

Capital Region Workforce Development Board

Friday, December 9, 2022 – Meeting Minutes

Meeting Called to Order:

- Jim Hurley called to order the Capital Region Workforce Development Board meeting at 1:15pm on December 9, 2022 at Hudson Valley Community College

Roll Call:

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

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

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

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

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

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|--|---|
| <input type="checkbox"/> Jennifer Bargy – Schenectady County | <input checked="" type="checkbox"/> Joe Mazzariello – Rensselaer County |
| <input type="checkbox"/> Bailey Gardiner – Schenectady County | <input checked="" type="checkbox"/> Michael McLaughlin, Albany County |
| <input type="checkbox"/> Elizabeth Harris – City of Albany | <input type="checkbox"/> Luc Rogers – Albany County |
| <input checked="" type="checkbox"/> Jonathan Jones- City of Albany | <input checked="" type="checkbox"/> Raphael Tucker, City of Albany |

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

- | |
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| <input checked="" type="checkbox"/> Kevin Alexander – NYSDOL Labor Market Analyst |
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Approval of Minutes:

Penny Hill made a motion to approve the board minutes from the September 16, 2022 meeting. It was seconded by Nathan Mandsager. All approved, none opposed; motion carried.

Capital Region Labor Market Information Update – Kevin Alexander, NYSDOL:

Kevin Alexander, Capital Region Labor Market Analyst presented on recent statistics and labor market information. Report information included: job growth has stalled over the last six months, information around whether a recession is coming and the data metrics that go into the official definition. Slide deck presentation was shown and is attached to these minutes.

Discussion: Mr. Glasgow asked to explain why manufacturing jobs increased in our region when total jobs were down in NYS during this recession. Mr. Alexander stated that it was because of the strong economic development efforts in the Capital Region, which this data includes Saratoga County. Mr. Hurley asked questions (1) why NYS length of recession is longer than the rest of the country historically and (2) how much of the unemployment number is individuals losing jobs vs not being available for employment. Mr. Alexander answered that early retirement numbers often factor into recessions and unemployment numbers. Also, NYS recessions often start in NYC before the rest of the country and due to Wall Street affecting state finances from taxes, impacts the whole state, which makes the statistical recession last longer. Mr. Hurley followed up with a question on how the gig economy effects this data. Mr. Alexander stated that they are starting to cross analyze census data, which is showing job loss data from 2021 was in part time work, presumably second jobs and jobs less than 35 hours per week. Data assumptions could be showing that stimulus payments plus gig economy have offset the hours/wages of the traditional part time employees. Overall spending could impact and result in decline of gig economy. Ms. del Peral asked if gig economy jobs were included in any of these statistics and Mr. Alexander stated they did not. Mr. Williams, citing a recent NYS Comptrollers report which stated NYS had one of the lowest labor participation rates in the country, asked about how the gig economy effects that. Mr. Alexander stated that labor participation is individuals who are currently working or looking for work and counts everyone 16 years of age and older, including retirees. Taking out 65+ and under 18 still in school, 33% of that number is prime working age, but gig economy workers are not included in labor participation. Mr. Williams asked, with the increase in wages, how has that effected whether individuals need a second job. Mr. Alexander stated that it did effect that, along with increase of number of hours and overtime on individuals primary job. Childcare and transportation costs have also added barriers to individuals connecting to employment, especially in two-parent families. Ms. Wilson-Sparrow noted that with the number of gig economy self employed individuals, there should be a way to capture that data. Mr. Alexander stated that according to the census, self-employment increased in 2020, but that data is not surveyed month to month. Ms. del Peral asked if there was a way to get that data from tax records and Mr. Alexander stated that requirements vary, so that data would be hard to capture real time. Ms. Wilson-Sparrow stated that discussions have been had about whether we should be training folks for the gig economy, but if we would not be able to capture data for positive outcomes, how would we know it was successful. Mr. Eck stated that because reporting requirements are so all over the board for self-employment, we have to figure out a way to report success if training is involved. Mr. Williams asked what we should be focusing on in increasing the labor participation rate and connecting individuals to jobs. Mr. Alexander stated we should not shy away from gig economy and why individuals are drawn to that and help businesses see how to bring that into traditional employment, along with attracting talent to move to the area. Mr. Alexander asked the Board Members how many were born and raised in the Capital Region – about half - and perhaps we should focus on bringing other individuals from areas we all come from. Ms. Maciol stated that they do not have the number of employees available to open all of their childcare classrooms, cutting down on the number of childcare slots available for working parents, creating greater workforce issues for other businesses. Mr. Alexander confirmed that the childcare workforce is down 1,000 individuals from pre-pandemic levels. Ms. Wilson-Sparrow stated childcare costs are also keeping parents from working.

Mr. Alexander was thanked for his time and Board Members look forward to hearing more in the future

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Nomination and voting on Executive Committee Officer position of Secretary for two-year term starting 10/1/2022

Presented by Jim Hurley

Jim Hurley noted that at the September Board meeting, all Executive Committee Officers were appointed, with the exception of the Secretary. Mr. Hurley asked Board Members for nominations for the following position:

Officer Position	Board Member Nominated	Nominated by	Seconded by	Result
Secretary	Graig Carbino	Sarah Wilson-Sparrow	Sonya del Peral	All approved, none opposed; no abstentions.

Mr. Williams stated that Mr. Carbino had agreed to serve in the role if chosen by the Board.

