

## **GLOW Workforce Development 9/19/23 Approved Meeting Minutes**

**Members Present:** Norb Fuest, Appletree HR and Safety Consultant; Darren Burdick, NYS DOL; John Cima, GV BOCES; Bethanne Guest-Bergum, ACCES-VR; Patti Fales, BMP; Holly Nenni, Orleans County DSS; Holly Mitchell, Advanced Rubber Products; Jim Pierce, Wyoming County Economic Development; Robert Sotir, Bricklayers and Allied Contracts Local #3; Jennifer Wakefiled, GCC BEST Center; Kristin Grose, Orleans Community Health; Shawn Pollock, Nortera; Rae Frank, Independent Living of the Genesee Region

**Excused:** Heather Heiniman, Barilla; Dan Ireland, UMMC

**Non-Members:** Kelly Kiebala, Orleans County Job Development; Carrie Johnson; Wyoming County Community Action; Teresa Van Son, GC Job Development; Ryan Snyder, LC Office of Workforce Development; Jessica Ramell, DOL Employer Services Representative

**CEOs/Representative:**

**CEOs Excused:** Ken DeRoller, Orleans County Representative; Shelly Stein, GC Legislature Chair

**Staff Present:** Jay Lazarony, Michele Nichols; Kristine Langless

### **Welcome and Introductions**

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

Jay introduced Jessica Ramell who is the new DOL Business Services Representative for GLOW. Jessica explained that she can offer no cost services regarding the NYS Job Bank, Virtual Career Center that connects business to candidates using AI, tax incentives, labor market information, or information regarding compliant regulations. She has been visiting businesses getting to know the businesses in the GLOW region and sharing their hiring needs with the career centers. She has been organizing job fairs as well as attending career fairs. Her business card was distributed. You may contact her at (585) 344-2042 x 4251. Welcome Jessica!

### **Approval of Draft GLOW WDB Meeting Minutes of 6/20/23**

The 6/20/23 GLOW WDB Meeting minutes were sent to members prior to the meeting. There was a correction to the minutes, which is: "The anatomy table and software is designed using real cadavers." Jennifer Wakefield made the motion to approve the 6/30/24 draft minutes with correction; Holly Mitchell seconded the motion, all members present at the meeting were in favor, and the motion was carried. The 6/20/23 GLOW WDB Meeting minutes are approved.

### **GLOW Executive Committee Approvals**

#### **Amended GLOW Adult/DLW Supportive Services Policy and GLOW Youth Supportive Services Policy**

The GLOW Adult/DLW Supportive Services Policy and the GLOW Youth Supportive Services Policy were sent to members prior to the meeting. Jay noted that the changes are the same in both policies. Jay explained that the GLOW Executive Committee approved these policies on 8/11/23 to have them in effect immediately. Jay explained that additional steps to be taken in the purchase of technology for training or employment was added if customers do not complete the training/employment and the technology needs to be returned or purchased. Jay reviewed the additions:

- Failure to return or pay the amount that the GLOW WDB reimbursed for the device after 30 days may result in one or more of the **following based on reasonable or inappropriate response** at the discretion of the GLOW WDB Executive Director:
  - Customer will be banned from receiving technology support for 2 years
  - Customer will be banned from receiving future technology support
  - Any subsequent training or support requests may be not approved

It has been a successful policy with 9 out of 10 customers with exception of one laptop that did not get returned. Teresa reported it helped a customer that was trying to use her phone for school. She noted that technology has become a necessity for classroom training. **VOTE>** All members present at the meeting were in favor of approving the GLOW Adult/DLW Supportive Services Policy as presented, and it is approved to be retroactive on 8/11/23. **VOTE>** All members present at the meeting were in favor of approving the GLOW Youth Supportive Services Policy as presented, and it is approved to be retroactive on 8/11/23. Jay noted that there was a recommendation to look into adding a password/safeguard to the technology and it would cost more than the technology itself to put into place.

#### **Amended GLOW Self Sufficiency Level Policy**

This was sent to members prior to the meeting. Jay explained that the Health Insurance Opt Out Stipend and Shift Differential were added to the policy, which are not considered toward the GLOW Self Sufficiency Level when determining eligibility. Changes were highlighted in the policy. **VOTE>** All members present at the meeting were in favor of approving the policy as presented and it was approved.

