

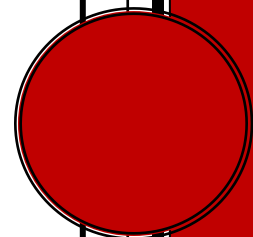
***GENESEE LIVINGSTON ORLEANS WYOMING  
WORKFORCE DEVELOPMENT BOARD***

# **ANNUAL REPORT**

**Program Year 2022**

**7/1/2022 – 6/30/2023**

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## **Message from the GLOW WDB Chairperson**

*Norb Fuest, Appletree HR & Safety Consultants, LLC*

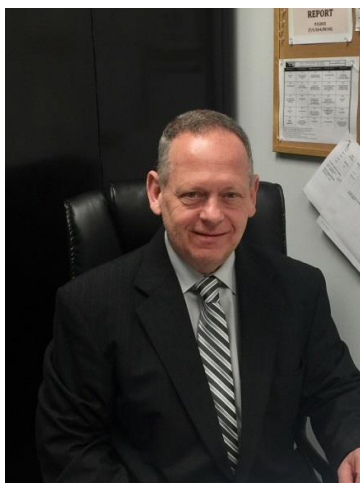


The GLOW WDB has completed another successful year! In PY2022, in addition to our WIOA Title 1 Notice of Allocation we secured over \$300,000 in a variety of sources that included Genesee, Livingston, Orleans, and Wyoming governments. The additional funding assisted us in serving customers as our Title 1 funding allocation stayed relatively the same. The local additional funding helps us to expand to serve our job seekers and businesses. I would like to thank our Executive Director, Jay Lazarony, for seeking and securing additional funding that we received, as well as his leadership throughout the year; Michele Nichols, WDB staff assistant, for her dedication in assisting with the daily work that needs to be done; and Kristine Langless, Principle Account Clerk for the Grant Recipient, who completes the daily fiscal activities for our funding. I would also like to thank my fellow board members who put aside their very important jobs to help make decisions for the board. Each year the board makes the decision to seek and procure contractors in each of our counties to carry out the Title I Services for job seekers and businesses. I would like to thank the Directors of the GLOW Career Centers, Teresa Van Son in Genesee, Ryan Snyder in Livingston, Kelly Kiebal in Orleans, and Carrie Johnson and Beth Caton in Wyoming for their leadership that they provide to staff as is evident in the NYS Performance Reports as well as the success of the customers! Congratulations go out to all the

award winners for program year 2022. When given the opportunity to upgrade skills or get trained for a new career pathway, they took what was offered and accomplished their goal. The next few years will be challenging as funding gets difficult to secure and costs to career cents continue to rise; however with the staff we have in place and our board members along with our partners at the NYS Department of Labor led by Darren Burdick, DOL Manager, we are ready to meet our challenge and assist every job seeker and business in GLOW.

## **Message from the GLOW WDB Executive Director**

*Jay Lazarony, GLOW WDB Executive Director*



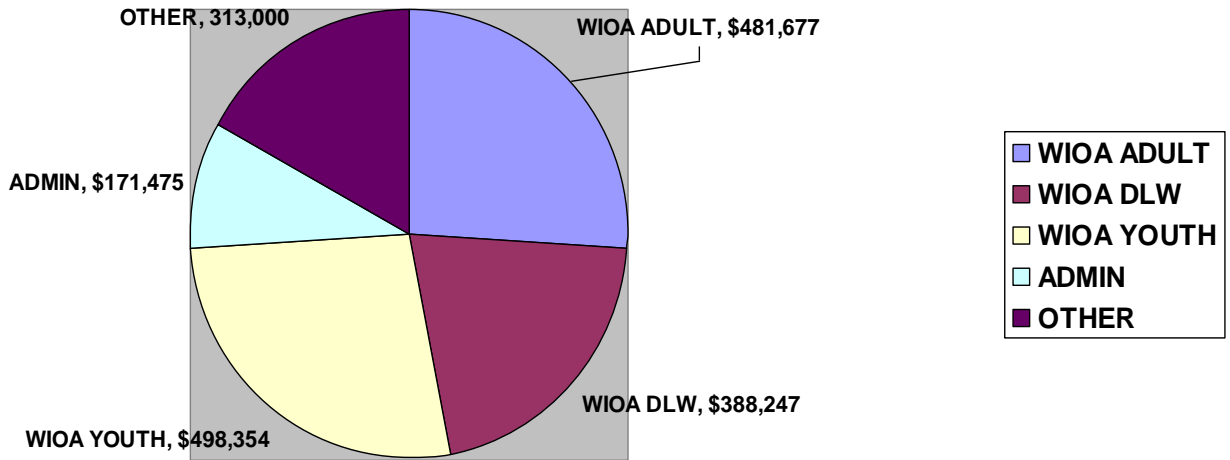
In Program year 2022, the GLOW Workforce Development Board supported 167 trainings with a cost of just over \$400,00. In addition, the WDB provided supportive services of nearly \$100,000 dollars that provides mileage, fee and exam costs, etc. for the training. Another 40,000 for youth work experiences that assists youth in gaining work experiences to enter into unsubsidized employment, another \$1,000 in youth incentive payments, which are reward payments for obtaining credentials such as high school diploma, training, employment, and retaining employment. The Workforce Innovation and Opportunity Act (WIOA) Title 1 Funding helps the GLOW WDB to provide skill upgrades to our eligible job seekers and provide a skilled worker for our businesses. The amount we spent supporting our customers this year was the second largest in our history. I believe that if we had additional funding we would have spent more in a single year than ever before. WDB staff are always looking for opportunities to bring in more funding. We are currently working on an opportunity through ESL Federal Credit Union to bring in supportive services funding that will provide additional resources to utilize. I would like to thank the GLOW WDB board members for your service to the board. A special thank you to our GLOW Board Chairperson, Norb Fuest, for his leadership to the members and staff and to Rae

