



**GLOW Workforce Development Board
6/15/21 Draft Meeting Minutes
@ Tillman’s Village Inn Restaurant, Albion**

Members Present: Darren Burdick, NYS DOL; Lori Bush, Finger Lakes Cookie Company; Norb Fuest, Appletree HR and Safety Consultant; Bethanne Guest-Bergum (Zoom), ACCES-VR; Steve Hull, Morton Salt; John McGowan, GCC BEST Center; Mary Ellyn Merle, Genesee Construction (Zoom); Kathryn Ribbeck, OATKA Milk (Zoom); Jim Pierce, Wyoming Economic Development; Rae Frank, Independent Living of Genesee Region (Zoom); Tom Thomas, Union Labor Rep IEU – CWA Local 81495(Zoom); Tim Winters, WNY Energy

Excused: John Cima, GV BOCES; Bob Molisaiani, Calendonina-Mumford School District; Janet Olivieri, Lapp Insulator; Dave Rumsey; GC DSS; Karl Drasgow, Drasgow, Inc.; Molly Haungs, LandPro Equipment

Non-Members: Ryan Snyder, LC OWD; Kelly Kiebala, Orleans County Job Development; Beth Caton and Rose Shader; Wyoming County Community Action; Teresa Van Son, GC Job Development; ; Jack Welch, Orleans County Administrator; Gabrielle Barone, Orleans County Economic Development

CEOs/Representative Present: Ken DeRoller, Orleans County Legislature

CEOs Excused:

Staff Present: Jay Lazarony, Michele Nichols; Kristine Langless

Welcome

Norb called the meeting to order at 4:32 p.m. There was a quorum at the meeting.

Ken DeRoller invited and introduced Jack Welsh, Chief Administrator Officer in Orleans County and Gabrielle Barone Vice President of Business Development who were present at the meeting.

Approval of Amended GLOW WDB Meeting Minutes of 5/18/19/21

Darren Burdick made the motion to approve the amended 5/18/21 Draft GLOW WDB Meeting minutes; Jim Pierce seconded the motion; all members present were in favor, and the motion is carried. The 5/18/21 GLOW WDB Meeting minutes are approved as presented.

PY2021 GLOW Budget

This was sent to members prior to the meeting. Jay presented and reported that the budget reflects PY2021 allocations. We will receive 12% of allocation in July and the balance around November. There is a placeholder for \$10,000 for a RFP for providing Financial Monitoring services if approved. Jay noted that budget will change with actual accruals and amendments to be presented in September. It was noted that the amount available for training is \$390,752.05. **VOTE>** This was approved and presented by the GLOW WDB Finance Committee; all members present were in favor of approving as presented and the PY2021 GLOW Budget is approved.

GLOW WDB Fiscal Monitoring Request For Proposals

This was sent to members prior to the meeting. Jay presented and reported that we are asking for approval to submit a RFP for fiscal monitoring reports that need to be done. The additional work on the grant recipient has made it a struggle to get all of the audits done on time. The first year is for \$10,000 and have contract in place by 9/2/21. **VOTE>** This was approved and presented by the GLOW WDB Finance Committee; all members present were in favor of approving as presented and the GLOW WDB Fiscal Monitoring Request for Proposal is approved.

PY2020 Budget Modifications

This was sent to members prior to the meeting. Jay presented and reported Livingston County requested modifications for end of year clean up. Jay noted that there will be additional budget modifications in September. **VOTE>** This was approved and presented by the GLOW WDB Finance Committee; all members present were in favor of approving as presented and the Livingston County Budget modifications are approved.

GLOW Committee Member Changes

Jay is requesting to add Rae Frank of Independent Living of the Genesee Region to become a member of the GLOW Emerging Worker Committee. Jay noted that adding Rae will be a great addition as we seek and serve populations of persons with disabilities, single parents, individuals in need of high school equivalency, etc. **VOTE>** Jim Pierce made the motion to approve Rae Frank to the GLOW Emerging Workforce Committee; Steve Hull seconded the motion, all members present were in favor; and the motion was carried. Welcome Rae to the GLOW Emerging Worker Committee!

