



GLOW Workforce Development Board

5/17/22 Approved Meeting Minutes

Genesee County Career Center, Batavia/Zoom

Members Present: Norb Fuest, Appletree HR and Safety Consultant; Darren Burdick, NYS DOL; John Cima, GV BOCES; Bethanne Guest-Bergum, ACCES-VR; John McGowan, GCC BEST Center; Rae Frank, Independent Living; Patti Fales, BMP America, Inc. Tom Thomas, Labor Representative; Jim Pierce, Wyoming County Economic Development Center; Shawn Pollock, Bonduelle USA; Holly Mitchell, Advanced Rubber Products; Lori Bush, Finger Lakes Cookie Company

Excused: Steve Hull, Dave Rumsey, Tom Bloomer

Non-Members Zoom: Kelly Kiebala, Orleans County Job Development; Beth Caton and Rose Shader; Wyoming County Community Action; Teresa Van Son, GC Job Development; John Sotir, Bricklayers and Allied Craftworkers Local #3; Ryan Snyder, Livingston County Office of Workforce Development; Joe Hamm, Director of Regional Affairs; Elizabeth Morabito, Governor’s Hochul Office; Molly Streb, NYS DOL

CEOs/Representatives: Shelly Stein, Genesee County Legislature Chairman; Ken DeRoller, Orleans County Representative; Becky Ryan, Wyoming County Board of Supervisors

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 3/15/22

Darren Burdick made the motion to approve the Draft 3/15/22 GLOW WDB Meeting minutes; Shawn Pollock seconded the motion; all members present were in favor, and the motion is approved. The 3/15/22 GLOW WDB Meeting minutes are approved.

New GLOW WDB Member Nominations

The GLOW WDB nominations for Robert Sotir of Bricklayers and Allied Craftworkers Local #3 and Dan Ireland, of Rochester Regional Health/UMMC were sent to members prior to the meeting. Jay noted that WDB will vote on approving the new members pending Legislature approval, which will be soon. **VOTE**> Jim Pierce made the motion to approve contingent upon Legislative approval; John Cima seconded the motion; all members present were in favor, and the motion was carried.

Adding New Members to the GLOW Emerging Workforce Committee

Jay reported that it is being requested to add Steve Warner, CORE Learning Center/Literacy West, Inc. and Dana Webb, NYS Commission for the Blind replacing Rebekah Thomas, NYS Commission for the Blind, giving them voting privileges as members on the committee. **VOTE**> Jim Pierce made the motion to approve adding Steve Warner and Dana Webb to the GLOW Emerging Worker Committee Meeting; Holly Mitchell seconded the motion; all members present were in favor, and the motion was carried.

GLOW Performance through March 2022

This was sent to members prior to the meeting. All contractors are meeting their contract requirements. The ITA enrollments have been exceeded. Jay noted Genesee needs 1 youth enrollment; Livingston needs 4 youth enrollments; Orleans needs 2 youth enrollments; and Wyoming needs 4 youth enrollments by 6/30/22 to meet contract. He commends the contractors as funds are low for training but staff can assist with career services as well. GLOW received \$60,000 additional ER-DLW funds, which also helps GLOW to be able to transfer local DLW to Adult funds to serve more customers and continue to look for additional funds to be able to train for the demand areas in GLOW.

GLOW with Your Hands

The GLOW with Your Hands Healthcare committees have started meeting and will be touring GCC and SUNY Genesee for a venue for this event in 2023. We anticipate 1,000 students from GLOW schools with hands on activities.

NYS Budget Overview Presentation: 4:45 – 5:05 pm, Commissioner Roberta Reardon

Jay welcomed Commissioner Reardon to the GLOW WDB Meeting and thanked her for joining us. Commissioner Reardon asked for a moment of silence for the victims of the Buffalo shooting. She recognized Jay Lazarony and the GLOW WDB for helping to connect New Yorkers to training and job opportunities. She also welcomed her partner in government, Genesee County Legislature Chair, Shelly Stein. She was pleased to provide Governor Hochul's newly improved NYS Budget, which can be viewed at: <https://www.governor.ny.gov/programs/fy-2023-executive-budget>

Questions and Concerns that were asked of the Commissioner:

Ken DeRoller asked for Commissioner's awareness and any possible opportunity to change course on the possible hiring freeze on Corporate America trying to address inflation.

Jay Lazarony inquired if there was any movement on the Federal Legislation on cannabis. Commissioner Reardon stated they are struggling with the federal laws to provide flexibility utilizing funds for training and will keep us updated.

Jim Pierce inquired about the issue of employers struggling finding workers. He hopes the daycare relief in the budget will help and was wondering if there are other initiatives to assist with the workforce getting back to work. Commissioner Reardon stated the child care issues are serious and increasing child care staff wages and proving affordable child care will help. There are a number of different pressures as some further their career

or early retirements but they are always looking to see what kinds of supports they can do such as Career fairs and letting people know what is out there and what training they need for jobs. She also asked to remind employers to utilize the NYS DOL Job Bank for their job openings.