Frank for leading our GLOW Emerging Workforce Committee. I would like to thank the GLOW Directors and their staff as our contracted service providers for the outstanding performance in providing services to our customers and businesses. The WDB staff is a small group of just three people and I would like to thank Michele Nichols and Kristine Langless for all the work that they accomplish each day. Congratulations to our award winners who have set the bar very high for future years. We wish you success in your new careers.

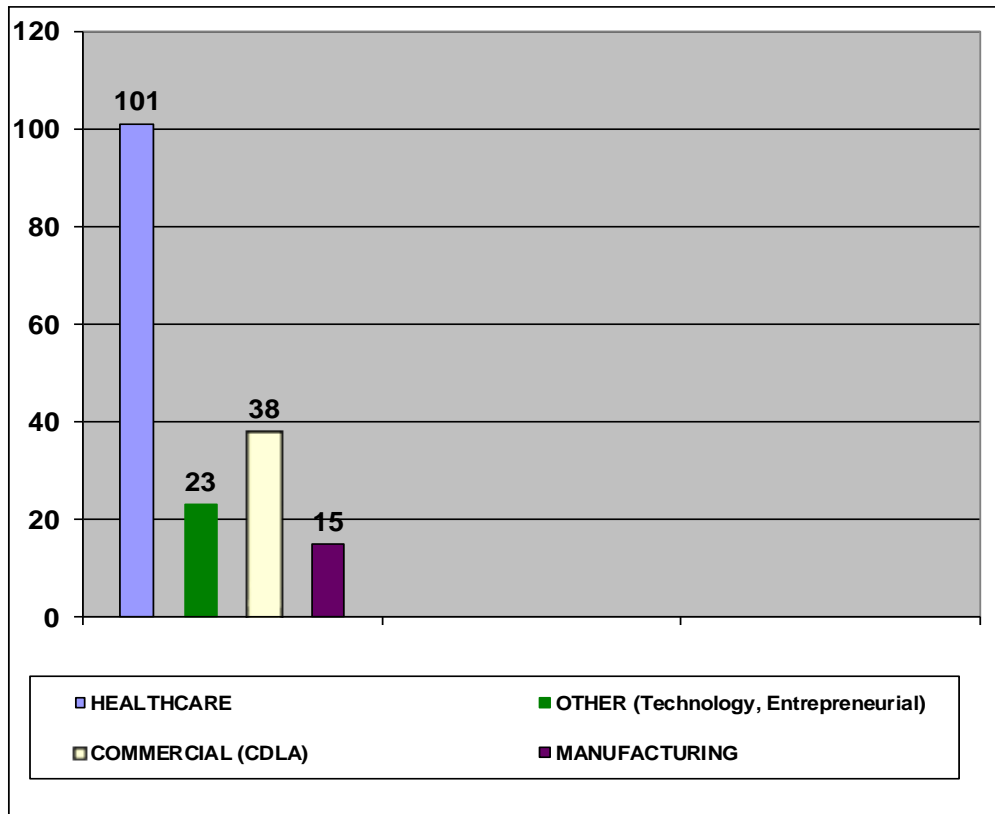
# P.Y.2022 GLOW PROGRAM YEAR SUMMARY

## PY2022 WIOA BUDGET \$1,539,747

Other Funds Include ARPA (G,LO), CARES ACT and Five Star Grant (WCCA)

