid **\$140B**

March 2020 + Dec. 2020 stimulus

Total aid: **\$2.8T**

Aid to individuals **\$1,090B**

Stimulus checks

Unemployment benefits

Nutrition, housing and child-care

Aid to state & local governments **\$275B**

Aid to businesses **\$915B**

Small-business support

Other tax relief

Other health care **\$230B**

Other aid **\$280B**

Note: CRFB analysis accounted for \$1.8 of the \$1.9T American Rescue Plan

Source: Committee for a Responsible Federal Budget

Industry Share in Tompkins County

Pre-pandemic (Jan 2020)

- 61,000 jobs
- Regional economy of “Eds + Meds”

Current (Dec 2020)

- 62,700 jobs (net gain +1,600)

GROWTH

- “Eds + Meds” (+1,800)
- State Govt (+1,400)

LOSS

- Leisure + Hospitality (-800)
- Retail (-500)
- Other Srvcs (-300)
- Local Govt (-200)
- Construction (-100)
- Information (-100)

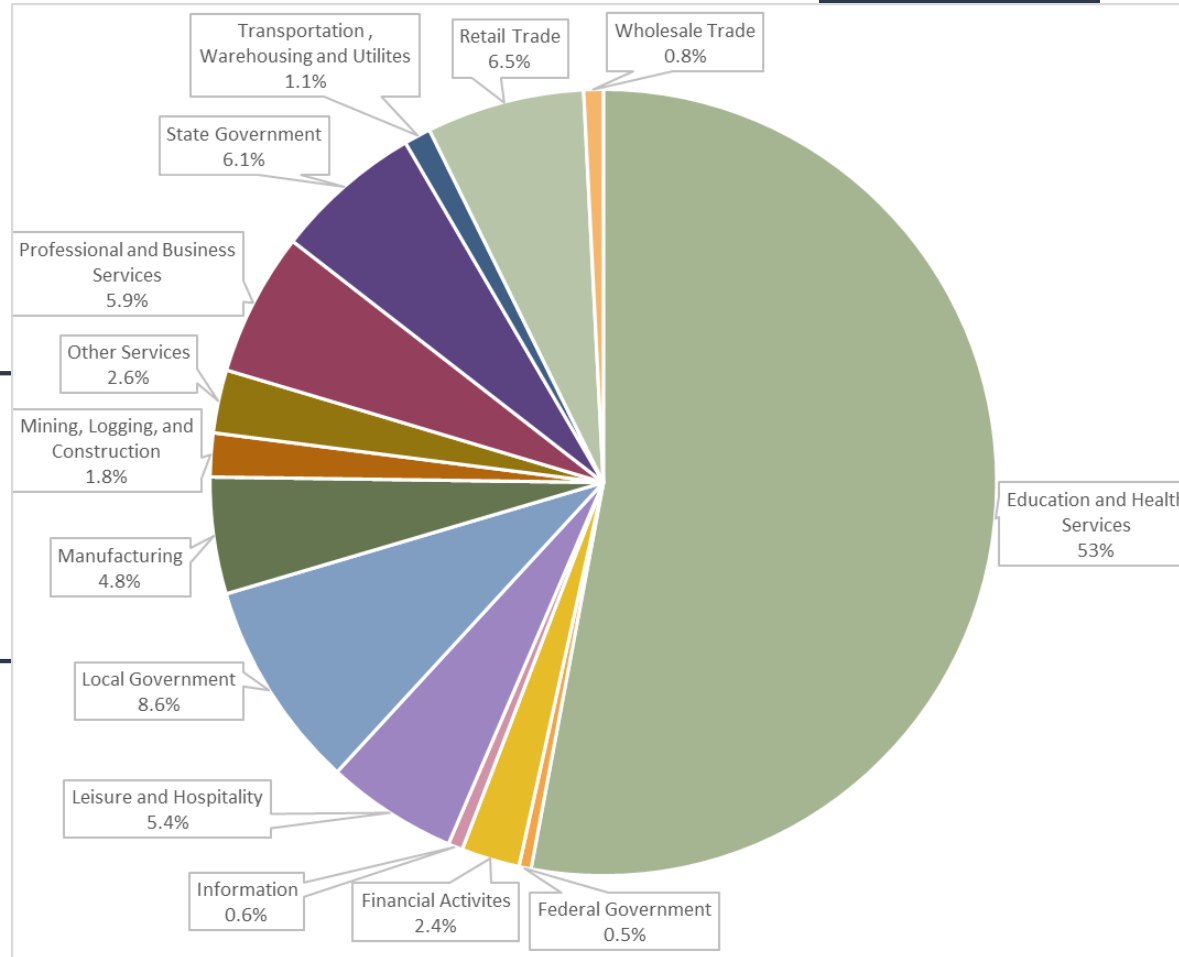
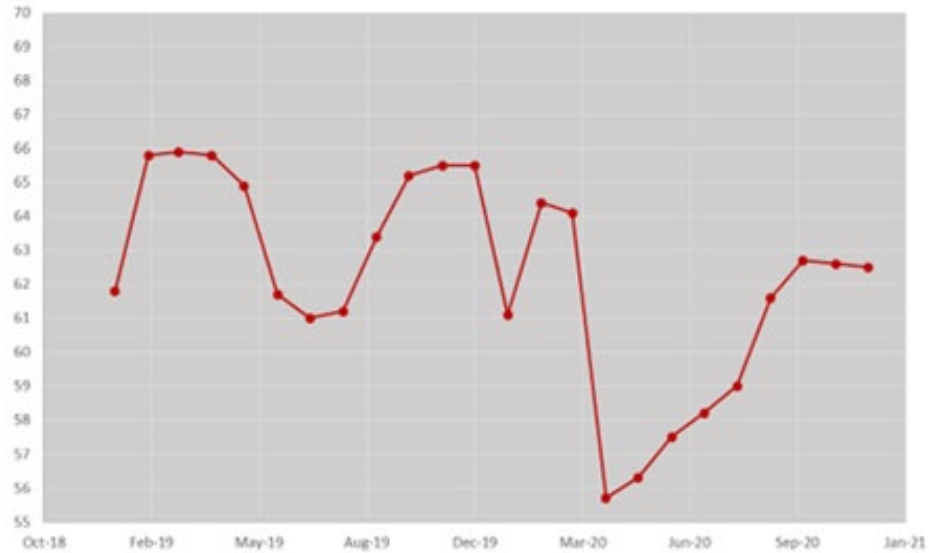


