

Capital Region Workforce Development Board

Thursday, December 12, 2024 – Meeting Minutes

Meeting Called to Order:

- Jim Hurley, Board Chair, called to order the Capital Region Workforce Development Board meeting at 3:05pm on December 12, 2024 at the Commission On Economic Opportunity, Troy, NY
- Sue Rosa, Board Member welcomed all Board Members, staff, and guests to the Commission On Economic Opportunity.

Roll Call:

Roll call of Board Members taken by Graig Carbino, Board Secretary.

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

- | | |
|--|---|
| <input type="checkbox"/> Neenah Bland, ACAP | <input type="checkbox"/> Nicole Harrington, CDPHP |
| <input type="checkbox"/> Sharon Bonk, Golub Corporation | <input checked="" type="checkbox"/> Brandy Hillard-Bouldin, Schenectady Co. DSS |
| <input type="checkbox"/> Scott Brazie, ACCES-VR | <input checked="" type="checkbox"/> Jim Hurley, Home Instead |
| <input checked="" type="checkbox"/> Phillip Bruce, RPI | <input checked="" type="checkbox"/> Elise Martin, SCAP |
| <input checked="" type="checkbox"/> Claudia Butler, Amtrak | <input checked="" type="checkbox"/> Michael Markou, Capital Region BOCES |
| <input checked="" type="checkbox"/> Graig Carbino, CapCom FCU | <input type="checkbox"/> Michael Mastropietro, IBEW Local 236 |
| <input type="checkbox"/> Andrea Crisafulli | <input checked="" type="checkbox"/> Joseph McDonald, Maria College |
| <input checked="" type="checkbox"/> Sonya Del Peral, Nine Pin Ciderworks | <input checked="" type="checkbox"/> Katie Newcombe, CEG |
| <input type="checkbox"/> Lee Eck, IUPAT DC-9 | <input type="checkbox"/> Kesley Owens, GE Renewable-Vernova |
| <input checked="" type="checkbox"/> Leola Edelin, Renaissance Hotel | <input checked="" type="checkbox"/> Denise Padula, Alchar Printing Group |
| <input checked="" type="checkbox"/> Fernandez-Palloszi, Denise, HVCC | <input checked="" type="checkbox"/> Sue Rosa, CEO |
| <input checked="" type="checkbox"/> Demetris Fullard, Infinite Care | <input checked="" type="checkbox"/> Patrisia Sheremeta, Greno Industries |
| <input checked="" type="checkbox"/> William Gettman, Northern River | <input checked="" type="checkbox"/> Deanna Simon, NYSDOL |
| <input checked="" type="checkbox"/> Ian Glasgow, Next Advance | <input checked="" type="checkbox"/> Sarah Wilson-Sparrow, SUNY Schenectady |
| <input checked="" type="checkbox"/> Matthew Grattan, Plug Power | |

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"/> Tim Drawbridge, Assistant Director for Business Services | |

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

- | | |
|---|--|
| <input type="checkbox"/> Sara Canfield – Schenectady County | <input checked="" type="checkbox"/> Jonathan Jones- City of Albany |
| <input type="checkbox"/> Jessica Eckert – Rensselaer County | <input type="checkbox"/> Luc Rogers – Albany County |
| <input type="checkbox"/> Bailey Gardiner – Schenectady County | <input checked="" type="checkbox"/> Raphael Tucker, City of Albany |
| <input checked="" type="checkbox"/> Elizabeth Harris – City of Albany | |

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

- | | |
|--|---|
| <input type="checkbox"/> Emma Cohen, NYSDOL | <input checked="" type="checkbox"/> Joey Menz, ACCES-VR |
| <input type="checkbox"/> Members of the Public (0) | |

Capital Region Workforce Development Board

Thursday, December 12, 2024 – Meeting Minutes

Approval of Minutes:

Denise Fernandez-Palloszi made a motion to approve the board minutes from the September 19, 2024 meeting. It was seconded by William Gettman. All approved, none opposed; motion carried.

