



GLOW Workforce Development Board Meeting

Genesee Community College, Room T122

1/16/24 Approved Meeting Minutes

Members Present: John Cima, GV BOCES; Norb Fuest, Appletree HR and Safety Consultant; Darren Burdick, NYS DOL; Bethanne Guest-Bergum, ACCES-VR; Rae Frank, Independent Living; Patti Fales, BMP America, Inc.; Steve Hull, Morton Salt; Dan Ireland, Regional Health/UMMC; Holly Mitchell, Advanced Rubber Products; Shawn Pollock, Nortera Foods; Robert Sotir, Labor Local #3; Jennifer Wakefield

Excused: Tom Thomas; Holly Nenni

Non-Members: Kelly Kiebal, Orleans County Job Development; Beth Caton and Carrie Johnson; Wyoming County Community Action; Ryan Snyder, LC Office of Workforce Development; Teresa Van Son, GC Job Development;

CEOs/Representative: Ken DeRoller, Orleans County Representative

CEOs Excused:

Staff Present: Jay Lazarony, Michele Nichols; Kristine Langless (zoom)

Welcome and Introductions

Norb called the meeting to order at 4:31 p.m. There was a quorum at the meeting.

Approval of Draft GLOW WDB Meeting Minutes of 12/8/23

The 12/8/23 GLOW WDB Meeting minutes were sent to members prior to the meeting. There was a correction that Holli Nenni was present and that Holley Mitchell was excused. Jennifer made the motion to approve the 12/8/23 minutes as presented; Darren Burdick seconded the motion, all members present at the meeting were in favor, and the motion was carried. The 12/8/23 GLOW WDB Meeting minutes are approved with corrections as presented.

Voting on Replacement for ACCES VR Representative

The nomination for Christina Lyon of ACCES-VR was sent to members prior to the meeting. Dan made the motion to approve Christina Lyon, Workforce Development & Business Relations Representative, to replace Bethanne Guest-Burgum for representing WIOA Title IV Vocational Rehabilitation Program on the GLOW WDB; Steve Hull seconded the motion; Rae or Bethanne? seconded the motion; all members present were in favor of the motion, and the motion was carried. Welcome Christina!

Presentation from Amy Slusser of GCC

Amy presented a Powerpoint on the new Microcredentials, which are bundle of defined skill set courses. that are available at GCC. They received 2 grants to develop and market microcredentials. There is a business breakfast on April 12, 2024 to learn more if anyone would like to attend. The impact so far is about 100 for Personal Training and about 100 on Social Media.

Jay introduced special guests that are with us today from Albany, who are Julie Keating, Cariann Skull, Jason P and Beth Galato.

Finance Committee Recommendations

Amended PY2023 GLOW Budget

This was sent to members prior to the meeting. The Finance Committee approved the budget. The amendments were an updated of PY2024 final allocations and adding \$90,000 of Ticket To Work funds. All members present at the meeting were in favor of approving the PY2023 GLOW Budget as presented.

Wyoming County Community Budget Amendment

This was sent to members prior to the meeting. This is for information only and does not need approval.

The following GLOW policies were updated with the increased self-sufficiency wage that was approved in September as they list the amount in the policy.

- 1) GLOW OJT Policy VOTE> All members present at the meeting were in favor of the amended OJT Policy and it is approved as presented.
- 2) GLOW Customized Training Policy VOTE> All members present at the meeting were in favor of the amended Customized Training Policy and it is approved as presented.
- 3) GLOW ITA Policy VOTE> All members present at the meeting were in favor of the amended ITA Policy and it is approved as presented.

The attached GLOW Oversight and Monitoring Plan was approved by Executive and Monitoring Plan to include additional persons to the GLOW distribution of program monitoring reports (highlighted) that was recommended by FOTA. All will be invited to the Entrance and Exit of monitoring VOTE> All members present at the meeting were in favor and it is approved as presented.

GLOW Performance Report

Jay noted that GLOW is on target for performance even exceeding in areas. GLOW has spent almost \$300,000 in training. Jay noted there is customized training and OJT available for businesses.

Teresa Van Son, GC Job Development Bureau – They are hosting a job Fair on 1/28/24 2 – 4 pm. She has a few slots left if you or know of any businesses who would like to register.

Holly Mitchell, Advanced Rubber Products – They continue to grow. They have their two 700 ton injection rubber molding machines are completed with validation. They are running three shifts. 30% of their workforce has been there less than 6 months but they have found the secret to finding good employees is to find out if they are Buffalo Bills fans!