### **Finance Committee Recommendations**

#### **Amended GLOW Self Sufficiency Level Policy**

This was sent to members prior to the meeting. It is being recommended to increase the self-sufficiency to \$28/hr or \$58,240 wage in GLOW. Jay noted that this will assist more customers in GLOW. **VOTE>** All members were in favor of the increasing the GLOW self-sufficiency level as presented.

#### **Replacement of Lori Bush as GLOW WDB Vice Chair 8/11/23 – 6/30/24**

Holly Mitchell is being recommended to replace Lori Bush as GLOW WDB Vice Chair. Norb asked if anyone else would like to be considered for the GLOW WDB Vice Chair and there was none. Holly has accepted. **VOTE>** all members present at the meeting were in favor of approving Holly Mitchell as GLOW WDB Vice Chair effective 8/11/23 until 6/30/24.

### PY2023 Blanket Transfer Recommendation

This was sent to members prior to the meeting. This recommendation gives the GLOW WDB Director permission to transfer up to 100% between Adult and Dislocated Worker Funds. **VOTE>** All members present were in favor and PY2023 Blanket Transfer was approved.

### Program Year 2022 Year End Budget Modifications

A summary of the PY2022 Budget Modifications were sent to members prior to the meeting. Jay noted that these are the PY2022 end of year budget modifications that have been finalized. **VOTE>** All members present at the meeting were in favor of approving the budget modifications as presented and they are approved.

### Program Year 2023 GLOW Budget (7/1/23-6/30/24)

The PY2023 GLOW Budget was sent to members prior to the meeting. This budget reflects the PY2022 finalized budget modifications. It also includes the allocations GLOW has received as well as expected to receive. **VOTE>** All members present were in favor of approving the PY2023 GLOW Budget as presented, and is approved. The PY2023 GLOW Budget is approved as presented.

Jay reported that Congress is looking at massive cuts to programs that included the WIOA Youth funding stream, AmeriCorps and JobsCorps. The bill proposes to eliminate funding for WIOA Youth and JobCorps, and cut funding in half for AmeriCorps State and National grants. The bill would essentially defund WIOA Adult formula funding and includes cuts to disadvantaged students. A support letter has been developed that Jay along with success stories will be sending to Congress. Jay is asking members to add their name and organization to the letter in support of these funds for workforce development. **ACTION ITEM>** WDB Staff will sent to members through email.

### **GLOW Performance**

Jay reported that since July 1, 20 new youth have been enrolled plus 50 that were carried over for 70 active youth, which 18% of the GLOW youth contract. There have been 46 training approved for \$160,000 of WIOA Funds for Adults/DLW with 111 for the GLOW contract. \$161,000 WIOA funds. Other funds that are being utilized include additional ARPA funds in Livingston County, county government funds in Orleans County, Five Star Grant funds in Wyoming County and possibility of more funds for healthcare, and Genesee County has requested more ARPA funds. There are several customized trainings in process in Livingston and Genesee County. Overall performance is great!

### **GLOW with Your Hands**

The GLOW with your Hands Manufacturing event is on 9/26/23 where 1,100 students will be attending. 1,500 lunches ordered for students, vendors, and volunteers. If you would like to attend to take a tour, please let Jay know name, title, and organization.

### **One Stop Partner Presentations**

The GLOW One Stop Operator has been coordinating one stop partner presentations that have been going well. There are going to be employer presentations where businesses can share about their business and their hiring needs. Morton Salt will be doing first presentation in February, 2024. Please let Jay or Michele know if you are interested in doing a business presentation.

### **Go Around**

**Jim Pierce, Wyoming County Economic Development** – They are celebrating 49 years in economic development this year. They have a lot of projects that are being stalled he thinks due to the high cost of money and uncertainty of economy, which hopefully will change soon.

**Holli Nenni, Orleans County DSS** – She shared that they have done an aggressive campaign for hiring at their department and have filled a lot of those vacancies with only 12 positions vacant but a lot of applications coming in. She thanked Orleans County Job Development for doing a great job promoting their positions.

**Rae Frank, Independent Living of the Genesee Region** – They are hosting “Meet the Candidates” where anyone on the ballots for election can come in discuss their stance on assisting individuals with disabilities on 10/24 11:30 – 1:30. Partners through Genesee Region Advisory Committee (GRAC), which include career center, office for the aging, mental health, is holding a small job fair on 11/8/23 at GC Office for the Aging for instruction how to interview, resume, take civil service test and meet with employers that are hiring.

