

Broome Tioga Workforce NY WDB Meeting

September 23, 2022

11 am

WDB Members:

In person attendance: Len Basso (Vice Chair), Allyn W. Jones, Frank Stento

Zoomed or called in: Maureen Abbott, Michael Atchie, Danielle Britton, David Goodness, Justin Marchuska, Karen Shelp (Chair), LeeAnn Tinney, Shawn Yetter

Excused: Myra J. Bobo-Pickens, Tom Crowley, Barbara Kane, Jonathan Layish, Robert Messler, Paula Perna, Chris Powers, Teresa Rennia, Jenna Rosenberg, Brian Scanlon, Ken Smith

Staff and guests:

In person attendance: Robert Murphy (RCM – Host, BTWF-Broome), Maggie Chuang (BTWF-Broome), Becky Harris (BTWF- Broome), Vikki Kaufman (NYS DOL), JP Tschang (BTWF-Broome)

Zoomed or called in: Theresa Fiacco (ACCES-VR), Jackie Burdick (BTWF – Tioga), Adam Flint (Clean Energy Programs), Christian Harris (NYS DOL), Sean Lanning (Tioga Economic Development & Planning), Holly Tracy (Broome CCE), Lisa Weston-Bialy (Tioga CCE)

Handouts emailed: Agenda, WDB 6/24/22 meeting minutes, Executive Committee 9/7/22 draft meeting minutes, Broome CCE Career Bound WDB Report Sept 2022 1st qtr. PY 22, Tioga CCE WDB Report Sept 2022 – July Aug 2022, Youth contracts fiscal status as at 8/31/22, PY21 Actual Expenditure, PY21 OJT ITA Summary, Draft policy update – ITA Policy, Binghamton MSA Labor Market Profile Aug 2022

- I. Karen Shelp as Chair called the meeting to order at 11:08 am.
- II. Introduction of Members and Guests

RCM welcomed everyone to the meeting which was conducted in person for those who could attend. The Open Meetings Law which had allowed for Board Meeting attendance by Zoom had been suspended between the date the public notice was placed for the Zoom meeting (9/16/22) and the date of the actual meeting (9/23/22). Therefore some Board members had already arranged to attend remotely.

- III. Review and approval of previous WDB meeting minutes:

Minutes for the meeting held on June 24, 2022 were reviewed. Motion to accept June 24, 2022 WDB meeting minutes. Len Basso 1st, Allyn Jones 2nd. All in favor.

IV. New Business

1) Youth Program status:

- Broome CCE (Career Bound program) –
 - Holly Tracy reported that Broome CCE enrolled 15 youth with 9 more in the pipeline which was a vast improvement from previous project years. The target enrolment for PY22 is 60 youth.
 - 13 youth are employed at local employers that include Willow Run, Weis, Speedway, Amazon, Café at the Crossings, Culver's , Serafini and Ocean State Job Lots.
 - One youth was going for CDL A training and two more were going to be enrolled. One youth was undertaking Building Maintenance classes at BOCES and two were in the BOCES Phlebotomy course.
 - Holly introduced the monthly Network Café event to the Board; the attendees to the last one held on 8/24/22 had attended a job fair held at the same venue. Board members and guests were encouraged to publicize the networking event and attend if they are able. Coordination with upcoming job fairs would greatly enhance the success of this gathering. They are usually held at the end of the month.
 - Success stories include a youth who had started an OJT with Willow Run as a truck washer and was working diligently towards his CDL and another youth who had made progress in riding the bus independently.

- Tioga CCE –
 - Lisa Weston-Bialy updated the Board on Tioga CCE's PY22 activities.
 - The target enrolment for PY22 is 25 youth and five were enrolled so far with two in the pipeline.
 - One youth was enrolled in the CDL A training and another had successfully completed the training. One youth from PY21 completed their GED and enrolled in college.
 - Up to 12 individuals were involved in various work readiness and financial literacy training modules: career exploration, job search, job applications and skills training.
 - Eight youth had obtained employment.
 - A youth from PY21 in follow up had re-engaged in TABE and just passed Reading on the 16th.
 - Success stories include five youth who started college for the Fall semester of 2022 and one who completed his CDL and obtained employment at a local transportation company.
 - Youth who need help with chemical dependency may be assisted through the CREST grant.

2) Youth Program Fiscal Status @ 8/31/22 –

- JP Tschang referred to the circulated report which showed the status of claims for the 3-year contracts that had just concluded for both sub-recipients on 6/30/22 as well as the claims for the new project year PY22.
- Tioga CCE claimed \$282,290.25 from the previous total contract of \$320,000 which left \$37,709.75 unclaimed and available to be used for PY21 Youth program. Due to staff retirements and one resignation, Tioga CCE was short-staffed and had not claimed yet for PY22's contract of \$120,000.
- Broome CCE claimed \$404,276.40 from the previous total contract of \$410,000 which left \$5,723.60 unclaimed and available to be used for PY21 Youth program. A period of program staff changeover contributed to the shortfall in claims. As at 9/16/22 Broome CCE had claimed \$10,094.57 for July '22 from PY22's contract of \$150,000.

