

GLOW Workforce Development Board **9/20/22 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; Rae Frank, Independent Living; Patti Fales, BMP America, Inc. Tom Thomas, Labor Representative; Jim Pierce, Wyoming County Economic Development Center; Holly Mitchell, Advanced Rubber Products; Robert Sotir, Bricklayers and Allied Craftworkers; Dan Ireland, Rochester Regional Health/UMMC

Excused: Steve Hull, Dave Rumsey, Tom Bloomer, John McGowan, Lori Bush, Heather Heiniman, Tim Winters, Bob Molisani, Shawn Pollock

Non-Members Zoom: Kelly Kiebal, Orleans County Job Development; Beth Caton, Rose Shader, Carrie Johnson - Wyoming County Community Action; Teresa Van Son, GC Job Development

CEOs/Representatives: Ken DeRoller, Orleans County Representative

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 6/21/22

Dan Ireland made the motion to approve the Draft 6/21/22 GLOW WDB Meeting minutes; Patti Fales seconded the motion; all members present were in favor, and the motion is approved. The 6/21/22 GLOW WDB Meeting minutes are approved.

Finance Committee Recommendations:

Amended PY2022 GLOW Budget

This was sent to members prior to the meeting. Jay explained that the PY2022 Budget was approved in June and now has amendments. Amendments include the first allocation received with the balance to be received around November; any carryover from PY2021, and some clean up modifications. This leaves around \$150,000 WIOA funds for training. Jay announced that he requested ARPA fund from each county and has received \$50,000 from Orleans and already spending with another \$50,000 to be received in January; Genesee and Livingston in process of submitting \$100,000 and they are working with Wyoming County. Jay also noted he will be requesting a \$100,000 transfer of DLW to Adult funds as Adult funds are more utilized and GLOW received an additional \$50,000 in ER DLW funds. This will give training funds balance of around \$450,000. The good news with the ARPA Funds is that there are no restrictions as there are with WIOA funds especially when it is a struggle with getting training providers to submit on the NYS Eligible Training Provider (ETPL) List, which is required to pay for training with WIOA funds. Jay thanked Darren for addressing this problem to NYSDOL. Jay noted that the ARPA funds are a temporary solution for this year and GLOW will need to come up with solutions for sustaining enough training funds in the future. **VOTE>** The Finance Committee approved the amended PY2022 GLOW Budget on 9/14/22; all members who were present at the meeting were in favor of approving as presented at the meeting; and the amended PY2022 GLOW Budget is approved.

PY2022 Blanket Transfer of up to 100% Between WIOA Adult and DLW Funds

This was sent to member prior to the meeting. Jay explained this recommendation is to give permission to request transfers of up to 100% between adult and DLW funds for the program year 2022 (7/1/22 – 6/30/23). **VOTE>** The Finance Committee approved the PY2022 Blanket Transfer Between WIOA Adult and DLW Funds on 9/14/22; all members who were present at the meeting were in favor of approving as presented at the meeting; and the PY2022 Blanket Transfer Between of up to 100% Between WIOA Adult and DLW Funds is approved.

Request to Transfer \$100,000 from WIOA DLW to WIOA Adult Funds

This was sent to members prior to the meeting. Jay is requesting to submit a transfer of \$100,000 of DLW Funds to Adult funds. This request is a little earlier in the year but GLOW has done so much training as of 7/1/22. Jay noted that those funds stay as DLW until they are spent as Adult. Darren noted that there is an 80% spending requirement and NYS also has a spending requirement so when spending looks good, there is more opportunity to receive more funds. **VOTE>** The Finance Committee approved the Request to transfer \$100,000 from DLW funds to Adults funds on 9/14/22; all members who were present at this meeting were in favor of approving as presented; and the Request to transfer \$100,000 from WIOA DLW funds to WIOA Adult funds is approved.

Amended OJT Policy

This was sent to members prior to the meeting. Jay explained that when GLOW was audited, some of the language in the OJT Policy was interpreted different then what it was meant to and therefore, it was suggested to change the wording to make it clearer: “Reimbursement of wages will be for contracted amount of time worked including any overtime hours. No holiday, sick, or vacation time can be submitted for reimbursement.” **VOTE>** The Finance Committee approved the amended OJT Policy on 9/14/22; all members who were present at this meeting were in favor of approving as presented; and the amended OJT Policy was approved.

GLOW with Your Hands

Norb reported on the PY2020 4th Quarter Performance Report and noted there are 33 WDBs in NYS:

GLOW was 3rd in the Employment Rate for DLW
GLOW was 2nd Measurable Skill Gain for Adult
GLOW was 2nd Measureable Skill Gain for DLW
GLOW was 6th for Adult Credential Attainment
GLOW was 1st for DLW Credential Attainment

Norb thanked the service providers in achieving these- GLOW is doing good things!
Jay commended staff for entering and documenting data into the OSOS system.