Go Around from Members

Bethanne Guest-Bergum, ACCES-VR – They are very excited on the planning for bringing participants back in Buffalo District office in August and also to have a presence back in the centers and the community!

Tom Thomas, Union Labor Representative IEU – CWA Local 81495 - Lapp Insulators business is picking up and one of best years ever ahead of budget but having a hard time filling positions. All three of the businesses he that he represents (Lapp, Pecor Electric, Pulsafeeder) are having trouble finding people to work.

Kathryn Ribbeck, OATKA – They are really busy and can't find people to work.

Rae Frank, Independent Living of Genesee Region – They help individuals with disabilities on every level with employment, transportation, housing, etc. and they have increased their services in housing by implementation of the Rapid Rehousing Program for homelessness. They also implement the Emergency Rental Assistance Program (ERAP) portal system – this will pay rental arrears from March 2020 and also utility arrears. They are growing and expanding in Batavia located in the Crickler Business Center and are now seeking bids to create 8 new offices and a conference room. If you know of anyone with disabilities that needs assistance, please refer them and all of their services are free.

Jay thanked Ken DeRoller for his assistance on the collaboration with Congressman Jacobs. Jay reported that in 2019 the GLOW WDB started a new system with WDB holding the WIOA training funds. Since then, GLOW

WDB has spent over \$1 million in classroom training, work experience, supportive services and incentive payments for individuals, even during a pandemic! We appreciate all of the service providers for this effort. GLOW is currently working on surveys in collaboration with Discrimination Office Employment Division, the Local Plan, Memorandum of Understanding with NYSDOL, Career Center Certification, and GLOW with Your Hand event on 9/28/21 where you can volunteer to assist. There is a virtual GLOW with Your Hands website that can also be viewed. We plan on hybrid holding GLOW WDB meetings starting in September where you can attend in person at the GC Career Center or via Zoom.

Norb commended on the services that were provided to customers this year!

Congressman Jacobs joined the meeting by phone from Washington D.C. He spoke about The Help Wanted Act H.R.3148 that he is sponsoring, which addresses our nation's severe labor shortage.

Tim Winters stated he is concerned about unemployment benefits where employers are going to be paying for this in addition to State allocations for future. Congressman Jacobs responded that it is a concern and doesn't have an answer but will try to get an answer - it may be a State by State decision but it would be awful.

Kathryn Ribbick stated the labor shortage is affecting their business and asked what advice he had to she could tell her CEO. Congressman Jacobs responded that dairy is no exception to a state that is making bad policies and making it more challenging for farms. He was co-sponsor of the Reform H2A program and it did pass bipartism in the House and now awaiting for Senate - this would be a huge benefit for farms.

Jim Pierce asked about timing and plan is for direct spending (ear marked funds). Congressman Jacobs responded early fall – October if it happens.

Ken DeRoller stated to Congressman Jacobs that he is launching resolution supporting HR3148!

Jay thanked Congressman Jacobs for taking the time to join us. Jay invited him to GLOW with Your Hands event on 9/28/21 and our GLOW WDB year-end banquet on 12/3/21!

Congressman Jacobs responded he thanks everyone for making sure people have the skills set for careers as well as the next generation workforce and looks forward to continuing to partner with us.

Go Around

Darren Burdick, NYS DOL – In the past 2 weeks he has been able to transition his staff back from their UI assignment and will be going through a 2 week training to help serve customers virtually. There is still no plan to bring staff back to the offices beyond 1 day a week but expect it to change in the near future. Staff have been conducting virtual appointments through WebEx since January-February and have been conducting work search appointments with customers on NYS UI. About half of the people seem to be working part time and waiting to go back full time with their employer mostly in the hospitality industry. With everything opening back up, the hope is they will go back full time soon. Darren noted that UI fraud was a national problem and a never seen before organized fraud and employers would not be charged in fraudulent cases. The Commissioner of Labor did waive certain unemployment charges – please see directive on NYSDOL website (www.nysdol.gov). The Pandemic unemployment assistance/extended benefits/additional \$300-\$600 per week are federally funded and are not charged to businesses.

Steve Hull, Morton Salt – The new company that will be taking over has to approve each new hire but they still have a stream of candidates and business is going well.