Shelly Stein inquired about the overtime threshold for farmworkers, which has yet to be determined, as it's leading to farmworkers leaving NYS as farmers are trying to balance costs. Lowering the overtime threshold will financially devastate farmers and farmworkers with fewer hours and less income for laborers. The decision will make a huge impact in the GLOW region to grow food for New Yorkers. Commissioner Reardon stated the report for the wage board is being produced and once it is given to her she has 45 days to issue a final decision and hoping it will be sooner than later.

Finance Committee Recommendations:

Vote on PY2022 WIOA Contract Renewal Proposal Summary for Recommendation

This was sent to members prior to the meeting. Jay noted that the proposal will fund the GLOW staff and centers with a balance for around \$150,000 for training. All members present were in favor of the PY2022 WIOA Contract Renewal Proposals as presented and it is approved.

Vote on PY2022 GLOW Budget

This was sent to members prior to the meeting. The PY2022 GLOW budget reflects the proposed GLOW Staff and Operational, Grant Recipient, and GLOW WDB staff budgets for 7/1/22 – 6/30/23. All members present were in favor of the PY2022 GLOW Budget as presented and it is approved.

Vote on PY2022 GLOW One Stop Operator Contract Renewal

This was sent to members prior to the meeting. Jay asked that anyone affiliated with the Genesee Finger Lakes Regional Council abstain from this vote. The One Stop Operator is required and the budget is \$8,000. Jay noted that the One Stop Operator meetings has developed partnerships and staff in the centers. A June 9-County Regional One Stop Operator Meeting is being planned. The Finance Committee was unable to approve due to a quorum issue so a full motion will need to be done. **VOTE**> Shawn Pollock made the motion to approve the One Stop Operator Contract Renewal for PY2022; John Cima seconded the motion; Jim Pierce abstained and all other members present were in favor, and the motion is carried. The PY2022 GLOW One Stop Operator Contract Renewal is approved.

Vote on Requested Occupations for GLOW Occupational Priority Demand List

The following occupations were requested to be added or change of priority to the GLOW Occupational Priority Demand List:

- a. Add Psychologists/Psychiatrists as Medium Priority
- b. Add Speech-Language Pathologists as High Priority
- c. Add Diagnostic Medical Sonographers as High Priority
- d. Add Magnetic Resonance Imaging (MRI) Technician as High Priority
- e. Billing and Posting Clerks – add as High Priority
- f. Medical and Health Services Managers – add as High Priority
- g. Personal Care Aides – add as High
- h. Emergency Medical Technicians and Paramedics – add as High Priority

Norb noted that anyone can request for an occupation to be added or changed on the list at any time by sending to WDB Staff and it will be brought to the WDB.

VOTE> Lori Bush made the motion to add the occupations as presented; Patti Fales seconded the motion; all members present were in favor, and the motion was carried. These occupations will be added to the Regional Priority Occupational Demand list in GLOW.

Go Around

Teresa Van Son, GC Job Development – Teresa reported that their job fair held on 4/27/22 was limited to 6 businesses and it went well. She will be hosting another one soon and will send out information when available. They are working on the summer youth employment program with a lot of outreach and recruitment.

John McGowan, GCC Best Center – They just started their CNA Training program 5/13/22-6/24/22 with 8 students. Upcoming open enrollment opportunities such as Supervisory Skills training start end of May. Also, the Pre-Apprenticeship Bootcamp held at GV BOCES for high school graduates and 18 years old.

Holly Mitchell, Advanced Rubber Products – She is happy to report they hired two persons for 2nd shift for Quality Tech and a Supervisor from a sign placed in the yard. They are currently looking for 3rd shift Press Operators and a Shipping and Receiving Inventory Manager and advertising with WCJW for the next two weeks.

Beth Caton, WCCA – The Wyoming County Job Fair on Tuesday 5/24/22, 3 – 5 pm with 31 employers so far.

Rae Frank, Independent Living of Genesee Region – They are hosting public open house for their expanded office in Batavia on June 9, 11 am – 2 pm. for tour of services and dedication of conference room in memory of CFO for 35 years of dedicated service who passed away last year.

Kelly Kiebal, Orleans County Job Development Agency – Their last Job Fair was in April with 15 employers and steady job seekers. The next Orleans County Job Fair is 8/18/22, and she will share information when available. They are working on the summer program and meeting with schools recruiting high school graduates.

Bethanne Guest-Bergum, ACCES-VR – They are back to seeing customers in person and slowly transitioning for counselors to return to the one stop centers in person. They are still short 8 counselors so they are spread across different areas. They have also returned to seeing students at their schools. She thanked the centers for being so kind and generous to her staff.

Darren Burdick, NYS DOL – The center is fully reopened Albion and Warsaw to the public. He still has 5 open positions and understands the struggle to find employees.

Norb thanked everyone for attending and appreciates the effort.

Jay reported that the Slate of Officers will be presented at the 6/21/22 GLOW WDB Meeting. Any WDB members interested running for the Chairman, Vice Chairman, or Secretary position, may submit their name.

Jim Pierce made the motion to adjourn the meeting at 5:38 pm; Shawn Pollock seconded the motion; all members present were in favor, and the motion was carried. The meeting ended at 5:38 pm.

The 6/21/22 GLOW WDB meeting will be in person at the Byrnclyff in Wyoming with a presentation on Cannabis Education and Employment and GLOW WDB Slate of Officers, 4:30 – 6 pm.