Youth & Emerging Worker Committee Update:

Presented by Nathan Mandsager/Brian Williams

Committee met with WIOA Youth contractors and contract management staff from Albany for updates on enrollments, challenges, outcomes, and feedback on their contracts. Main focus was for youth contractors to present and Committee members to evaluate whether or not contracts should be extended as per the WIOA Youth RFP from 2021. Mr. Williams reminded board members that the reason this time frame today was due to the 2021 re-issue the RFP for Albany due to lack of responses and that these contractors are a calendar quarter later. In order to get back on the same calendar year as Rensselaer and Schenectady, the Committee is recommending a nine-month extension through 9/30/2023.

The Committee is recommending to the Board a nine-month extension for all existing Albany WIOA youth contracts as noted:

Area	Agency	In/Out-of-School	# Youth (75% of 2022 numbers)	Funding amount (9 months)
Albany	JTC Center	In	2	\$25,150
		Out	21	
Albany	Learn Tech Teach	In	11	\$46,875
		Out	33	
Albany	SEAT Center	Out	7	\$21,724

Nathan Mandsager made a motion to approve/accept the recommendation of the Committee to extend the WIOA Youth contracts for the Albany contractors. Discussion: Ms. del Peral asked for clarification on some of the reports from the contractors around case managers. Mr. Williams stated that this was essentially a “wish list” from the contractors if additional money was available to enhance the program, and that unfortunately no additional money is available. Mr. Williams also stated that additional technical assistance will be made available to the contractors to ensure success. No further discussion. Motion was seconded by Sonya del Peral. All approved, none opposed; motion carried.

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Policy & Oversight Committee Update:

Presented by Deanna Simon

Two items in need of updating:

- Board Bylaws to update primary address of Capital Region Workforce Development Board to 80 Vandenburg Ave, Troy, NY 12180

Deanna Simon made the motion to approved the Board Bylaws update. Ms. del Peral asked if we needed a larger quorum to change Bylaws. Mr. Williams stated no, just regular quorum majority. No further discussion. Seconded by Sonya del Peral. All approved, none opposed; motion carried.

- Subrecipient Monitoring Policy needing updating on language and further clarification on processes. In looking at policies from other areas in the State, language was analyzed and replicated from other policies that have been approved by NYSDOL. Board Members were provided the revised policy and the committee is making the recommendation for adoption.

Deanna Simon made the motion to approved the revised Subrecipient Monitoring Policy. Seconded by Nathan Mandsager. All approved, none opposed; motion carried.

Ms. Simon shared that the Committee continues to go through Technical Advisories and will update policies going forward to ensue that our WDB is in compliance.

Business Services Committee Update:

Presented by Brian Williams in Regional Business Services Coordinator Adam Slagle's absence

The Business Services Committee met in November and continues the mission to ensure needs of businesses were being connected to services provided by the workforce development system and Career Centers. Two job fairs have been held and approximately 100 job seekers participated along with approximately 20 businesses. The number of job postings requested by local employers has continued to increase and a form to help streamline the process and make the information in our ads a bit more uniform. Social Media presence in each of the Career Centers on business services (job postings, opportunities, etc) has increased substantially. Loudonville Assisted Living Center was recently assisted in upskilling their workforce with funding from the Albany Career Center for employees moving from PCA to HHA. Mr. Hurley asked if the employees are also getting their CNA certification as well. Mr. Williams answered that not at this time, but Albany Career Center staff are working with each individual to ensure that they see the next level in their healthcare career pathway.

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Board Chair Report:

Presented by Jim Hurley

New Board Member Michael Markou from Capital Region BOCES was welcomed to the Board as a Title II/Adult Education representative.

Executive Director's Report:

- The Executive Committee met and has agreed to change the full Board Meeting dates to Thursdays at 3:30 and upcoming dates are noted in calendar and will continue to be in person.
- Empowerment Job Fair – focus on re-entry, 25 businesses, 75+ job seekers, media stories from ABC10/Fox and Spectrum News
- USDOL Banking Partnership National Presentation – career pathways – FDIC meeting with us 12/20 to form coalition of banks
- St. Rose College business students – potential pilot for semester-long internship program
- School district career services – Schenectady, Mohonasen, RCS, Hoosick Falls, Albany
- October 14th Manufacturing Day – Greno Industries
- Career Jam –October event – 1200+ students – 2023 Spring at Siena, Fall at HVCC, to include 2 days – for 8th/9th & 11th/12th
- SUNY statewide business micro-credential roundtable speaker
- Workforce Partnership Coalition – Banking Panel in October, Hospitals in December
- New Rensselaer County Workforce Development Center at HVCC grand opening, new NYSDOL Albany Career Center opening

Mr. Eck stated that he would like to connect our WDB to another organization who is working with the refugee populations. Ms. Hill asked about language services needed and Mr. Eck stated that he believes they are working with an organization. Mr. Williams reminded the Board that we have three Board Member organizations who provide ESL services that should be connected to businesses who have a need. Mr. Eck also noted a need he is seeing in the skilled trades a need for management training for individuals who have been promoted to supervisors/ middle-management.

Business & Information Sharing

None

Next Meeting:

- Thursday, March 30, 2023 at 3:30pm TBD

Meeting Adjournment:

Sarah Wilson-Sparrow made a motion to adjourn the meeting, it was seconded by Lee Eck. All approved, none opposed or abstained; motion carried.