

**WORKFORCE INVESTMENT BOARD**

**MAY 28, 2013**

**8:30 A.M.**

**TOMPKINS COUNTY PUBLIC LIBRARY**

**PRESENT:** B. Allen, A. Bishop, B. Blachard D. Bradac, D. Burrows, J. Dennis, L. Dillon, C. Haynes, A. Hendrix, L. Holmes, J. Lance, L. Leonard, P. Levesque, P. McKee, L. Patz, A. Pedersen, S. Pronti, M. Rubino, M. Solomon, M. Stamm, M. Stazi, M. Talarski

**EXCUSED:** C. Haynes, D. Herath, J. Mareane, J. McPheeters, M. Turnbull

**ABSENT:** J. Little

**GUESTS:** C. Harris, NYSDOL

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

**CALL TO ORDER**

Chairman Coldren called the meeting to order at 8:34 a.m. and introductions followed.

**ADDITIONS/DELETIONS TO THE AGENDA**

None

**APPROVAL OF MINUTES**

It was Moved by Mr. Levesque, seconded by Mr. Pedersen and adopted by voice vote of members present to approve the minutes of March 26, 2013 as written.

**APPROVAL**

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 a compliance document. The Plan looks at alignment with the regional economic development councils and demand occupations within the regional job market. The Plan is accessible on the WIB's website at <http://www.tompkinsworkforceny.org/Tompkins%20PY13-14%20Local%20Plan.pdf>.

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

**Workforce Strategy Review and Discussion**

During 2008 and 2009, TCAD and the Workforce Investment Board partnered to create a workforce strategy (released January 2010). After an in-depth study of the labor market, stakeholders were engaged in several sessions to identify 5 broad key goals. A sixth goal, which addresses the capacity of the workforce system itself, was added.

The Board reviewed the six goals in the Workforce Strategy (below), accomplishments, current challenges, and the continued relevancy of the goals and priorities for the next year.

- Increase the number of work-ready basic-skilled workers
- Retain and attract more young adults
- Prepare for the wave of baby boomer retirements
- Facilitate and enable the recruitment of workers for specialized occupations
- Reduce underemployment and its accompanying underuse of talent
- Increase the workforce system's capacity to manage near-term challenges and opportunities

Mr. Stamm stated that school districts are being hindered by mandates with no time for teachers to do career exploration. Ms. Hendrix stated work readiness is in the common core, but it is falling by the wayside. The Youth Employment Council is discussing with BOCES ways to get information into the curriculum.

Ms. Holmes stated the Office for the Aging is waiting to see how the Affordable Care Act will impact organizations and individuals. The part-time workforce is a concern for employers because anyone working 30+ hours can get insurance through their employer.

Mr. Pronti stated that his experience has been that if people feel like they are not advancing in their careers and if they aren't being challenged enough they tend to leave. He noted that there is a gap in succession planning and long-term employees haven't had a need to do this in the past, but it's important to get people into roles that allow transferring earlier.

Ms. Patz stated that it has become necessary for her organization to expand their search both regionally and nationally due to the specialized skill sets that are needed.

Moving forward, the Board will discuss at future meetings the following topics:

- Tools to help employers see where they are currently and ideas for succession planning
- Learning more about the Affordable Care Act to help individuals and business
- Looking at the younger generation and non-traditional work approaches and what motivates the younger generation
- Regional recruitment discussion
- Panel discussion with young professionals to discuss what brought them here, what challenges they face, and what is necessary to keep them in Tompkins County

### **Affordable Care Act Update**

Ms. McPheeters was unable to attend the meeting. She provided the following update via email:

The New York State Health Insurance Exchanges are being developed and I've participated in many meetings and webinars about the Exchanges. Here are a few details of what I know at this point:

- As of January 1, 2014 everyone in the US is required to have health insurance or pay a penalty. The only exceptions are for a very limited religious exemption, undocumented immigrants, incarcerated people, members of an Indian tribe, family is below the threshold for filing a tax return, or you have to pay more than 8% of your income for health insurance. The basic penalty is \$95 in 2014, \$395 for 2015, \$695 for 2016 (there are rates for families).
- Healthy New York for individuals in NYS is closing out at the end of the year. Child Health Plus will continue. Also the Health New York insurance program for businesses will continue.
- Both the individual and SHOP (for employers of 2-50 employees) are expected to open on October 1, 2013. The exchanges will operate the first year for 6 months, from October 2013 through March 2014.
- The Tompkins Chamber and the Health Planning Council have applied to be navigators/individual assistants for businesses and individuals as part of a grant application submitted by Community Support Services. We expect to hear sometime in June if CSS got the grant. If it does, we will participate in training in August and September.
- I expect to see a beta test of the SHOP exchange sometime in June.

- Reminder: businesses with 49 or fewer employees have no mandate to offer insurance. However, many businesses in this category currently offer insurance and are going to need to decide what to do next year. Should they:
  - continue to offer insurance as they have in the past;
  - or purchase insurance through the SHOP (metalized plans) which is the only way that businesses of fewer than 25 employees with an average salary of \$50K or less (excluding owners) that pay for 25% of premiums can get a tax credit;
  - or just have employees purchase insurance through the individual exchange where they can get a tax credit if the family income is less than 400% of the federal poverty level (about \$42K for individual or \$92K for family of 4).
- Note: if you're currently paying for some employee's health insurance premiums and you stop doing that, your employees are likely to want more money in their paychecks.
- Businesses with 50 or more employees must provide access to health insurance for their employees in 2014 (employees and families in 2015) or the businesses must pay a penalty. The number of Employees is calculated on 30 hrs/week as full time and adding part time workers together and dividing their monthly hours by 120 (4 weeks x 30 hrs) to get FTE numbers.
- Businesses with 200 or more employees must enroll employees in health insurance and the employees can opt out.

If people are looking for more information about this, the Chamber is offering workshops on June 10 @ 3:00 p.m. and on June 20<sup>th</sup> @ 9:00 a.m. Register through our website or by calling 273-7080. Each workshop is about 75 minutes long.

### **Center Manager's Report/ WIB Director's Report/**

Ms. Bradac reported the summer youth employment program begins today and OET and the Youth Employment Service expect to serve approximately 200 low-income youth this summer. She reported that OET currently has 23 active on-the-job training contracts using local and National Emergency Grant funding. These have proven to be very powerful tools for individuals. They are also in the process of developing a pilot program with the Reuse Center to do training around deconstruction.

Ms. Mattick reported that sequestration resulted in Tompkins County receiving additional funding. This was the result of the way the formula is written and New York State receiving more funding due to higher unemployment and higher poverty rate. The increase resulted in an approximate increase of \$15,000.

She reported on the Upstate Tech Career Connection event held in April at Ithaca College. It was the largest turnout thus far with over 50 businesses and 150 students attending. The event has become a regional event and the planning committee is looking at holding it in Syracuse in 2014.

### **ADJOURNMENT**

It was Moved by Mr. Stamm, and unanimously seconded to adjourn the meeting at 9:48 a.m. The next meeting is scheduled for September 24, 2013 at 8:30 a.m. at the Tompkins County Public Library.

Minutes prepared by Jennifer Luu.