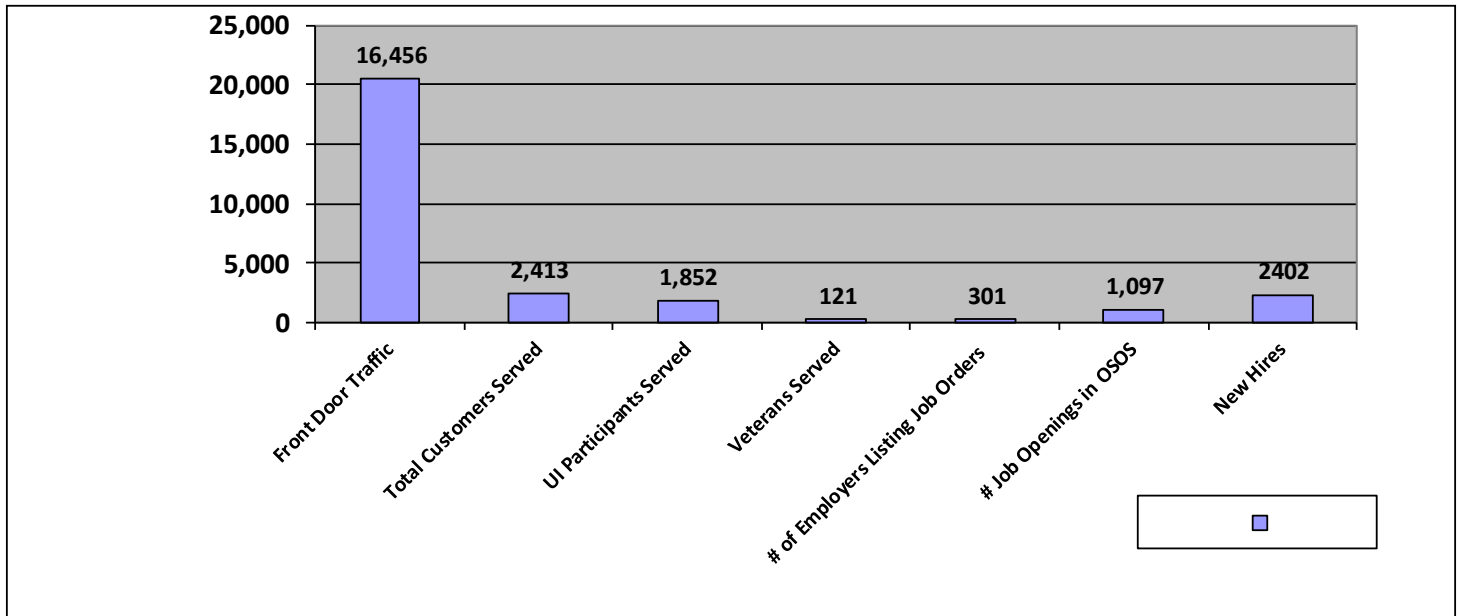


## Customers Trained in Individual Training Accounts (ITAs)



# GLOW Program Year Summary

## Customers Served



### Services For Job Seekers:

- Job Search Assistance
- Resume Preparation and Workshop
- Interview Skills
- Career Assessment and Evaluation
- Occupational Skills Training
- In person and Virtual Job Fairs
- Computer Workshops
- Career Exploration
- How To Apply for Civil Service Exams
- On-the-Job Training
- Youth Services (work experiences, supportive services)

*The GLOW Career Centers have Resource Rooms available for customers to use the computers to search for job openings, print, fax, or email resumes to employers, as well as use the telephones to follow up on potential jobs, and more.*

### Services for Businesses:

- Recruit and screen potential applicants
- Post Job Openings
- Onsite and Virtual Employer Recruitment
- Assist with designing and funding training programs
- On-the Job Training
- Customized Training
- Assessment of potential employees
- Tax Credit information

# GLOW BUSINESS RECOGNITION

## Genesee County Recognition

### *Wright Beverages Distributing*

*Nominated by Genesee County Job Development Bureau*

Wright Beverages Distributing has been a family owned business that over the past few decades and has grown from 500,000 cases and 28 employees to over 16.5 million cases and more than 625 employees. Whether they knew it or not, they have supported many from our community who were looking for a job but found a career. More specifically three of their WIOA enrolled youth are successfully working for this company and sustaining employment. I can see why, according to their website... "With a fervent passion for customer service and employee morale, the corporation now services seventeen and a half counties in Western New York operating out of multiple state-of-the-art facilities and sales offices. Wright Beverage Distributing has received numerous national awards including the Coors Founders Award and the Guinness Golden Bar Award, which is given to the National Distributor of the year, and has been featured countless times on Rochester's Top 100 companies." Wright Beverage Distributing is also focused on supporting local organizations and charities, such as GLOW with Your Hands, centered on improving conditions and promoting the welfare of their recipients. ***Congratulations to Wright Beverages Distributing!***

*"Work hard, play hard, take chances and learn from mistakes.  
That's what makes us successful." - Claude H. Wright, CEO*



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## Livingston County Recognition

### *The Center of Nursing and Rehabilitation Center* *Nominated by Livingston County Office of Workforce Development*

The Center of Nursing and Rehabilitation (CNR) has worked closely with the Livingston County Office of Workforce Development during the past year. They have actively participated in over 9 recruitment events held by both LCOWD and on-site at their facility. They have sought out our guidance and assistance in their recruiting efforts. They have greatly increased the wages of their employees to attract and reward them for their service to their residents and patients and they partnered with the office and local providers to run 3 CNA trainings for 21 funded participants. When the local training facilities were not meeting the CNR's needs

# GLOW BUSINESS RECOGNITION

to alleviate their staffing shortages for CNA positions, the CNR created and implemented a new in-house CNA paid training program. This training program hired new employees as CNATs (CNAs in Training, AKA Personal Care Aides), which were then put on a career path to attend the CNRs in-house training program. This program is now being held nearly on a monthly basis. Given the increased expenses this new approach to staffing has created, the CNR partnered with Workforce Development to provide financial assistance in the form of Customized Training funding to assist with the training of up to 30 new CNAs. Through their new training program, the CNR has been able to almost fully staff their facility, open previously closed wings, increase services to the local