Teresa Van Son, GC Job Development – They met all of their contract goals for PY2020. They are busy working on the summer youth employment program doing intakes and setting up worksites. They are also working with GCC BEST Center to get customers started in a new CNA course on July 6. _

Beth Caton, Wyoming County Community Action – They are working on summer youth employment program with about 30 youth. They are little low on their youth contract enrollments to reach by end of year but have a few in the works. They have been recruiting for CNA course through GV BOCES for Livingston and Wyoming County starting 7/19/21 where clinicals will be held at Wyoming County Community Hospital and LC Nursing Home. They are holding Darien Lake employment recruitment tomorrow.

Rosie Shader, Wyoming County Community Action – There is some hope as there has been an uptick with increased services.

Lori Bush, Finger Lakes Cookie Company – As a small business, this has been the toughest year they ever had but they are still going. Their wrapped cookies are doing really well. They are looking at a new location to expand and create a more family oriented atmosphere with no alcohol and lots of desserts!

Norb Fuest, Appletree Consultants – It has been a unique and challenging year – he did a lot of safety training for essential companies in warehouses for social distancing. There are a lot of opportunities out there!

John McGowan, GCC BEST Center – 95% of their training is currently virtual. Thank you to Teresa and Kelly for assisting with their first CNA program. They have 13 graduating from the Mechatronics Program at CNC Technical Solutions. They are doing first Manufacturing Apprenticeship Boot Camp July 12. They will be offering Lean Six Sigma Yellow Belt Training in September, which he distributed flyer at the meeting. They are still waiting for some grants such as the SUNY workforce development grant from NYS as they have been on pause.

Jim Pierce, Wyoming Economic Development – They developed a Re-Start Program that provided 8 small business loans during the Pandemic. They also established a Business Mentorship Program in collaboration with WCCA, which was very successful. They did a Business Accelerator Academy for entrepreneurs with existing businesses, and continue to do the Fast Trac program that assist individuals with their business ideas and WIOA funds help pay for these customer to attend. They have assisted 90 businesses in Wyoming County. Things are looking optimistic!

Tim Winters, WNY Energy – They are expanding by adding new production lines to produce higher purity grades beyond fuel alcohol, which opens up another product line, business opportunities, jobs, training, etc.

Ken DeRoller, Orleans County Legislature – It's been stressful to help businesses stay ongoing. He would like to know how many jobs there are in the county as he thinks we are losing momentum and is a concern. He is also working with Congressman Jacobs to get money into our region! He is pushing tourism in the region.

Gabrielle Barone, Orleans County Economic Development – She stated that she shares everyone's frustration. There are projects that can't get started because they can't get materials. It's not a lack of commitment but just factors that we are all dealing with. Opportunity is there but Orleans doesn't have some funding loan programs that other areas have. They do have a microenterprise program. She is gearing up a little different by looking at having a different type of employment environment (such as they may not have employee living here but could work here during 5 days/week).

Jack Welch, Orleans County Administrator – We appreciate the business in the county. It has been a struggle for hospitality restaurants. He noted that there are many other factors other than unemployment benefits that deter people from going back to work (increased public assistance benefits, non-evictions due to

not paying rent and a limit when accepting back payment rent.. All the rules for these benefits have been turned off and have a lot of strings attached that aren't visible.

Rae Frank noted that landlords cannot raise rent for one year after accepting back payment or evict for non-payment of rent; however, if they do not comply with other things they could still have reasonable cause to evict them.

Kelly Kiebala, Orleans County Job Development Agency – They are busy working on the Youth Summer Employment Program. There is a Job Fair next Wednesday at Cornell Cooperative Fairgrounds. She noted that they are contracted by DSS to do employment assistance but waivers are still in place for clients to be accountable for a mandatory job search but they do encourage them. A grant was received to do Digital Literacy initiative and will be starting soon. Their office space is being renovated and ready soon. They have 2 OJTs going at Virtual Polymer and Pride Pak is interested in OJT.

VOTE> Darren Burdick made the motion to adjourn the meeting at 5:53 pm; Steve Hull seconded the motion; all members present at the meeting were in favor and the meeting adjourned at 5:53 pm.

NEXT MEETING: September 21, 2021, 4:30 pm at GC Career Center or via Zoom.