

# Capital Region Workforce Development Board

Thursday, September 21, 2023 – Meeting Minutes

## Meeting Called to Order:

- Jim Hurley, Board Chair, called to order the Capital Region Workforce Development Board meeting at 3:35pm on September 21, 2023 at Plug Power, 125 Vista Blvd, Slingerlands, NY
- Matt Grattan welcomed all Board Members to Plug Power and encourage any Board Members to stay after the meeting for a facility tour

## Roll Call:

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

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

### 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 Coordinator |   |

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

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

- |   |
|---|
| <input checked="" type="checkbox"/> Christine McLear, CEG |
| <input type="checkbox"/> Members of the Public (0)        |

# Capital Region Workforce Development Board

Thursday, September 21, 2023 – Meeting Minutes

## Approval of Minutes:

William Gettman made a motion to approve the board minutes from the June 22, 2022 meeting. It was seconded by PMatt Grattan. All approved, none opposed; motion carried.

## Labor Market Presentation

Kevin Alexander, NYSDOL Labor Market Analyst, presented on the 2023 Job Seeker and Business Workforce Survey Results, administered by the NYS Business Council/Empire State Development/NYSDOL. Mr. Alexander stated that many of the metrics around businesses specific needs, and job seekers needs are similar to the 2022 results. Attached are the full survey results.

## Youth & Emerging Worker Committee Update:

*Presented by Brian Williams*

WIOA Youth RFP Subcommittee had set the timeline for the 2023-2024 time period: Release of RFP – July 10

- Proposals due – August 18
- Subcommittee Review – August 21 – September 8
- Recommendations to Youth & Emerging Worker Committee – September 14
- Recommendations to full WDB vote – September 21
- New WIOA Youth contracts start – October 1

A total of 10 applications were received, which showed a significant increase over the RFP released two years ago. Mr. Williams thanked Board Members for spreading the word about the funding opportunity. The RFP Committee reviewed and scored each proposal and recommendations were sent out to all the Board Members prior to the Board Meeting. The below recommendations were made from the Committee to the Board:

Area	Agency	Program	Funded in the past?	Amount Requested	# Youth Proposed	Committee Recommendation	Cost per Youth Recommend
Rensselaer	Capital Area Boys & Girls Clubs	Career Launch Program	Yes, successful (PY22 12-month \$109,507)	\$127,700	10 In School	Yes – \$113,655 In-School: \$28,414 Out-of-School: \$85,241 (89% of ask)	\$2,841.37 for 40 youth
					30 Out of School		
Albany?	Hustlers Anonymous	After School Program	No	\$150,000	5 In School	No – Not responsive	n/a
					5 Out of School		
Albany	MAK	Maximizing Achievement with Knowledge	No	\$136,900	?	No – Not responsive	n/a
					?		

# Capital Region Workforce Development Board

**Thursday, September 21, 2023 – Meeting Minutes**

Albany	Music Breeds	Music Industry Workforce Immersion Program	No	\$150,000	28 In School	No	n/a
					12 Out of School		
Albany	Arc of Rensselaer County	FIRE (Future, Independence, Responsibility, Education)	Yes, successful (PY22 12-month \$42,000)	\$60,965	10 In School	Yes – \$60,965 In-School: \$15,241 Out-of-School: \$45,724 (roll into Ren contract)	\$1,524.12 for 40 youth
					30 Out of School		
Albany/ Rensselaer	Arc of Rensselaer County	FIRE (Future, Independence, Responsibility, Education)	Yes, successful (PY22 12-month \$122,492)	\$149,256	27 In School	Yes – \$131,345 In-School: \$32,836 Out-of-School: \$98,509 (88% of ask)	\$1,194.04 for 110 youth
					83 Out of School		
Schenectady	Schenectady Boys & Girls Clubs	WIOA Out of School & In School Program	Yes, successful (PY22 12-month \$100,703)	\$109,172	30 In School	Yes – \$93,925 In-School: \$32,500 Out-of-School: \$61,425 (86% of total ask, full in-school allocation, 75% out-of-school allocation)	\$1,707.72 for 55 youth
					25 Out of School		
Albany	SEAT Center	SEAT YouthBuild Albany	Yes, successful (PY22 12-month \$21,724)	\$21,663	10 Out of School	Yes – \$21,663 Out-of-School: \$21,663	\$2,166.30 for 10 youth
Schenectady	SEAT Center	SEAT YouthBuild	Yes, successful (PY22 12-month \$44,297)	\$48,174	22 Out of School	Yes – \$36,075 Out-of-School: \$36,075 (75% of ask)	\$1,639.77 for 22 youth

# Capital Region Workforce Development Board

Thursday, September 21, 2023 – Meeting Minutes

Albany/ Rensselaer/ Schenectady	Learn Tech Teach	Youthful Impact Program	Yes, successful (PY22 12- month \$46,875)	\$525,000	15 In School	Yes – \$60,965	\$1,524.13 for 40 youth
					45 Out of School	In-School: \$15,241 Out-of-School: \$45,724 to serve 40 youth (10 In/30 Out– Albany only)	

Mr. Williams asked for a motion to approve the recommendations from the Committee for WIOA Youth funding. Jim Hurley made the motion to approve funding based on the Committee’s recommendations. It was seconded by Ian Glasgow. All approved, none opposed; motion carried.