Table 2. Employment Share by Industry, Pre-Pandemic and Current

Industry	Employment Share, Jan 2020 (%)	Rank, Jan 2020	Employment Share, Dec 2020 (%)	Rank, Dec 2020
All Jobs, Total	61,100	N/A	62,500	N/A
Education and Health Services	51.4%	1	53.0%	1
Local Government	9.2%	2	8.6%	2
Retail Trade	7.5%	3	6.7%	3
Leisure and Hospitality	6.9%	4	5.3%	6
Professional and Business Services	5.9%	5	5.9%	4
Manufacturing	4.4%	6	4.8%	7
State Government	3.9%	7	5.9%	5
Other Services	3.1%	8	2.6%	8
Financial Activities	2.5%	9	2.4%	9
Mining, Logging and Construction	2.0%	10	1.8%	10
Transportation, Warehousing, and Utilities	1.1%	11	1.1%	11
Wholesale Trade	0.8%	12	0.8%	12
Information	0.8%	13	0.6%	13
Federal Government	0.5%	14	0.5%	14

Tompkins County

total employment (all nonfarm jobs, in thousands)





FINDINGS: What resources do you need for hiring?

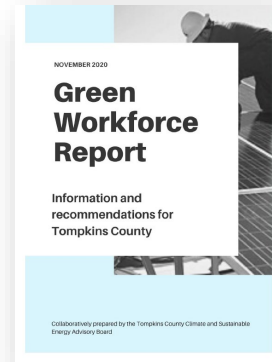
- Additional resources for equitable hiring, work retention, wage progression, and career advancement
- Guidance on the definition of a “good job” now that candidates search criteria may have changed
- How to navigate WFH / remote workforce



Research Recommendations



1. Innovation through Collective Impact
2. Develop a compendium of short-term courses for businesses, employees and jobseekers
3. Launch a Good Jobs Initiative
4. Maximize human-centered design and innovation
5. Expand the National External Diploma Program
6. Create an Anchor Institution Forum
7. Make Racial Equity a priority and measurement for Workforce Development Programs
8. Prioritize Green Jobs for the design and delivery of Workforce Development
9. Expand the Pandemic Labor Market Analysis and Skills Mapping research to the Southern Tier region






We're Hiring!

**Workforce Development Board:
*Deputy Director of Workforce Development***

<https://www.tompkinscivilservice.org/civilservice/vacancies>

Listed now / **hybrid basis / emphasis: diversity**



Natalie Branosky, Executive Director
nbranosky@tompkins-co.org