

GENESEE LIVINGSTON ORLEANS WYOMING
WORKFORCE INVESTMENT BOARD

ANNUAL REPORT

7/1/07 – 6/30/08



www.glowworks.org

P.Y. 2007

MESSAGE FROM GLOW WIB CHAIRMAN

MESSAGE FROM GLOW WIB MANAGER

GLOW WIB'S OPERATIONS PLAN

| Strategic Area | Where We Want to Be | Where We Are |
|---|---|---|
| Regional Opportunities for Collaboration for Projects with Return on Investment (time/effort/money) | Apply for more Grants if opportunities exists and it meets criteria (benefit to all of GLOW, sustainability, Human Capital enhanced, ROI, can't do ourselves, fits mission, business and workforce improvement) | <ul style="list-style-type: none"> ➤ Awarded NYS DOL 07-P Student Internship Grant that connects skills students with employers ➤ Collaboration with GCEDC, Erie and GLOW WIB for 13-N Grant ➤ Awarded 9 county regional WIRED Grant for Regional FAME, Healthcare RSA, and Career Readiness Credentialing |
| Regional Collaboration got Delivering our Services to Reduce Costs | Regional opportunities that are smarter/cheaper (marketing, business services team, other functions that could be regional | <ul style="list-style-type: none"> ➤ Regional (GLOW/Finger Lakes/Monroe/One Stop Operators meet quarterly attempting to come up with Regional Policies ➤ Regional Virtual On Line Job Fair |
| Cutting Costs for One Stop Centers | Affordable Center Costs | <ul style="list-style-type: none"> ➤ Investigating Lease Re-negotiation, Rent from Co-Locators, Partners, and other Rental Options ➤ Pilot occurring in Genesee County and other One Stops to Triage Customer Service – cross train staff |
| Fundraising and Grant Opportunities | Avoid reliance on just WIA Funds | <ul style="list-style-type: none"> ➤ Received over \$450,000 in additional Grants for: Student Internship Program, DSS, OTDA, TANF, VESID, Title V SCSEP, Safe Neighborhood, OCFS Youth ➤ Continue to work on additional Grants ➤ 21 GLOW businesses trained 878 employees through WIRED Scholarship Funds |
| Regional Marketing | Regionally branded addressing skills shortages/marketing successes/assisting in stigma attached to skilled trades by positive marketing | <ul style="list-style-type: none"> ➤ Developing Agriculture Occupational Career Brochure and Pathway Sheets to promote awareness in our region ➤ Developed Welding Shortage Team to consistently meet on welding shortage issues. Working with Graham Manufacturing to specifically address their needs. ➤ Develop Welding Career/Training marketing materials |
| Expose student to trades even if going to college | Ability to meet skill demands of business and successes for job seekers in well paying demand jobs | <ul style="list-style-type: none"> ➤ Distribute occupational marketing information for creating awareness opportunities in Agriculture, Welding, and Manufacturing careers in the region ➤ The WIRED Educator Internship Program had its second program where Educators toured Business industries in the 9 county region |
| Regional Approach to State Ed | Ability to meet Skill demands of businesses and success for job seekers in well paying demand jobs | <ul style="list-style-type: none"> ➤ CDOS third annual event held 10/08 where business panel speaks to Educators about skills they need. Regional partners attended |

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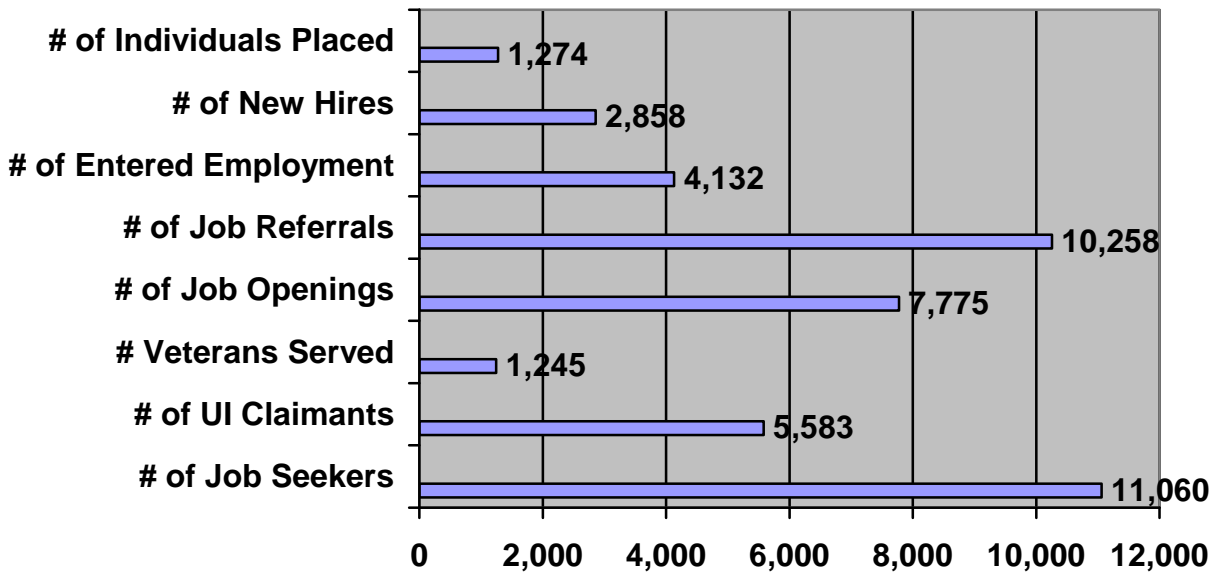
GLOW PASSES ALL PERFORMANCE BENCHMARKS