Youth & Emerging Worker Committee Update:

Presented by Michael Markou, Committee Chair

Mr. Markou reported that at the one of the charges of the Committee and full Board is the procuring, awarding, and oversight, of WIOA Youth contracted programming. Mr. Markou reminded Board Members that the previous youth RFP that was released in the summer of 2023 stated that the Board could grant a one-year extension upon successfully running and performing of the first 15-month contracts of 10/1/23-12/31/24. During the Committee meeting of 12/10/25, Committee Members heard from the WIOA Youth contractor organizations about their programs, outcomes, challenges, and if granted an extension what they would look to accomplish. Committee members will be encouraged to ask questions during this process. After hearing from all of the contractor organizations, the Committee is recommending to the full Board extension of current contracts for one-year with the following provision:

- All existing unpaid claims for the current contract period of 10/1/23 – 12/31/24 will be held until required outcome documentation is provided to Career Center contract managers
- For the contract extension period of 1/1/25 – 12/31/25, outcome documentation needs to be provided on a regular basis (at minimum quarterly) and claims will be held until said outcome documents are provided to Career Center contract managers

Michael Markou made the motion that the Board accept the Committee's recommendation of the one year extension of the WIOA contractors with the provisions noted . It was seconded by Jim Hurley. All approved, none opposed; motion carried.

Policy & Oversight Committee Update:

Presented by Deanna Simon, Committee Chair

Ms. Simon reported that the Committee is working through all of the required WIOA policies that the Board and updating as we go along to ensure compliance and that we are serving job seekers, trainees, and businesses to lead to success. Ms. Simon presented three youth policies that the Committee members spent time on with updates, comparing to other areas, and working to focus on accessibility to our services to the best level we can. The three policies are as follows: Youth Needs Additional Assistance Policy, WIOA Youth Compulsory Age Policy, and Youth Work Experience Policy. Ms. Simon stated that the Committee is making the recommendation to the full Board the adopting of the policies presented.

Deanna Simon made the motion that the Board accept the Committee's recommendation of the revision of the policies . It was seconded by Jim Hurley. All approved, none opposed; motion carried.

Capital Region Workforce Development Board

Thursday, December 12, 2024 – Meeting Minutes

Executive Committee Update:

Presented by Jim Hurley, Committee Chair

Mr. Hurley presented that the resolution *Transfer of Title I Dislocated Worker Funds and Adult Funds* had been approved by Executive Committee on 9/5/24. Mr. Hurley stated that this is a standard procedure that gives the WIOA grant recipient the ability to transfer funds between Title I Dislocated Worker and Adult funding streams as needed to ensure service to all customers and that no one is turned away. Mr. Williams noted that as per WIOA regulations, the Executive Committee has the authority to pass this resolution, but that the full Board needs to concur with its adoption.

Joe McDonald made a motion to accept the Committee's recommendation and approve the Dislocated Worker to Adult Funds Transfer. It was seconded by Leola Edlin. All approved, none opposed; motion carried.

Workforce Innovation & Opportunity Act (WIOA) ReAuthorization presentation:

Brian Williams introduced Therese Daly from the New York Association of Training & Employment Professionals (NYATEP). Ms. Daly presented and walked Board Members through the federal congressional act process and where it currently stands. The slide deck from Ms. Daly is attached to these minutes.

Regional Business Services Update:

Presented by Tim Drawbridge, CRWDB Assistant Director for Business Services

Mr. Drawbridge presented on his work of delivery of business services as the new Assistant Director for Business Services. Tim has been in the role for the past 81 days and has spent much of the time learning the system, meeting key partners and stakeholders, and getting out to meet with businesses at hiring events and Chamber of Commerce functions. He has established a semi-regular schedule that rotates him to all three Career Centers to ensure he is acting as the liaison between Center staff and job seekers and the business community. Tim was also chosen to be a fellow in the NYATEP Advocacy Academy in which he is connected to other new workforce professionals across the state. Tim will also be utilizing his marketing expertise to expand promotional outreach of the WDB Career Center services through social media, videos, and other ways to "tell our story". Tim mentioned to that he will be reaching out to each Board Member to visit with them and discuss ways our workforce system can work together to promote the talent pipeline development.