**Shawn Pollock, Nortera** – Business as usual - they are still harvesting vegetables. They will have a new payroll system. Recruitment has been good working with JDT in Rochester for temp to hire as well as permanent.

**Ryan** – They are having Job Fair tonight, which started out well attended earlier, and they are working on customized training at LC Nursing Home and very excited to help them with their training efforts.

**Kristen Grose, UMMC** – They had a busy summer and are currently well staffed.

**Kelly Kiebala, Orleans County Job Development** – They have a Job Fair on 10/19 at YMCA in Medina. They are excited about working on a new Job Readiness Training program with ON BOCES. Cristina and Sarah of ACCES VR are coming out for a tour at their center in October to collaborate on services.

**Robert Sotir, Bricklayers Union** – All members are working and Contractors are very busy. They tapped into apprenticeships list of applicants to bring more in. Continue to attend events such as GWYH and attending career fairs.

**Bethanne Guest-Bergum, ACCES VR** – Cristina Lyon is the new Business Engagement Coordinator (replacement for Mary Trzinski). She will be reaching out to businesses for business engagement to share information to staff and their contractors. She will be at GWYH and participating in coordinating a mentoring day. Her email is [Cristina.lyon@nysed.gov](mailto:Cristina.lyon@nysed.gov)

**Teresa Van Son, GC Job Development Bureau** - Coastal staffing has been at the GC Career Center every Tuesday and Thursday for recruitment through August and September and expect they will continue. They are holding a SNAP Ed workshop this Friday at 11 am in partnership with GC Cornell Cooperative Extension to share suggestions on making healthy meals and stretching food dollars and can call to sign up. They had the toughest summer with Summer Youth Employment Program with so many situations but also a lot of successes. The biggest issues were cell phones and no call/no shows but there were some that were recognized for outstanding work ethic! After the program, four youth went into college and four youth were hired at their summer worksite! They will be meeting with and getting TVFCU employees enrolled for Customized Training. The Equal Opportunity Division will be visiting to evaluate the career center to make sure we are providing best services to everyone.

**Jennifer Wakefield, GCC BEST Center** – They just graduated another Mechatronics Bootcamp in partnership RTMA and GV BOCES with 10 individuals where 3 returned to college and they are all employed. Will need to look at some funding to run for next year. They are in planning stages with RTMA, FLCC, MCC, next spring for

a Preventive Maintenance Operator Bootcamp. Their electric class started with great enrollment and they plan to have again. They just completed GNT training with Graham Manufacturing. They are providing White belt training with Liberty Pumps. In process of buying mobile equipment for CNC and HVAC that will be in labs across from the theater for spring. Irock Plumbing in Rochester looking at lab space where they could provide plumbing training. They are looking at Drainage Operator Certification with Allegany Services. They are looking to offer Patient Technician Certification and Emergency Dispatch Certification. They are applying for grant with RIT for Hydrogen Salt training with Plug Power. They are still waiting for awards to be announced on the DOL grant.

**Steve Hull, Morton Salt** – They have gotten lot of repairs fixed and employment is well. They will be at GWYH and RIT Career Fair. New warehouse running well and will be weeding out the old one. Helped a lot with not 3<sup>rd</sup> party

**Holly Mitchell, Advanced Rubber Products** – They have received the \$1 million piece of equipment! Expansion to be completed soon and will have staffing needs for 3<sup>rd</sup> shift. There will be representatives at GWYH.

**Norb Fuest, GLOW WDB Chairman** – He noted that BOCES enrollments have an all-time high due to GWYH. He will be meeting for the SWIB in Albany on 10/6/23 where he is expects there to be a lot of discussion on funding.

**Please Save The Date: The GLOW WDB Annual Breakfast Meeting will be on Friday, 12/8/23 at Terry Hills Restaurant, Batavia.**

Jennifer made the motion to adjourn the meeting at 5:25 pm; Darren seconded the motion; all members present at the meeting were in favor and the meeting adjourned at 5:25 pm.

**NEXT MEETING: Tuesday, November 21, 2023, 4:30 pm** at Genesee Community College, Batavia, Room T121