Rae Frank, Independent Living of Genesee Region – Their Children and Youth with Special Needs Healthcare Program has launched a resource library with educational materials free for Genesee and Orleans families where they can borrow to see if they like it before they buy it.

Beth Caton, Wyoming County Community Action – They have partnered with Wyoming County Skilled Nursing Facility for years and now have moved forward to do in-house CNA training and partnered with them for a customized training. The first class completed on December with 6 completed and 5 received certification. They are planning to partner for a second customized training. She thanked Carrie for applying for some resource funds and they receive awarded \$10,000 Five Star Bank and \$25,000 from Wyoming County. Carrie reported that it was a WCCA team effort applying for the grants and obtaining them.

Ken DeRoller, Orleans County Representative – Orleans County United Way has a taskforce for housing to get some housing in Orleans County as there is a housing shortage everywhere. They received a \$10,000 grant and hired a consultant to develop housing and get people here who want to work. Stay tuned!

Shawn Pollock, Nortera Foods – They are working on capital project just approved installing new packaging machinery in their Brockport facility this summer. They started on a new HRIS system that is a North America project so they can all be on one platform hopefully in September.

Kelly Kiebala, Orleans County Job Development – They were fortunate to benefit from some county funding for the upcoming year to supplement WIOA funds – the chairman and CAO have been very supportive. They are participating in college career fair in Medina. A lot of training underway! She will meeting with Velocity for possible customized training.

Kristen Grose, UMMC – They were just awarded a grant to bring back their Graduate Nursing Program which would cover cost of training and staffing for 12 month period and they are excited to bring back!

Jennifer Wakefield, GCC Best Center – They are ready to open up labs for CNC training program starting next month and HVAC classes who will be taught by Bill Hayes in March and Plumbing. They received donation of equipment to be installed from Triton and Turnbull Heating. They received SUNY Funding to hire part time Apprenticeship Coordinator and hired Tish Williams. They are rolling out training with Upstate Niagara with benchmark testing and training with their 8 plants down in PA.

Robert Sotir, Bricklayers Union - They have apprenticeship in full session training in Buffalo, Rochester, and Southern Tier with Brick and Restoration training. Some contractors are working and some awaiting on weather (bill's stadium). He noted that their union is open to all craftworkers and contractors in the region including GLOW and surrounding areas and he would be happy to talk to anyone regarding their programs.

Darren Burdick, NYS DOL – He reported that NYS UI rate remains low with a minor uptick recently: October was 4.2 and November 4.3. In November, Genesee = 3.3; Livingston = 3.4; Orleans = 3.8 and Wyoming = 3.9, which are all below Statewide average. Rapid Response has been working with API in Arcade that is closing 130 affective workers and they have been very receptive with their services. Governor Hochul issued an executive order for NYS DOL to work with asylum workers reaching out to them by telephone most in NYS DOL working with them to assess their skills to connect them with employers once they are approved for work

authorization. He received upgraded Virtual Reality headsets for anyone to use for career exploration and occupations. The teacher ambassador program was successful last year and will continue the program this summer with more teachers and he would again like to come and visit GLOW businesses. Like everyone else, he is also struggling to hire.

Steve Hull, Morton Salt – Business is steady and hiring for hourly employees has been consistent. Final interviews for Maintenance Supervisor and Supervisor Planner. Haven't heard much about recruiting for New HR Manager. They recently hosted a tech teacher visit through BEC and will be attending 8th grade career day as well college career fair in March - trying to keep pipeline going. Remediation and demilition started on their conference room today.

Dan Ireland, UMMC – 2023 was a transformative year for healthcare system and across the rural hospital community. The Batavia Rochester Regional Medical campus opened in September and going really well. Last year they changed their in-patient units care model on third floor to more of a team base care model that is less ratio of RN to patients but more of RN, LPNs med techs with 10 patients and this was able to decrease the number of 10 contracted agencies to 1. They will be implementing that on the 2rd floor that will decrease 14 of the contracted agencies. It has helped with satisfaction of customers, saving money on contract labor, and stability of workforce. Healthy Living Campus will be open in the fall.

Norb Fuest, Appletree Consultants/WDB Chairman- He will be attending the SWIB meeting next week in Albany, Building 12. Their plan is to move the meetings around in NY. The GLOW with Your Hands manufacturing and healthcare events are getting noticed everywhere.

Jennifer made the motion to adjourn the meeting at 5:15 pm; Steve Hull seconded the motion; all members present at the meeting were in favor and the meeting adjourned at 5:38 pm.

NEXT MEETING: Tuesday, March 21, 2023, 4:30 pm