3) Review of PY 21 Reports:

i) Financials – Actual PY21 Expenditure –

- JP went through actual PY21 expenditures in the handout. Amounts carried forward and allocated from PY 18-21 totaled \$3,214,266.29 for all programs which includes WIOA, TET and GVP.
- Out of this total \$1,880,989.13 had been spent in PY21 leaving \$1,333,277.16 to carry forward to PY22. Excluding GVP which has \$660,257.64 carried forward, this would leave \$561,787.46 carried forward for WIOA which represents 23% of PY21 allocation. Compared to 18% forecasted a year ago in June 2021 this was not too far off.

ii) On the Job Training (OJT)s/Individual Training Authorization (ITA)s -

- OJTs and ITAs written up over the last project year for all the programs totaled 165 amounting to \$428,690. This is comparable to 170 contracts written over PY20 amounting to \$442,726.
- The Opportunity Impact Training Program (OITP) is a collaboration between BTWF and SUNY Broome Community College. OITP started up again in Aug of 2021 after coming to a halt in March 2020 due to COVID. Training is held for approximately 3 weeks and interviews with employers are arranged at the conclusion of the program. Graduation from the OITP program totaled 51 students in the latest PY21/22 batch compared to 15-25 graduates over PY 18-21 batches.
- Broome Career Center also opened up our premises for classes to be held at 501 Reynolds Rd. instead of SUNY Broome campus when vaccination requirements proved a barrier to some students to attend classes at SUNY Broome.
- The CREST program assists participants in recovery from substance use to successfully re-enter the workforce. Although amounts spent appear minimal at \$1,669 for 10 participants so far, assistance in obtaining certifications for new jobs and buying tools and work clothes for the individuals have been a tremendous encouragement for them.
- RCM added that carpenters and electricians starting on their careers may be helped to purchase tools through the CREST grant. Participants can self-attest to qualify for this grant.

4) Approval of/Updates to Policy:

i) ITA Policy

- RCM shared that the Self-Sufficiency clause in the ITA Policy which was currently \$21.67 would need to be updated to 2022's level which will be \$22.86.
- The ITA currently allowed for only \$3,000 to be expended for a training contract per person.
- There was a situation where a person from NYC moved to Broome County and had spent the last 8 years working as a C.N.A., training which had been funded by WIOA. The person now sought funding to further train as an LPN.
- With the proposed changes in the ITA Policy, an individual could be funded by WIOA for training up to \$6,000 over their lifetime, with \$3,000 per ITA with no ITA funding previously taken courses.
- It is not a good idea to increase the ITA limit to \$6,000 per ITA as some CDL programs cost in the \$5,800 range and a new limit of \$6,000 would fund the whole training. The student should have some financial obligations to ensure their commitment to the training program.
- Allyn Jones mentioned that his company, J & K Plumbing, has apprenticeship programs for participants and asked if WIOA could assist with CDL training costs. RCM responded that any eligible participants may be assisted with driver training costs if they have a job lined up.
- The changes to the ITA Policy were tabled until the next meeting in December when there is a quorum.

5) Grants update:

i) ER-NDWG (Employment Recovery National Dislocated Worker Grant)

This grant of \$83,028.45 is ending on September 30, 2022 and is to serve participants who have left the workforce due to the pandemic. Total expenditure was \$4,916 on 2 OJT contracts. The reason the grant was not fully expended was difficulty in being eligible for the grant.

ii) ARC/CFA WDI (Appalachian Regional Commission/ Consolidated Funding Application (CFA) Workforce Development Initiative (WDI)) - \$300k

This BTWF partnership with ARC and NYSDOL funded 3 classes in the manufacturing sector in the PY21/22 period with the latest class of 17 graduating in August 2022. A total of 51 individuals graduated from the classes at total tuition of \$71,971. The grant sought to encourage workers who had been on the sidelines to re-join the workforce by providing training and interviews. The grant is scheduled to conclude on Sept 30, 2022.

iii) Collaborative Recovery Empowerment of the Southern Tier (CREST)/INSPIRE Grant .