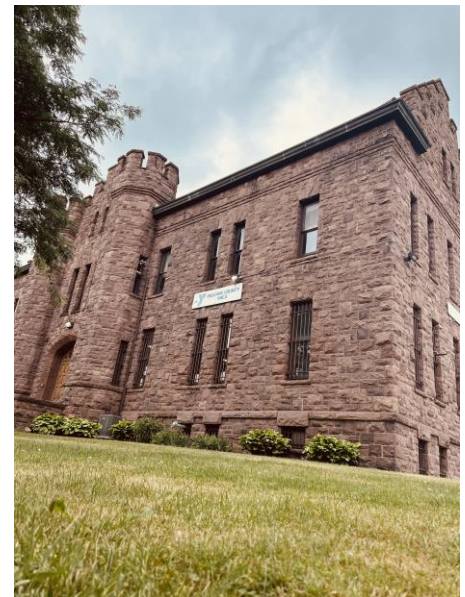
community, and almost eliminate mandated overtime requirements of the CNA staff. To date, over 60 new CNAs has been trained and licensed through this new program. In addition to alleviating the CNR staffing issues this has provided individuals, many of whom were low income, with well paying positions and benefits and set many on a new career path in healthcare. To this end, the CNR have also arranged for Workforce Development to provide in-house information sessions to assist their staff in taking the next steps towards becoming LPNs. ***Congratulations to Livingston County Center for Nursing and Rehabilitation!***

## **Orleans County Business Recognition**

### *Orleans County YMCA*

***Nominated by Orleans County Job Development Agency***

The Orleans County YMCA is located in the historic Medina Armory building made of matched brown Medina Sandstone, in the heart of the Village of Medina, NY. The organization has been very active in serving the Orleans County community since the 1980s, when the Armory was converted into a recreational facility through the efforts of dedicated citizens. As part of the GLOW YMCA, the Orleans YMCA offers programs and services from early learning to job training, supporting people at every stage of life, promoting youth development, healthy living and social responsibility, and ultimately helping to strengthen community. Over the years, the Orleans YMCA has partnered with Orleans County Job Development in assisting multiple youth advance their job skills through both WIOA and SYEP (Summer Youth Employment Program), work experiences as well as DSS-referred adult clients who were assessed to benefit from work experiences. The Orleans YMCA's ability to find appropriate and meaningful opportunities for these youth and adults within the highly diverse



# GLOW BUSINESS RECOGNITION

programming offered has resulted in many successful work experiences in areas such as childcare, summer camp, after-school care, maintenance, custodial, front desk / member services, and general assistance. One such youth was awarded Orleans County Youth of the Year by the GLOW Region YMCA this past year! A few of these clients have then been hired on directly and obtained unsubsidized employment at the YMCA while others have been able to take that experience and effectively transfer those skills to other careers and/or education opportunities. In addition to work experiences, the Orleans YMCA has been an unwavering collaborator in allowing Job Development to host numerous Job Fairs – at no cost - in their spacious facility, which is in walking distance for local clients and near the bus route for others. They also help provide tables, chairs, signage and assist in set up and take down, always with a smile. Last, but not least, the Orleans YMCA consistently offers up space for Job Development staff to interview and/or simply meet with clients, youth and young adults in particular, in their safe and welcoming environment. They certainly are living up to the YMCA’s mission of giving people of all ages, backgrounds and walks of life the opportunity to reach their full potential with dignity. ***Congratulations to the Orleans YMCA!***

## Wyoming County Business Recognition

### *Ken’s Carpet Center*

*Nominated by Wyoming County Community Action*

Ken’s Carpet Center has been in operation since 2007. The business sells all types of flooring products to include tile, laminate, hardwoods, vinyl, linoleum and carpets. They also install the flooring they sell. Ken’s Carpet Center has played an important role in the success of Community Action’s subsidized work program, by serving as a worksite for youth and young adult participants interested in gaining experience in the skilled trades. During these work placements, participants would receive hands-on training and mentoring, along with gaining valuable skills to carry with them into the working world. During the summer 2023, Ken’s took on 2 young adults through Community Action’s summer youth employment program resulting in the hire and continued unsubsidized employment for one of those youth. Ken’s has not only served as a worksite for the program, but also as a recruitment/referral resource for young adults in the county struggling to enter the workforce. Over the years Community Action has worked closely with Ken’s to network with youth interested in the trades, along with helping to identify youth and young adults with economic hardships. ***Congratulations Ken’s Carpet Center!***





# **GLOW PARTICIPANT RECOGNITION**

## **Genesee County Participant Recognition**

### *Audra Bates*

*Nominated by Genesee County Job Development Bureau*

Audra started her journey with the career center in 2016 with the goal of becoming a CNA after losing her job due to JC Penny closing. Audra had spent years building confidence and making people feel beautiful as a hairdresser and felt like it was time for a change and wanted to help people in a different capacity. She was first guided by our very own Jay Lazarony where Job Development provided her with funding to attend CNA training at GV BOCES where she completed training and received her CNA License. She was hired at the NYS Veteran's Home in 2017. In 2020 during COVID shutdown, she was still working as a CNA but she also utilized her cosmetology skills to provide haircuts to the patients helping the residents feel a bit of normalcy during a time where most felt isolated. Most recently in 2022 Audra came to the career center looking to advance her career and become an LPN. During her time in class it was reported that she had perfect attendance, her grades were great and that she set a high example for the other people in the class. Audra received her LPN from Genesee Valley BOCES in July of 2023 and is now working as a Licensed Practical Nurse at the Livingston County Center for Nursing & Rehabilitation.

