

Capital Region Workforce Development Board

Friday, March 11, 2022 – Virtual (Zoom) Meeting Minutes

Meeting Called to Order:

- Ian Glasgow called to order the Capital Region Workforce Development Board meeting at 1:00pm on March 11, 2022 via Zoom

Roll Call:

Board Attendance: *(Members in attendance indicated with an x)*

- | | |
|--|--|
| <input checked="" type="checkbox"/> Neenah Bland, ACAP | <input type="checkbox"/> Maria Huntington, Cap. Reg. BOCES |
| <input checked="" type="checkbox"/> Paul Brady, Schenectady County DSS | <input checked="" type="checkbox"/> Jim Hurley, Home Instead |
| <input checked="" type="checkbox"/> Scott Brazie, ACCES-VR | <input type="checkbox"/> Katherine Maciol, CEO |
| <input checked="" type="checkbox"/> Graig Carbino, CapCom FCU | <input checked="" type="checkbox"/> Nathan Mandsager, Schenectady ARC |
| <input type="checkbox"/> Colleen Costello, Vital Vio, Inc. | <input type="checkbox"/> Elisa Martin, SCAP |
| <input checked="" type="checkbox"/> Sonya Del Peral, Nine Pin Ciderworks | <input checked="" type="checkbox"/> Michael Mastropietro, IBEW Local 236 |
| <input checked="" type="checkbox"/> Lee Eck, IUPAT DC-9 | <input checked="" type="checkbox"/> Joseph McDonald, Maria College |
| <input checked="" type="checkbox"/> Leola Edelin, Renaissance Hotel | <input checked="" type="checkbox"/> Katie Newcombe, CEG |
| <input checked="" type="checkbox"/> Sharon Gerasia, Golub Corporation | <input checked="" type="checkbox"/> Denise Padula, Alchar Printing Group |
| <input checked="" type="checkbox"/> Ian Glasgow, Next Advance | <input type="checkbox"/> Maggie Walker, Amazon |
| <input type="checkbox"/> Nicole Harrington, CDPHP | <input checked="" type="checkbox"/> Mark Westcott, TCI of NY LLC |
| <input type="checkbox"/> Penny Hill, HVCC | <input checked="" type="checkbox"/> Sarah Wilson-Sparrow, SUNY Schenectady |

Board Staff Attendance: *(Members in attendance indicated with an x)*

- | | |
|---|---|
| <input checked="" type="checkbox"/> Brian Williams, Executive Director | <input checked="" type="checkbox"/> Amber Robbie- WIOA Fiscal Grant Recipient |
| <input checked="" type="checkbox"/> Adam Slagle, Regional Business Services/Schen | |

Career Center Staff Attendance: *(Members in attendance indicated with an x)*

- | | |
|--|---|
| <input checked="" type="checkbox"/> Jennifer Bary – Schenectady County | <input checked="" type="checkbox"/> Michael McLaughlin, Albany County |
| <input type="checkbox"/> Bailey Gardiner – Schenectady County | <input type="checkbox"/> Raphael Tucker, City of Albany |
| <input checked="" type="checkbox"/> Jonathan Jones- City of Albany | <input type="checkbox"/> Luc Rogers – Albany County |
| <input checked="" type="checkbox"/> Tracy Ellis – Rensselaer County | |

Guest Attendance: *(Members in attendance indicated with an x)*

- Cynthia Proctor - SUNY

Capital Region Workforce Development Board

Friday, March 11, 2022 – Virtual (Zoom) Meeting Minutes

Approval of Minutes:

Joe McDoanld made a motion to approve the board minutes from the December 10, 2021 meeting, it was seconded by Jim Hurley. All approved, none opposed or abstained; motion carried.

SUNY MicroCredential Presentation:

Cynthia Proctor presented on SUNY MicroCredentials. MicroCredentials encourage industry-driven academic programs that have specific skills that businesses need for their workers. Currently there are 426 SUNY MicroCredentials across 31 campuses. Usually 2-4 traditional higher education courses which could included labs, are both credit and non-credit, and could be delivered at businesses locations. MicroCredentials are designed to be stackable as a pathway to a certificate or degree. Common needs from businesses that have been developed into MicroCredentials include areas of accounting, manufacturing, human services, and moving their current workforce from entry-level to supervisor roles. In the Capital Region, both HVCC and SUNY Schenectady have MicroCredentials in place, but businesses and individuals can participate in MicroCredentials at any SUNY campus. Businesses have been using MicroCredentials as recruiting and retention tools. If businesses are interested in participating or developing MicroCredentials, they can contact their local campus or email microcredentials@suny.edu.