Capital Region Workforce Development Board

Thursday, December 12, 2024 – Meeting Minutes

Executive Director's Report:

Presented by Brian Williams

Mr. Williams presented the following items as highlights from the regional Workforce Development Board perspective:

- USDOL funding for Capital Region to be pilot for young adult Employment Transition Model (ETM) – approved with NYSDOL & OMH and Capital Region will be pilot – youth navigators interviews now to be in place in January, administrative funding for the Board as well as \$222,000 for training of individuals
- Capital Region BUILD – women, BIPOC in construction trades. Direct Entry pre-apprenticeship program into union apprenticeships. Replication of Syracuse Build. Potential \$2M from NYS ESD that the WDB will be pursuing
- Coordinated a successful 2-day convening with Columbia-Greene WDB – partners and board members. Follow up in January/February with resource mapping discussion and potential funding.
- In partnership with many organizations, Center for Economic Growth (CEG) submitted on behalf of the Region to NYS ESD for the \$40M ON-RAMP application presented to their leadership team with our WDB. Central Hub at St. Rose with satellite training locations
- Our WDB has secured Clean Energy Workforce Transition funding from NY Power Authority to train individuals for jobs in the sustainable energy sector
- Global Foundries has CHIPS funding for pathways in the semi-conductor field. The Capital Region and Saratogo-Warren-Washington WDBs are working with GF on implementation.
- Partnership with Capital Region Human Resources Association will be starting in 2025, with our WDB providing a series of trainings for HR professionals on the benefits of working with the public workforce development system. These trainings will be part of the HR professionals continuing education required for their SHRM certification.
- Hosted a Human Services Industry Roundtable – assisting in recruitment, retention, and training of workers in this field

Business & Information Sharing

none

Next Meeting:

- Thursday, March 20, 2025 at 3:00pm at location TBD

Meeting Adjournment:

Motion to adjourn was made by Jim Hurley. Seconded by Sarah Wilson-Sparrow. All approved, none opposed. Meeting was adjourned at 5:05 pm.



WIOA BRIEFING for Capital Region Workforce Development Board

December 12, 2024



Who We Are

We are New York's Workforce Association.

NYATEP provides its members the leadership, vision, and advocacy for a thriving workforce in New York State.

Our focus is to ensure that every New Yorker and employer in New York State has access to the skills they need to work in and support a robust statewide economy.

Who We Serve

Our membership organizations service over a million people each year and across New York

- 33 local workforce development boards
- Career centers
- State and City community college systems
- Literacy providers
- Community-based organizations
- Career and technical education providers
- Economic development agencies
- Local governments
- Labor unions



Therese Daly (she/her)



Therese Daly (she/her)
Chief Advocacy &
Government Affairs Officer

Worked as Futures Commodities Trader, Senior Advisor to the NYS Senate Majority Leader, and General Lobbyist

- City and State's 2022 40 under 40, as part of a feature on the best and the brightest of Albany
- Rising Power Player in New York State by Politics NY and AM Media
- City & State's 100 Most Responsible Leaders in NYS
- 100 Most Powerful People in Economic Development in NYS
- 2024 Trailblazer in the Nonprofit Sector in New York State

**Who knows what the
acronym WIOA
stands for?**

Workforce Innovation and Opportunity Act (WIOA)

It is a U.S. federal law enacted in 2014 designed to help job seekers access employment, education, training, and support services.

Goal of WIOA is to improve the quality of the workforce, enhance the productivity and competitiveness of the nation, and help job seekers find meaningful employment!

WIOA History

The Workforce Innovation and Opportunity Act (WIOA) was introduced in Congress in 2013 as part of a broader effort to update and improve the workforce development system.

The bill aimed to address many of WIA's shortcomings by:

- Promoting better alignment between education and training programs
- Increasing accountability
- Enhancing services for both job seekers and employers

What's Included in WIOA?

Workforce Development System: Create an integrated workforce development system by aligning federal, state, and local programs and resources.

One-Stop Centers: Emphasize the development of “one-stop” career centers, known as American Job Centers, which provide a range of services such as job search assistance, career counseling, and training programs.

Youth Programs: Improving services for youth, including programs for at-risk youth and those who need help transitioning from school to work.

Business Engagement: Encourages greater involvement from employers to ensure that training programs align with the needs of the job market.

Performance Accountability: Sets performance standards to track the effectiveness of workforce development programs and ensure they meet the needs of job seekers and employers.