*Congratulations Audra!*



## **Livingston County Participant Recognition**

### *Vitalii Tsykílov*

*Nominated by Livingston County Office of Workforce Development*



After eight long years of trying to flee from war-torn Ukraine, Vitalii and his young family finally arrived in America in October 2022. Despite the language barrier and cultural differences, Vitalii and his wife, Kateryna, were determined to make the most of their new start. Thanks to the support services provided by Livingston County, local organizations, and the kindness and generosity of county residents, they were soon on the road to building a new, stable life in the United States.

Livingston County's Department of Social Services played a key role in the family's transition to American life, providing them with health insurance, food assistance, financial support for essentials, and English language classes through CORE. Vitalii is pursuing a career in the transportation industry and needed help in obtaining a CDL.

# GLOW PARTICIPANT RECOGNITION

Livingston County Workforce Development became involved when Vitalii expressed interest in the training program was expensive and presented a major financial hurdle for the young family. Trying to cover the cost of the program, we were able to utilize CSBG and WIOA funding but there still was a considerable gap and that is when Canandaigua Driving School stepped in and offered an incredible “discount” leaving just a few hundred dollars that Catholic Charities was able to cover. With the help of so many, Vitalii was able to begin his training in June and has since earned a CDL-A license. He is now employed as a regional driver for US Commercial Freight Company.

***Congratulations Vitalii!***

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## **Orleans County Participant Recognition**

### *Shontea Lewis*

***Nominated by Orleans County Job Development Agency***



Shontea called and was interested in Phlebotomy training through Bryant & Stratton College. Her three children were now school aged, and she decided she needed a career to obtain a higher level self-sufficiency. She was not employed and had been a stay at home since the pandemic. She wasn't aware that a closer to home training for Phlebotomy was available when I suggested Genesee Community College Best Center. Upon her interview for tuition funding, she was determined as a dislocated worker, a low income parent, and married to a husband who had been incarcerated since 2016. She also was recovering from a work-related injury and realized she could no longer do personal care aide work. Her interview revealed very good customer service skills, plus personal care aide work, home health aide, and certified nursing aide skills. However,

she still had a skills gap requiring professional Phlebotomy training to become a phlebotomist. She was approved for Phlebotomy tuition funding at GCC's BEST Center utilizing WIOA Dislocated Worker funding. She was also assessed for supportive services for mileage reimbursement to and from the training site and the Phlebotomy certification test fees. The class began 6/5/23 and she successfully learned how to collect blood specimens from clients for the purpose of laboratory analysis and became familiar with all aspects related to blood collection, developing comprehensive skills to perform vein punctures completely and safely. She passed the Certified Phlebotomy Technician (CPT) exam on 8/14/23 earning her CPT Certification. Job search services were provided to her from this office along with including her email on the “Hot Jobs” weekly mailing list. She interviewed and was offered a position with two different agencies, eventually deciding to work for CSI Plasma, which could provide a schedule that worked for her and her family. She remains positive and is looking forward to her new career and position as a Phlebotomist.

***Congratulations Shontea!***

# GLOW PARTICIPANT RECOGNITION

## Wyoming County Participant Recognition

### *Amber Stefani*

*Nominated by Wyoming County Community Action*

Amber Stefani approached WCCA in June 2023 to ask for tuition assistance to obtain her Commercial Driver's License. Amber is a young adult with a dedicated interest in the agricultural field and a creative mind for business. Amber has worked in the farming industry since she was 16 years old. After high school graduation she attended SUNY Cobleskill completing her associate degree in Agricultural Business. In 2018 she returned to Wyoming County and began working on a dairy farm in Pavilion. By 2022 Amber had started a family and was now a young mother of 2 preschool children. She faced a dilemma of wanting to be home for her children,



maintaining her employment and the schedule required in the agricultural field, and navigating the cost of daycare. Her solution – doing custom farming that would allow a flexible schedule and developing her own business. Amber planned to travel to area farms who would contract with her to operate their equipment to plow, plant and harvest crops. Making sure that insurances and references were in place and with a bit of apprehension, Amber's Agricultural Services was launched in 2022. As she completed her first year of self-employment, she realized that having a CDL license would enhance her ability to offer additional services to the farms and provide more work opportunities for her. Looking for resources to help with the cost of training, she contacted the Wyoming County Business Center and was referred to WCCA. After enrollment into the WIOA adult program, she researched training options and decided that Genesee Valley BOCES would provide the best option for her to obtain her CDL-B. Tuition for the program was approved by the GLOW WDB and she began her class. Amber provided attendance and progress reports as she attended the training. She completed her program in August, passing her road test, and obtaining her CDL B license. The farms Amber was working with immediately offered opportunities that required a CDL license for their equipment. As of November 2023, Amber has already booked her entire 2024 season.