| COMMON MEASURES | PASSED | INCENTIVE |
|------------------------------|---------------|------------------|
| Adult – Entered Employment | Yes | \$5,352.62 |
| Adult - Employment Retention | Yes | NA |
| Adult – Average Earnings | Yes | NA |
| DLW - Entered Employment | Yes | NA |
| DLW - Employment Retention | Yes | NA |
| DLW - Average Earnings | Yes | NA |
| Youth - Employment/Education | Yes | NA |
| Youth - Degree/Certificate | Yes | NA |
| Youth - Literary/Numeracy | Yes | NA |

GLOW FUNDS

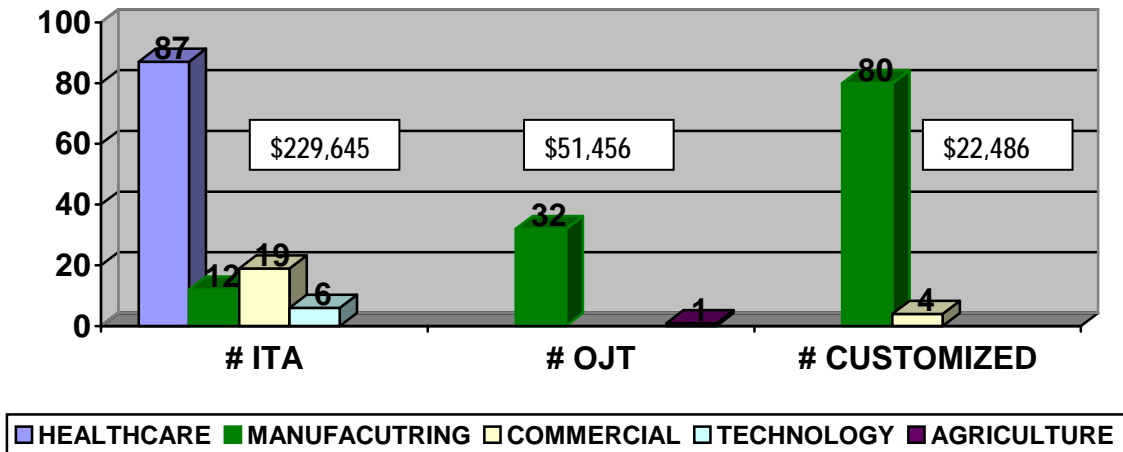
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ONE STOP BUSINESS/LABOR EXCHANGE ACTIVITIES



WIA TRAINING SERVICES

*\$303,587 TOTAL SPENT ON TRAINING
241 INDIVIDUALS TRAINED
FOR AN AVERAGE OF \$1,2560 PER PERSON*



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GLOW BUSINESSES OF THE YEAR FOR P.Y.2007

GENESEE COUNTY



OATKA Milk Products Cooperative, Inc. located in Batavia, New York is a progressive dairy cooperative dedicated to servicing customers around the globe with products and processing technology.

OATKA has utilized the Genesee County Career Center as it was intended for business services. They came in and wrote up the job orders with our Business Services person, listed the jobs on the NYS Job Bank, held specific

recruitments at the Center, tested the prospective hires with Center Staff conducting the testing. They hired 31 individuals during the last year.

Need Testimonial

LIVINGSTON COUNTY

The Livingston County Center for Nursing and Rehabilitation located in Mt. Morris, New York offers 24-hour skilled nursing services ranging from short-term post acute rehabilitative care to traditional longer-term care. They strive to promote an atmosphere and activities that involve friends, family, volunteers, pets in creating a home like environment for residents.

They have collaborated with Livingston County Office of Workforce Development for several years now to help fill their need for Certified Nursing Assistants. They have trained 34 CNAs and 94% of them have been hired by CNR. They are one of the largest employers in Livingston County and this opportunity to train and enter the healthcare arena can get these CNAs on a career ladder of economic and skill development growth.



