

## WORKFORCE INVESTMENT BOARD

NOVEMBER 26, 2013

8:30 A.M.

TOMPKINS COUNTY PUBLIC LIBRARY

- PRESENT:** B. Allen, A. Bishop, B. Blanchard, D. Bradac, M. Coldren, L. Dillon, A. Hendrix, L. Holmes, L. Leonard, P. Levesque, J. Little, J. Mareane, P. McKee, S. Pronti, M. Rubino, M. Solomon, M. Stazi, M. Talarski
- EXCUSED:** D. Burrows, C. Haynes, D. Herath, A. Pedersen, J. Lance, J. McPheeters, L. Patz, M. Stamm, J. Dennis, M. Turnbull
- GUESTS:** L. Cregg, BorgWarner; J. Benninger, IBEW; C. Harris, NYSDOL, S. Tabor, K. Friedeborn, City of Ithaca Youth Employment Service; J. Bellis, Tompkins County Office of Employment and Training
- STAFF:** J. Mattick, Jennifer Luu

### CALL TO ORDER

Vice-Chairman Coldren called the meeting to order at 8:33 a.m.

### APPROVAL OF MINUTES

It was Moved by Ms. Holmes, seconded by Mr. Pronti and unanimously adopted by voice vote of members present to approve the minutes of September 24, 2013 as submitted.

### ADDITIONS/DELETIONS TO THE AGENDA

There were no additions or deletions to the agenda; however, the spotlight on apprenticeship programs was moved up before the Youth Employment Council Committee updates.

### SPOTLIGHT ON APPRENTICESHIP PROGRAMS

#### **BorgWarner**

Elizabeth Cregg, Sr. Human Resource Generalist at BorgWarner provided an overview of their apprenticeship program. The program has been New York State certified since the 1960's and is a standardized four-year program. Recruitment occurs when there is company need, and individuals who participate are generally recruited from within the organization. Once in the program, individuals are considered 100% apprentice trainees with wage progression within the program. Participants are guaranteed a position in the company upon their completion and they also have rights back to their former positions should they discontinue the program.

When asked if there is a downside to the program for the company, Ms. Cregg indicated the program is very expensive to operate. There is an indirect headcount that is created by backfilling positions while individuals are in the Program as well as the cost of compensation for individuals participating. She noted however, that there is benefit to training internally as individuals can see the investment the company is making in them and this reduces turnover.

#### **International Brotherhood of Electrical Workers (IBEW)**

Jake Benninger, Training Director at the IBEW, stated their apprenticeship program is a joint partnership between the IBEW and the Southern Tier Chapter of the National Electrical Contractors Association. It is a five-year program with 180 hours of classroom instruction and a minimum of 1600 hours of on-the-job training supervised by a journeyman. The curriculum consists of everything from computer classes, safety, and first-aid to welding, lighting fundamentals, and green technologies. Instructors are required to complete a four-year program in adult-education training. Key advantages of the program are individuals earn while they learn, they are working towards a not just a job, but a career, and they are able to earn up to 56 college credits without any student loans. The program is funded primarily through private

sources. He stated some of the challenges are not enough people are applying for the opportunity and getting the message out to individuals.

Ms. Bradac left the meeting.

## **YOUTH EMPLOYMENT COUNCIL UPDATE**

Ms. Hendrix reported that Team One planned and delivered a youth and industry networking event at Newfield High School. Twenty-Four agencies and graduating seniors who are interested in joining the workforce after high school participated. The school principal was very supportive and helpful with the event. The participating organizations thought the event went very well and it is hoped that more students can get involved in the future.

Team Two has been focusing on implementing a teacher professional development day in March 2014 to help teachers get career information into their curriculum by assisting them with lesson planning. The group will decide following the event if it was successful and if it is something that should continue.

Team Three has focused their efforts on marketing and outreach to employers so they better understand the National Work Readiness Credential (NWRC). At the same time there has been momentum around schools looking at the National Employability Skills Credential (NESC). The NWRC is a WIA performance measure and a project assistant has been hired to work with WIA youth. The group has been discussing whether it is beneficial to continue until more is known about the NESC and they are gathering information on what is being required in schools.

### **Summer Youth Employment Program Parameter Setting**

Mr. Coldren reported the Executive Committee has continued discussions about the Summer Youth Employment Program and setting parameters to be included in the upcoming request for proposals. They took into account the prior WIB conversations and the questions posed.

Ms. Mattick provided an overview of the costs associated with the 2013 program and provided comparisons with other workforce investment boards. The costs per participant range from \$1431 or 77 percent of the overall budget being used for participant wage and fringe in Ontario County to \$1823 or 57% of the budget in Tompkins. Based on the comparisons of similar programs in the State, the recommendation is to include in the RFP the requirements that at least \$1550 be used per participant with 65 percent of the funding available being used for participant wage and fringe. She noted that the 2013 program came very close to meeting the 65% goal. The recommendation is also being made that the career development activity parameters be further defined by the Youth Employment Council.

It was Moved by Mr. Levesque, seconded by Ms. Stazi to include the following parameters in the 2014 Summer Youth Employment Council Request for Proposals:

- Cost Per Participant Parameters - \$1550
- % for Participant Wage Parameters - 65% of funding available
- Career Development Activity Parameters as defined by the Youth Employment Council

A voice vote resulted as follows: **Ayes** – 15 (B. Allen, A. Bishop, B. Blanchard, M. Coldren, L. Holmes, L. Leonard, P. Levesque, J. Little, J. Mareane, P. McKee, S. Pronti, M. Rubino, M. Solomon, M. Stazi, M. Talarski), **Noes** -1 (Ms. Dillon), **Abstain** – 1 (Ms. Hendrix), **Excused** – 11 (D. Bradac, D. Burrows, C. Haynes, D. Herath, A. Pedersen, J. Lance, J. McPheeters, L. Patz, M. Stamm, J. Dennis, M. Turnbull) MOTION CARRIED.

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

Neither Ms. Mattick nor Ms. Bradac had a report.

**ADJOURNMENT**

It was Moved by Mr. Little, and unanimously seconded to adjourn the meeting at 9:56 a.m.