What are the sections of WIOA?

Workforce Innovation and Opportunity Act titles

- **Title I: Workforce Development Activities** authorizes job training and related services to unemployed or underemployed individuals and establishes the governance and performance accountability system for WIOA.
- **Title II: Adult Education and Literacy** authorizes education services to assist adults in improving their basic skills, completing secondary education, and transitioning to postsecondary education.
- **Title III: Amendments to the Wagner-Peyser Act** amends the Wagner-Peyser Act of 1933 to integrate the U.S. Employment Service into the One-Stop system authorized by WIOA.
- **Title IV: Amendments to the Rehabilitation Act of 1973** authorizes employment-related vocational rehabilitation services to individuals with disabilities to integrate vocational rehabilitation into the One-Stop system.
- **Title V: General Provisions** specifies transition provisions from the Workforce Investment Act of 1998 to WIOA.

Reauthorization— where things stand

- **The House Education and Workforce Committee began its WIOA Reauthorization effort with a strong bipartisan commitment from Committee leaders**
 - That bipartisan spirit was carried through Committee hearings and markup
 - There are several positive provisions within the House bill BUT significant concerns remain for workforce development stakeholders
- **The House has passed the Stronger Workforce for America Act in April 2024**
 - Overwhelming bipartisan vote, 378-26
- **Issues of Concern**
 - Lack of additional federal investment in workforce development programs
 - 50% Training Requirement for Adult and Dislocated Worker funds
 - Additional 10% Governor's Reserve to create Critical Industries Fund
 - Expanded redesignation authority for Governors
- **Senate HELP Committee released a WIOA Reauthorization Discussion Draft in June 2024**
 - Committee is led by Chairman Bernie Sanders (I-VT) and Ranking Member Bill Cassidy (R-LA)
- **Senate HELP Committee & House Education and Workforce Committee releases a Compromise Bill in November**
 - Lack of additional federal investment in workforce development programs
 - 50% Training Requirement for Adult and Dislocated Worker funds
 - Additional 10% Governor's Reserve to create Critical Industries Fund
 - Expanded redesignation authority for Governors
- **Outstanding Questions**
 - Will it pass before Recess on December 20, 2024?
 - Currently there are three U.S. Senators that we know that oppose this bill, but this could change at any time.
 - Congress has shut down intake of any opinions or negotiations from Congressional Representatives
 - Deadline was Friday for Hotline Express Route for ASWA for Democrats and Thursday for Republicans.

Issues of Concern

- The 50% Training Requirement**- this will result in thousands of fewer employees receiving no-cost help recruiting new employees, require minimum spending of Adult funds on training, and result in thousands of fewer positions to be filled through no-cost recruitment services for businesses.

- State Set Aside**- this would increase the state set aside from 15% to 25% across all three streams of funding (Adult, DW and Youth). This would have a direct result to New York State in millions.

Financial Penalties- Unfortunately, this language would allow penalization to the local areas if they fail for two years in a row to hit a certain performance threshold.

D.C. Vibe Check

- Mixed Reactions across the sector
- NAWB Opposes
- U.S. Chamber of Commerce Supports
- NYATEP has remained committed to the cause and stayed neutral.
- Has become a political chess game rather than the point of creating a more equitable workforce sector.

Always remember to:



1. Get Engaged

- Monitor and participate in the reauthorization process – sign up for alerts and engage with statewide groups.
- Meet with elected officials, community leaders, and other leaders to discuss the benefits of WIOA funding.
- Identify personal stories outlining how increased funding would benefit your community.
- Encourage program participants to advocate for themselves and showcase their successes.

2. Use Data & Research

- Present data and research that highlight the positive outcomes of WIOA programming.
- Use statistics to show how funding has led to job placements, improved skills, and economic growth.
- Track long-term benefits – collect and share data on long-term successes.

3. Educate & Inform

- Have an elevator pitch created on WIOA benefits and be able to go into more detail as needed.
- Leverage media and social media – show off your great work!

4. Advocate at the State & National Level

- Participate in meetings in person or over Zoom.

Questions & Comments

Thank You



www.NYATEP.org

Therese Daly

Chief Advocacy and Government
Affairs Officer

315 269 3910

tdaly@nyatep.org