***Congratulations Amber!***

# GLOW YOUTH RECOGNITION

## Genesee County Youth Recognition

### *Ethan Howe*

*Nominated by Genesee County Job Development Bureau*

Ethan came to us through the Genesee County Probation Department to participate in a Work Experience. The thought being that it would help Ethan with structure and introduce him into the world of employment. Ethan had to wait due to COVID and a counselor change before everything was settled for him to start. About the time his Work Experience started it was January and very cold. We used WIOA Youth Funds to supply cold weather gear for Ethan because he was working outside. Ethan never complained even when he had to walk to work a couple times and it was about 12 miles away. After the Work Experience, Ethan had found an open position CH Wright near his home. He asked if he could use his counselor as one of his references, at which he had no problem as Ethan was engaged in his plan. Ethan did get hired at the distributor but recently he has acquired a new position in a Union with Lapp Insulator continuing on his plan. *Congratulations Ethan!*

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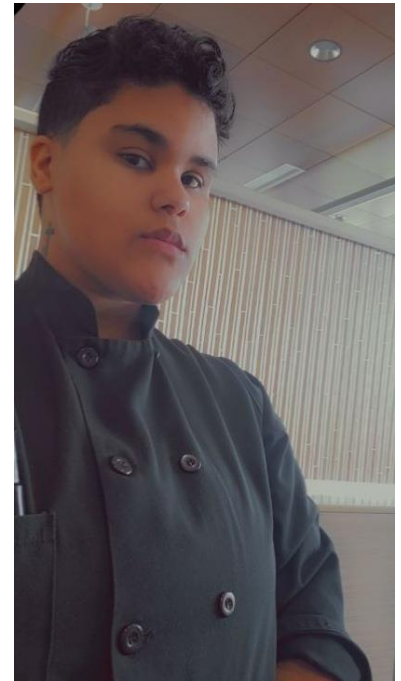
## Livingston County Youth Recognition

### *Misha Hall*

*Nominated by Livingston County Office of Workforce Development*

Misha most recently enrolled in spring of 2022, but her relationship with the program started in 2014 as a high school student through the Summer Youth Employment Program and subsequent enrollment in WIA. Back then, she knew she wanted a career in food service and enrolled in the Culinary Arts program at GVEP BOCES. Misha also earned a ServSafe Food Handler certification soon after getting a job at McDonalds. She maintained that job throughout high school. After graduating high school she earned an Associate in Occupational Studies degree in Baking Production and Management from Alfred State College. Around the time of her most recent enrollment she was employed at fast food establishments and doing gig work delivering food. During this time, the office invited the new HR representative from a local food service business to review job opportunities and the benefits package for employment. The information was shared with Misha and she applied. She started her position as an Assistant Chef in October of 2022 and while she recently celebrated her one-year anniversary with the company, she is currently moving on in an effort to grow and advance in her career. We have every confidence in Misha's abilities and drive and we look forward to seeing where her career path leads her to next!

