

WORKFORCE DEVELOPMENT BOARD

JANUARY 25, 2005

8:30 A.M.

TOMPKINS COUNTY PUBLIC LIBRARY

PRESENT: T. Colbert, D. Cooper, L. Dillon, J. Fogler, C. Haynes, D. Herath, L. Leonard, J. Little, J. Mattick, P. McKee, J. McPheeters, M. Opperman, A. Pedersen, J. Rossi, M. Stamm, I. Stein, M. Turnbull, J. Weshe

EXCUSED: P. Carey, B. Fortier, J. Maglione, T. Mallinson, R. Pass, L. Patz, S. Pronti, N. Zahler, S. White

ABSENT: B. Blanchard, R. Bohman, W. Cooke, P. Gardner, K. Mann, D. Marsh

GUESTS: B. Heath, Tompkins County Office of Employment and Training; J. Sorbello, J. Kozlowski, NYSDOL

STAFF: Debra Giordano, Jennifer Luu

CALL TO ORDER

Chair Turnbull called the meeting to order at 8:45 a.m.

ANNOUNCEMENTS

Ms. Giordano reported on the Governor's budget and the impacts it might have on workforce development. She reported nearly all of the money previously set aside for statewide grants for businesses will now go to other programs. She stated Tompkins County businesses have benefited from those funds and nearly one million dollars have been received.

Ms. Giordano also reported the Summer TANF funds that have been used for youth employment programs will now be going to the Department of Social Services in a block grant and the Commissioner of Social Service has the authority to determine how to best utilize the block grant funds which may or may not include a component for Summer Jobs for Youth.

BOARD ACTION ITEMS

Approval of Minutes

It was Moved Ms. McPheeters, seconded by Mr. Pedersen and unanimously adopted by voice vote of members present to approve the minutes of November

16, 2004 as submitted.

Board Appointment(s)

It was Moved by Ms. Dillon, seconded by Ms. Stein and unanimously adopted by voice vote to approve the appointment of Diane Cooper, Sales Manager at Audrey Edelman and Associates to the Board.

Ms. Cooper stated she recently moved here from Schuyler County and is pleased to serve on the Board.

One-Stop Certification

Mr. Stamm reported the Workforce Services Committee met five times to discuss the recertification of the Career Center. The group was very active and took a close look at the operations of the Career Center and changes that were being proposed. Ms. Giordano provided an overview of the recertification process and noted one issue that needs to be addressed rather quickly is the cost and business model of the Center.

Mr. Stamm stated that there are cost and revenue concerns and the Workforce Services Committee talked at great length about this issue. The revenues do not match the cost of the operation and to some extent training dollars are being diverted to pay for overhead. He stated additional work is needed to address this issue and noted when the group previously looked at other Workforce Investment Areas they found that counties pay a substantial piece of the costs either in free space or direct revenue. Here, 11 partners pay for the cost of operations either through in-kind or financial contributions. They are facing financial constraints and cannot afford to continue to fund operations at the current levels. Currently, there is approximately a \$50,000 to \$60,000 potential shortfall annually, dependent on Partner ability to pay, which is not a significant amount based on the County's commitment to economic and workforce development. Tompkins County Area Development and the WIB will be approaching the County about the situation and the Committee will continue to look at the issue.

It was Moved by Mr. Stamm, seconded by Mr. Haynes and unanimously adopted by voice vote to approve the Business Plan and certify the One-Stop Center.

WORKING TOGETHER CD

The group reviewed a segment of the Workforce Together CD. Ms. McPheeters reported the CD was prepared by the Center for Workforce Preparation. It provides innovative stories of some communities that have done a really good job at looking at some of their community needs and finding really good answers to those problems. She stated the challenges in Tompkins County are

quite different in that we do not have a large pool of workers that need the same kind of training, but rather many workers needing different types of training. She stated thought needs to be given to what jobs will be available in the next 5, 10, and 15 years and work done with community colleges and universities to create training programs that will be needed.

STATE OF THE WORKFORCE REPORT

The State of the Workforce Report will be used to define challenges and strategies to address workforce issues upcoming years. Ms. Giordano reviewed the process to date. The Board broke out into groups to review the three imperatives and the 14 strategies that will be used in the report and also to identify possible resources, stakeholders for each imperative, the timetable for implementation and completion and how success will be measured.

The draft Imperatives are:

1. Ensure a pipeline of skilled workers for the jobs of today and tomorrow
2. Promote Ithaca as an inclusive, diverse destination that is attractive to the creative class, values its mature workers and retains its younger workers.
3. Enhance services to businesses, with a particular focus on industries with existing or looming skills shortages and small businesses.

Group one reported out that they changed Imperative one to read, "To ensure that there is programming to provide a pipeline of workers prepared for jobs of today and tomorrow." This more clearly speaks to what is needed for the workforce.

Group two reported out that they replaced "Ithaca" with "Tompkins County" and changed "creative class" to "creative individuals and organizations."

Group three changed Imperative three to read "Enhance services to businesses with a particular focus on small businesses and industries with looming skill shortages."

CREATING MARKET-RESPONSIVE WORKFORCE SOLUTIONS

Mr. Haynes presented on the services provided by Tompkins Cortland Community College and the degree and non-credit degree programs that are available. He stated in 2005 two new programs will be available; a new media program and also a bio-tech program that is a transfer program. He stated ideas for programs come from the community and faculty and they are evaluated against curricular and faculty strengths. Once implemented, programs are continually evaluated to ensure that they continue to do well. He stated outreach is done to the community to guide curriculum development and the approval process for new

programs takes approximately one year.

There are nearly 4,500 individuals in both degree and non-degree programs at the college. The non-degree programs are much more targeted and often custom designed in response to employer needs. The college often contracts to businesses in the area for training and they have provided services to employers such as Borg-Warner, Therm, CBord, the Tompkins County Public Library, and Cornell University. Contract training ranges from basic skills to very sophisticated training programs. Mr. Haynes stated 11 new programs will be implemented in 2005. The College also offers on-line training; however, this is not utilized as much. He stated there seems to be some fear among employees who are asked to do online training, in part because they are resistant to doing work-related activities in their own time.

Mr. Haynes stated that he can be contacted by phone or email if Board members have suggestions for training. Ms. Dillon stated her agency, Tompkins Community Action, has used the college's services and it really enhanced staff development.

NEXT MEETING

The next meeting of the Board is scheduled for March 22, 2005 at 8:30 a.m. in the Borg-Warner Room at the Tompkins County Public Library. Leonard Doehlert from Primet will be presenting.

ADJOURNMENT

It was Moved by Ms. Dillon, seconded by Ms. Herath and unanimously adopted by voice vote to adjourn the meeting at 10:07 a.m.

Minutes prepared by [Jennifer Luu](#).

Return to [Workforce Development](#) Home Page