This collaboration with Southern Tier 8 covers the Upstate 8-county area to help participants re-enter the workforce. A counselor specializing in substance use disorder and the criminal justice system has been a great help in the recovery and re-entry of affected individuals into the job market. Kate Mikulski was commended for her excellent work in these areas. The CREST grant can assist in the purchase of tools, provision of transportation and certification for training e.g. OSHA 10 certs.

iv) GVP (Gun Violence Prevention) Initiative: \$750,000

The GVP grant has not met its numbers yet. The goal is to reach and obtain employment for 150 youth by March 2023 with 75% of the enrolled youth residing in zip codes 13901, 13904, 13905. The Outreach Coordinator left for a better opportunity elsewhere and we will need to re-look at approaching local schools and community centers. Participants can be funded for classroom training, on the job training, transportation and purchase of tools and work clothes.

v) Green Jobs Corridor

This project of approximately \$75m was not approved. It was to convert Ithaca to alternative energy sources, decarbonize its buildings and reduce reliance on oil and gas. Luis Aguirre-Torres, the Director of Sustainability in the City of Ithaca, will be seeking other sources of funding from private foundations. This venture was complementary to the New Energy NY project.

vi) New Energy NY

This is a collaboration between BTWF, Binghamton University and manufacturing companies like Imperium 3 NY (iM3NY) and Ubiquity Solar. Binghamton University was awarded \$63m by the Federal Government and NY State has come in with a \$50m match to establish a battery technology hub in upstate NY. About \$1.475m is anticipated to be allocated to workforce training and this would involve hiring three counselors and an outreach coordinator for minority and under-served populations. Partners across the North-East from Rochester to Syracuse, Elmira and Binghamton will work on the supply chain concept with concentration on research and development.

Six training sessions per year are anticipated to be held over a period of three years. SUNY Broome, Tompkins Cortland Community College (TC3), RIT, BT BOCES, Corning Community College are involved in training and gaining employment for 1,500 individuals.

Senator Chuck Schumer, Per Stromhaug and Olga Petrova from Binghamton University were instrumental in acquiring this grant for Upstate NY.

6) Board attendance – Sub-Committees for Career Pipeline

- Apprenticeship/ Skilled Trades
 - Advanced Manufacturing
 - Healthcare
 - Warehousing Distribution
 - Admin
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- RCM shared that as some new members will be joining the Board a re-grouping of the sub-committees will need to be done and meetings will commence after this is completed.

- Training classes for the industries can be funded through WIOA and will be focusing on battery-related industries in the near future.
- Allyn Jones commented that the State has a training curriculum for various trades that share common topics which can be used as a starting point for trades training. Examples are safety training and basic math.

7) Youth Council

- Erin Monroe continues to reach out to agencies and high schools to partner in this venture.
- Young adults and their advisors are realizing that the traditional transition to college is not always the best step for everyone after high school.
- Youth may be interested in joining the workforce after gaining their high school diploma and Youth Council wants to focus on this.
- Sean Lanning who is the Education Workforce Coordinator for Tioga County will be consulted for his experience in this.

8) Labor Market Report – Christian Harris

- Christian Harris reported that the labor market appears to be resilient to inflationary pressures.
- Employees are saving any wage increases in anticipation of a recession which economists believe will turn out to be a shallow one.
- The labor force grew in the last 6-7 months with 1,900 joining the labor force in the last year from Aug 2021 to Aug 2022. However, this is not enough to compensate for the loss of 5,000 workers who left the workforce during the pandemic.
- Youth participation in the labor force saw a slight increase as high school graduates joined the work force to make some money rather than incur debt on a college education. Older workers have also returned to work because of inflationary pressures.
- The upcoming holiday period will be interesting to track for spending mood and employment numbers.
- The question arose on the current activities of the 5,000 workers who left the workforce during the pandemic.
- Allyn Jones shared his experience in dealing with a recent 30% drop in construction tradesmen. Some have retired. Those with 10-15 years of experience and young families were faced with schools being conducted remotely because of COVID thus causing the children to be at home. These families uprooted and left the area for counties or states where schools remained open and children could go to in-person schools. Examples of such areas include the Carolinas and Florida.
- RCM opined that federal assistance during the pandemic may have helped some young adults save up for a move out of the area. Youth who replaced those who left are not trained up to the same level and thus do not possess adequate skills to perform the jobs satisfactorily.
- So the focus should be on encouraging those not already in the local workforce to join or return to it, for example:
 - Youth who are not working yet
 - People from out of the area
 - Those in re-entry or recovery

- Efforts can be focused on attracting and retaining people in the Southern Tier. We should emphasize good points like the quality of life, beautiful river, festivals like LUMA and porch fest and the sense of community that can be enjoyed here.

9) Any other matters

Future WIB Meeting in 2022-

December 16, 2022

There being no further matters, motion was made to adjourn the meeting. Len Basso 1st Allyn Jones 2nd.
All in favor.

Meeting adjourned at 12:14 pm