Executive Committee Update:

Presented by Ian Glasgow

Reviewed the strategic plan and the Board is directly following the plan and exceeding the goals. The increased media visibility, outreach from elected officials, and recognition at the national level through various grants and initiatives, show the Board acting as an expert and central hub for workforce development.

Report from Policy & Oversight Committee & One Stop System Operator recommendation

Presented by Brian Williams in absence of Committee Chair retirement (The committee's report was sent out with previous board notes)

The Committee appointed Brian Williams to continue to serve as the Board's EEO Officer, as required by regulations. The Committee reviewed favorable fiscal and programmatic audits by NYSDOL of the Board and Career Centers. The Committee's goals for this year are to review and update all required Board policies over the next year and bring revisions to the full Board for approval.

As per federal regulation, the Board must competitively procure a One Stop System Operator. The role of the One Stop System Operator is to strengthen the workforce system through alignment and cultivation of partnerships develop strategies to support the system and coordinate services. The Board has started moving toward these goals with the development of the Workforce Partnership Coalition and the One Stop System Operator will take this on to the next level. An RFP for One Stop System Operator was issued in December, and the Board received one response – from the Center for Economic Growth. Committee members met and discussed whether to re-issue the RFP to obtain more responses, but noted that the RFP was shared widely to organizations who would be interested in applying, so a re-issue would net the same results. The Committee reviewed the proposal and are making the recommendation to the Board to award the Center for Economic Growth as the

Capital Region Workforce Development Board

Friday, March 11, 2022 – Virtual (Zoom) Meeting Minutes

Capital Region One Stop System Operator. Motion made by Sonya Del Peral to approve the Center for Economic Growth as the One Stop System Operator. Lee Eck seconded. All approved, with Katie Newcombe abstaining.

Business Services Committee Update:

Presented by WDB Regional Business Services Coordinator Adam Slagle

First Business Services Committee met in January to ensure needs of businesses were being connected to services provided by the workforce development system and Career Centers. A mission Statement was created: To Promote business services and raise awareness of the assistance available to local employers. The Committee discussed the major employment barriers cited by job candidates—namely transportation and childcare as well as best practices regarding remote/hybrid/in-person employees and scheduling. The committee members created a list of goals for 2022. The goals included: Promotion of business services, Employer outreach, Networking, Communication with business community (e.g., engage the Chamber of Commerce). Jim Hurley was chosen to be chair of the Business Services Committee.

Board Chair Report:

Presented by Ian Glasgow

Thanks to all Board Members who returned annual Conflict of Interest forms. Brian Williams has reached out to Board Members whose terms are expiring and gauge interested in each serving another term. Members of the Executive Committee will be up for election in the next program year. If any Board Member is interested in being nominated to be elected to serve on the Executive Committee, please let Brian know.

Executive Directors Report:

Tours/Partnerships with businesses – SABIC, Owens Corning, DigiFab

- Coordinate recruitment, retention of employees, helping expose young folks to careers

Upcoming meeting with Marmen- Off Shore Wind – WDB central hub

- Marmen looking for WDB to act as clearinghouse/navigator for workforce

Good Jobs Challenge Grant – CEG lead

- Federal EDA grant, includes supportive services while in training, Career Centers act as hub for trainees. Will find out in June whether we are funded.

Albany South End Collaborative

- Working with community organizers to connect City of Albany residents to good careers

Capital Region BOCES/Questar III – Port of Coeymans

- Partnership to create heavy equipment operator training

Presentation to Capital Region Chamber Board

- Many Board members connected after to see how WDB could assist

Hiring Events – childcare – media exposure

City of Troy – ARPA funding discussions – workforce is priority

- Mayor would like WDB to help guide applications

Capital Region Workforce Development Board

Friday, March 11, 2022 – Virtual (Zoom) Meeting Minutes

Schenectady PD – partnership with Schenectady Connects

- How Schenectady PD work with Career Centers to make referrals
- Virtual job fair for re-entry individuals

NYS Economic Development Conference

- Presented around connecting economic development & workforce development and breaking down barriers

NYS Leg leaders – advocacy (Fahy, McDonald, Woerner, Walsh)

- Great feedback on their knowledge and championing workforce development funding

NYS Association of Counties

- presentation to elected officials on importance of WDBs in their communities

Other Business

Katie Newcombe discussed the Center for Economic Growth talent attraction campaign for the Capital Region. One of the key areas of focus is on Internships and intern engagement with an initiative in summer 2022.

Next Meeting:

- Friday, June 17, 2022 at 1pm

Meeting Adjournment:

Jim Hurley made a motion to adjourn the meeting, it was seconded by Lee Eck. All approved, none opposed or abstained; motion carried.