Updates/Go Around

Jay Lazarony, GLOW WDB Director

Jay discussed the current Open Meeting Law. It is now allowed to offer virtual services for meetings as long as the member's location is publicized 2 weeks prior to the meeting and they can count for the quorum. The public is allowed to attend at any of the locations that is publicized. Jay noted that he believes in person meetings are best but understands that not everyone is able to make it in person at times. Jay asked if the WDB wants to offer virtual services or in person meetings only and how do we want to proceed?

It was decided if a member doesn't think they will be able to attend in person to submit their location to attend virtually 3 weeks prior to the meeting and that is how they will attend even if it changes that they would be able to attend in person at time of meeting. This will avoid confusion. **ACTION ITEM**> GLOW WDB Staff will send an email notice of the meeting 3 weeks prior to the meeting and request RSVP on attendance. There will be 2 meetings that are in person only, which are the Annual Dinner Meeting in June and Annual Breakfast Meeting in December at a location to be determined.

Transfr VR Presentation by Isai Pochtar

Transfr is creating classroom-to-careers pathways, training the next generation of workers for well-paying jobs across every industry via hands-on, simulated training that teaches critical skills for in-demand jobs. As an economic development platform, they work together with community organizations, workforce development groups, educational institutions, and industry leaders to help create better futures for workers, employers, and the communities that they call home. Transfr's hands-on simulation training provides an immersive learning environment that gives trainees real-world experience in the skills they need for well-paying jobs.

Guided by a digital coach, they receive expert, personal instruction that teaches them how to perform essential tasks, gives feedback based on their specific actions, and assesses performance in order to help students improve. Transfr's community partners have used immersive, simulated training modules to help workers build skills, increase job placement rates, and improve job retention rates.

There are over 200 simulations. Jay noted that he would to have them available in our career centers.

Tom Thomas, Union Representative (IEU-CWA Local 18495)/Lapp Insulator – Business is good. They are still hiring a few people and still need a HR person. Joined union

John Cima, GV BOCES – They are very busy with CDL and LPN training! They are trying to get evening classes going in machining and welding. If you know of anyone who would like to be instructor for these courses or

create own course, let John know. He is currently working on reaccreditation for LPN and revised the CDLA course to a “rolling” course so a customer can start the course at any time.

Beth Caton, WCCA – They had 31 youth in the summer employment program. They are doing training in LPN, CNA, CDLA, and FastTrac entrepreneur classes. They are utilizing CARES ACT and Five Star Bank Grant for a total of about \$25,000 for training. The Wyoming County Job Fair on 10/13/22 in Arcade.

Rae Frank, Independent Living of Genesee Region – They are receiving Emergency Solutions grant for rapid rehousing and will be hiring 3 new Housing Specialists. They will have “Meet the Candidate” on 10/25/22 11 – 1 at their office.

Robert Sotir, Bricklayers Union – They are accepting applications for apprenticeships. They have three training facilities. They will be having open house in Buffalo 10/15/22. They are looking for 1,000 people.

Rosie Shader, WCCA – She is retiring in 2 weeks and her replacement is Carrie Johnson, who she introduced.

Carrie Johnson, WCCA – She has been at WCCA for about a year is excited to step into the position.

Teresa Van Son, GC Job Development – They are holding a Civil Service Job Fair for NYS, County, and City positions on 10/11/22, 10 am – 1 pm. **They had 43 youth in the summer employment program who made a total of \$55,000 for 4,000 hours with 23 receiving work ethic awards and 13 new worksites.**

Holly Mitchell, Advanced Rubber Products – They still have a youth they hired a year ago! They now have a full management team and 2 new projects.

Ken DeRoller, Orleans County Representative – They are working submitting next \$50,000 ARPA funds for training. They have some major projects coming up but are concerned with the employee participation rate and housing crisis.

Jim Pierce, Wyoming County Economic Development – They have some warehouse, brewery, and tourism projects and the new fast trac class started with some good entrepreneur projects.

Kiebala, Orleans County Job Development Agency – They have spent \$13,000 of ARPA funds on training. They had 41 youth in their summer employment program with an increased number of worksites. A new Program Assistant and they have a Coordinator position and

Dan Ireland – Rochester Regional Health/UMMC – Dealing with labor shortage and high costs of contracted workers. They are doing pilot for new staffing model. They are looking forward to GLOW with Your Hands Healthcare! They have new construction for Radiology Center that now includes a new MRI. The Rochester Regional Health Living Medical Campus has started construction. They are grateful for partnerships with workforce development.

Darren Burdick, NYS DOL – He has the lowest staffing level in 8 years- unable to find qualified employees. There is a job fair in Albion on 9/27/22.

Bethanne Guest-Bergum, ACCES-VR – They too are struggling to find new employees but they did hire a new Counselor that will cover Orleans County and her name is Christine Serra.

Patti Fales, BMP America – They have hired a few employees and business is going well.

Norb Fuest, Appletree Consultants – a lot of training

NEXT MEETING: Tuesday, 11/15/22, 4:30 – 6 pm at GC Career Center, 587 East Main Street, Batavia.