Need Testimonial

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GLOW BUSINESSES OF THE YEAR FOR P.Y.2007

ORLEANS COUNTY

Western New York Energy, LLC is a development stage company that was founded in 2004 and is committed to the construction and operation of a 50 gallon per year fuel grade ethanol plant in Shelby, New York. They are a locally owned company that is committed to their mission of developing the full potential of Western New York's renewable energy resources while utilizing industry best practices and the highest standards ethical standards to work their community and business partners.

Western New York Energy accepted all of its job applications through the Orleans Center in Albion. Interview for Production positions were held onsite at the Center and 15 employees were trained in the production processes utilizing WIA OJT funds.



JOHN SAWYER THANKING COMMUNITY AND GOVERNMENT LEADERS FOR SUPPORTING THE ETHANOL PROJECT

“Western New York Energy, LLC appreciates the services we were provided by the Orleans Center for Workforce Development during our startup. These services helped our company grow from 5 employees to over 40 in a matter of weeks. From job postings, applicant screening, and other pre-employment services to assistance in securing grant funds for on-the-job training, the Orleans Center was extremely helpful to our small start up company. The successful recruitment, hiring, and training of our new employees ensured a timely and successful startup of our ethanol plant in December 2007.” *-Michael C. Sawyer, Chief Financial Officer*

WYOMING COUNTY

Wyoming County Community Hospital is one of the largest employers in Wyoming County with over 600 employees. Their million-dollar expansion/revitalization plan will update their facility and bring their technology up to date, enhancing the environment for its workforce while offering better service to the community. The hospital has utilized training funds for adults and youth over a number of years. They've created training opportunities in numerous departments and hired several individuals based on a positive experience. Brenda Jones is committed to helping individuals attain their employment goals as she goes above and beyond her position at the hospital to do this.



“I’m extremely honored and thrilled that you would consider us – we’ve always enjoyed working together and many people are employed at the hospital because of that.” –Brenda Jones, Human Resource Director

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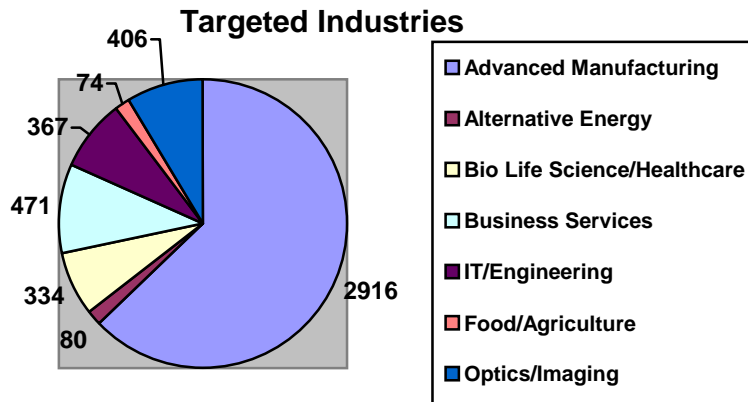
REGIONAL WORKFORCE DEVELOPMENT INITIATIVES

FINGER LAKES WIRED REGIONAL IMPACT

Scholarship Program

Matching grants of 3.1 million awarded 169 businesses to train 4,600 incumbent workers with match of more than \$5.5 million as of 9/30/08. 231 Scholarship Contracts have awarded to 169 companies across 8 counties:

Genesee County – 8
Livingston County – 6
Monroe County – 108
Ontario County – 30
Orleans County – 3
Seneca County – 2
Wayne County – 8



Educator Internship

Program – 2008

- Employers from the region hosted educators from 14 school districts
- Teams of educators created PowerPoint presentations to use in their classrooms
- Their experiences will impact hundreds

Regional Apprenticeship Program

- 12 Enrolled in FLCC Bio-Manufacturing Program
- 16 Incumbent Workers in@ MCC Optics, Advanced Manufacturing and Printing
- 6 experienced CNAs moved to Clinical Patient Care Technicians @ GCC

Expanding Science and Tech Camps

- 143 Student Scholarships funded for 2008 at Cornell Cooperative Extension Hobart and Smith Colleges/Finger Lakes Institute – Kids College, Info tonics Summer Science Camp, Rochester Institute of Technology - Kids on Campus, Rochester Institute of Technology - NTID, Finger Lakes Council, Boy Scouts of America, Monroe Community College Career Track

Workforce and Young Entrepreneur - 2008 WIRED Funded “16 and older Projects”

- Increasing Emerging Worker Skills – project 430 participants
- YEA – project 26 participants
- STEM Campus – project 143 participants