*Congratulations Misha!*



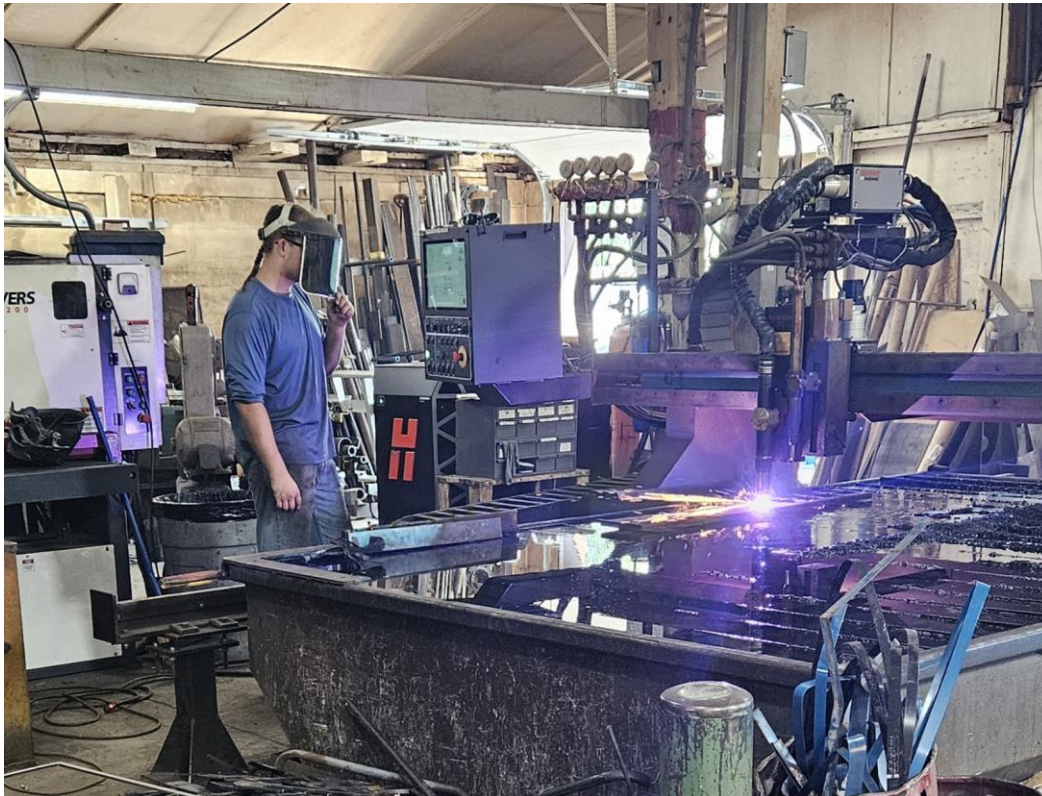
# GLOW YOUTH RECOGNITION

## Orleans County Youth Recognition

### *Malachí Mt. Pleasant*

*Nominated by Orleans County Job Development Agency*

Malachi came to us in January 2023 as a 16 year old looking to enroll into the GED program and test. This young man was very driven and knew exactly what he wanted out of life. After working with Orleans/Niagara BOCES, Malachi was ready for his GED test rather quickly. Malachi crushed the GED test and received his diploma, ready to take his next steps. After meeting with the youth navigator he talked about enrolling into the Arc+Flame Welding course through MCC. Malachi always loved welding, even at an early age. Malachi was approved for funding through the Orleans county youth program and began the training program on February 13<sup>th</sup>. By August Malachi had completed the training program in the top of his class. The instructors of the program encouraged Malachi to further his education as they would love to have him as an instructor in the future. After the training had ended, Orleans County began a new partnership with Empro-Niagara Inc. in Lockport, NY to offer Malachi a work experience opportunity. Malachi fresh out of class was still green when it came to hands on experience in the field. Malachi thrilled to start, began a work experience at Empro-Niagara Inc. Malachi is a fast learner and was improving each week. Once Malachi had completed the work experience successfully, he was hired on fulltime. Malachi continues to work fulltime at Empro-Niagara Inc. and plans to attend additional training in the future. ***Congratulations Malachi!***



# GLOW YOUTH RECOGNITION

## Wyoming County Youth Recognition

### *Christian Hewitt*

*Nominated by Wyoming County Community Action*

After transitioning out of high school, Christian discovered that entering the working world and becoming independent was turning out to be more challenging than he had expected. However, this unexpected challenge was not because he did not have the skills or drive to succeed, but instead because of a chronic health condition resulting in seizures. A condition that had been troubling him most of his life and most recently, stifling his advancement in the working world and derailing any track towards to becoming independent. While struggling to retain employment due to his reoccurring seizures, Christian became painstakingly aware of his condition and how it would come into play as he fought to move forward in the working world. Even though there were some unexpected difficulties during this transition, Christian quickly redirected his focus in March of 2023 when he enrolled in the WIOA Out-of-School Work Program, offered through Community Action for Wyoming County. During this time, Christian would come to understand that if he did not have the ability to eliminate his health condition physically, he would have to develop the skills to live and become independent from it mentally and that is exactly what he has done. Shortly after his enrollment, Christian would create his own opportunities by completing numerous employment applications, eventually leading to employment, and seeking out volunteer opportunities to gain valuable networking experience within the County he lived in. Three months after his enrollment, it would be Christian's networking skills that would lead him to investigate Iroquois Job Corps, a vocational trade school in Medina, NY. After a tour of the campus and a look at the healthcare program offered at Job Corps, Christian's next step was ready to begin as he enrolled this past October to pursue a career as a Certified Nursing Assistant. As Christian continues this path and his passion for helping others, Community Action would like to thank him for his positive energy during his time in the program and wish him the best of luck as he moves into the next chapter in his life. ***Congratulations Christian!***



# GLOW EMERGING WORKER COMMITTEE

## *Rae Frank, GLOW Emerging Worker Committee Chairperson*

The Emerging Worker Committee establishes policies and procedures that help the GLOW contractors to recruit youth who are eligible for services through WIOA Tile 1 Funding. This year we GLOW received \$498,354 in funds and GLOW worked with 159 youth throughout the year. Of these youth 61 of them were active carry in from the previous year and GLOW contractors enrolled 98 new youth. Our contractors provided to our youth 801 services that included Labor Market and Employment Information, Leadership Development opportunities, Occupational Skills/Work Experiences, and Follow-up upon completion of active services to ensure that youth received oversight after securing employment. The GLOW Services Providers received \$447,019 Temporary Assistance to Needy Families (TANF) funding for their summer youth employment program that served 132 youth that participated 132 work experiences. In late March of 2023, the GLOW WDB, along with nearly 40 business, community based organizations, and many others, helped to run the inaugural GLOW With Your Hands Healthcare event at Genesee Community College. The event brought in 600 youth from 30 school districts and about 50 healthcare businesses and vendors. GLOW served 1,600 students during the GLOW Manufacturing and GLOW Healthcare career days.

I would like to thank my fellow committee members for serving and offering important information about their own programs that are available to youth.

## GLOW YOUTH PROGRAM SUMMARY

<b>Funding</b>	<b>WIOA FUNDS</b>	<b>TANF FUNDS</b>
<b>P.Y.2022 Youth Funds</b>	<b>\$498,354</b>	<b>\$447,019</b>
<b>Total Youth Served</b>	<b>159</b>	<b>132</b>
<b>Total Work Experiences</b>	<b>26</b>	<b>132</b>
<b>Total Services Provided</b>	<b>801</b>	
<b>Occupational Skills Training</b>	<b>68</b>	

### **The Temporary Assistance to Needy Families (TANF) Summer Youth Employment Program**

*The TANF Summer Youth Employment Program provides work experience to targeted youth who are receiving public assistance, in foster care, involved with probation, and youth with disabilities. These programs are operated by Genesee, Livingston, Orleans, and Wyoming County Community Action.*

## **GLOW CEO'S AND WDB MEMBERS**

### **Chief Elected Officials**

*Rochelle Stein, Genesee County Legislature Chairperson*  
*David Lefeber, Livingston County Supervisors Chairman*  
*Ian M. Coyle, LC Administrator-LC GLOW WDB Rep*  
*Lynn M. Johnson, Orleans County Legislature Chairman*  
*Ken DeRoller, GLOW WDB Representative for Orleans*  
*Becky Ryan, Wyoming County Board of Supervisors Chairman*

### **Workforce Representative Members**

*John Cima, Genesee Valley BOCES*  
*Darren Burdick, NYS Department of Labor Manager*  
*Bethanne Guest-Bergum, NYS ACCES-VR*  
*Tom Thomas, Labor Representative, IEU – CWA Local 81495*  
*Jennifer Wakefield, Director of WD, GCC Best Center*  
*Jim Pierce, Wyoming County Economic Development*  
*Robert Sotir, Bricklayers and Allied Contractors Local #3*  
*Rae Frank, Director, Independent Living of Genesee Region*  
*Holli Nenni, Commissioner, Orleans County Dept. Social Services*

### **Genesee County Business Members**

*Daniel Ireland, Rochester Regional Health/UMMC*  
*Shawn Pollock, Nortera Foods, Inc.*  
*Molly Haungs, LandPro Equipment*

### **Livingston County Business Members**

*Heather Heineman, Barilla Amercia NY, Inc.*  
*Janet Olivieri, LMC Industrial Contractors, Inc.*

### **Orleans County Business Members**

*Kristin Grose, Orleans Community Health*  
*Patti Fales, BMP America*

### **Wyoming County Business Members**

*Norbert Fuest, Appletree HR and Safety Consultants, LLC/  
GLOW WDB Chairman*  
*Steve Hull, Morton Salt Inc/GLOW WDB Vice Chairman.*  
*Holly Mitchell, Advanced Rubber Products*

### **GLOW WDB Staff**

*Jay Lazarony, GLOW WDB Executive Director*  
*Michele Nichols, GLOW WDB Executive*  
*Kristine Langless, Principal Account Clerk*

### **GLOW EMERGING WORKER COMMITTEE**

#### **MEMBERS:**

*Rae Frank, Independent Living of the Genesee Region,  
Chairperson*  
*Darren Burdick, NYS Department of Labor*  
*Kelly Kiebala, Orleans County Job Development Agency*  
*Dana Webb, NYS Commission for the Blind*  
*Matt Dussault, Wyoming County Community Action*  
*Rebecca Nigro, GC Department of Social Services*  
*Teresa VanSon, Genesee County Job Development Bureau*  
*Mary Guldenschuh, Livingston County OWD/Youth Bureau*  
*Julia Rogers, Community Schools Coordinator*  
*Luke Kantor, Iroquois Job Corps*  
*Nicholette Thomas, ACCES-VR*

## ***New York is your Connection for Working Solutions***

### **Genesee County Career Center**

587 East Main Street, Suite 100, Batavia, NY 14020  
585-344-2042

### **Livingston County Office of Workforce Development**

6 Court Street, Room 105, Geneseo, NY 14454  
585-243-7047

### **Orleans Center for Workforce Development**

458 West Avenue, Albion, NY 14411  
585-589-5335

### **Orleans County Job Development Agency**

14016 Route 31W, Albion, NY 14411  
(585) 589-2772

### **Wyoming County Community Action, Inc.**

6470 Route 20A, Perry, NY 14530  
585-237-2600

### **NYS Department of Labor – Wyoming**

448 North Main Street, Warsaw, NY 14569  
585-786-3145

### **GLOW WDB**

Genesee County Career Center  
587 East Main Street, Suite 100, Batavia, NY 14020  
585-344-2042

## **GLOW WORKFORCE DEVELOPMENT SYSTEM**

Genesee Co



Orleans DOL



Livingston Co



Warsaw DOL



Orleans Co.



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