## **Business Services Committee Update:**

*Presented Adam Slagle, Regional Business Services Coordinator*

### **Business Services Contacts/Meetings**

(81 total; 64 unique businesses/schools)

*July:* 24 total; 19 unique businesses/schools

Schools: Questar III BOCES (12 component districts), Union College, UAlbany TRIO

*August:* 29 total; 21 unique businesses/schools

Schools: SUNY Schenectady, Questar III BOCES

*September:* 28 total; 24 unique businesses/schools

Schools: Clarkson University, SUNY Schenectady

### **Networking Events & Tours**

*July:* TCI of NY (tour), RPI/Clean Energy Jobs Hub Collaboration

*August:* Ellis Community Day, Chamber of Commerce

*September:* Advancing Industry with Micro-Credentials at Clarkson University (workforce development workshop)

### **Workforce Development Initiatives & Projects**

1. July Schenectady Job Fair (10 businesses, ~60 jobseekers)
2. August Schenectady Job Fair (40 businesses, over 100 jobseekers)
3. September Job Fair will be held next week
4. NYS WD Agencies – Business Services Coalition (CNY, Rochester Works, Finger Lakes WIB, BECWIB)
5. Career Pathways – Capital Region Coaches Project
6. Ellis & Schenectady Promise – 27 youths attended all-day career exploration event
7. NYS Clean Energy Jobs Hub (TAP and Radix Center)
8. Advancing Industry with Micro-credentials Project (Clarkson University)
9. NYS OCFS Child Care Workforce Retention Grant Project

### **Job Fairs (3 total)**

7/27/23: 10 employers and ~60 jobseekers attended (Schenectady County Public Library)

8/24/23: 40 businesses and 100+ jobseekers attended (SUNY CCOC)

9/28/23: 12 businesses and ?? jobseekers attended

# Capital Region Workforce Development Board

Thursday, September 21, 2023 – Meeting Minutes

## **2023 Summer Youth Employment Program summary:**

*Presented Brian Williams on behalf of the Capital Region Career Centers*

Mr. Williams provided the following summary of the 2023 Summer Youth Employment Programs in Albany County, City of Albany, Rensselaer County, and Schenectady County:

- Total of 973 youth served throughout the three counties
  - Albany – 557
  - Rensselaer – 182
  - Schenectady – 234
- Total of 203 different worksites
  - Albany – 82
  - Rensselaer – 47
  - Schenectady – 74
- Highlights
  - Albany
    - Enrichment week – week 1
    - 90% retention rate
    - Connection with NYS Civil Service to place youth in State Agencies
  - Rensselaer
    - Interviews and orientation sessions held at HVCC
    - East Greenbush Animal Hospital – connection for future employment
    - HVCC Diversity Office – assisted in writing college DEI plan and meetings
  - Schenectady
    - Full day Orientation at Boys & Girls Club with breakout groups focusing on foundational skills along with interactive games to show career pathways
    - Job Shadowing Days at DSM manufacturing, NYS Troopers, Probation Department, and Ellis Medicine (media coverage from Spectrum & CBS 6)

## **Board Chair Report:**

*Presented by Jim Hurley*

New Board Members Phillip Bruce from RPI, Claudia Butler from Amtrak, Kelsey Owens from GE Renewables, and Patrisia Sheremeta from Greno Industries were welcomed to the Board.

As former Youth & Emerging Worker Committee Chair and Board Member, Nathan Mansager, has relocated out of the area, this Committee Chairpersonship position is open. Mr. Hurley asked for Board Members who were interested in serving as Committee Chair to nominate themselves. Board Member Michael Markou asked to be nominated to serve in the role. Lee Eck made the motion to appoint Mr. Markou as Chair of the Youth & Emerging Worker Committee. It was seconded by Matt Grattan. All approved, none opposed; motion carried.

# Capital Region Workforce Development Board

Thursday, September 21, 2023 – Meeting Minutes

## **Executive Director's Report:**

*Presented by Brian Williams*

- Albany County & City of Troy ARPA Workforce Development funding for On-the-Job Training
  - \$1M Albany County
  - \$400,000 City of Troy
- WMHT partnership – Work in Progress / Future of Work videos released and library for school districts and teachers
- “Straight Out of the Gate” - NYS Prison System – re-entry training credentialed individuals to connect with employment prior to release
- Capital Region Education & Workforce roundtable discussion – USDOL Education Secretary
- NYS Business Council webinar – Capital Region Workforce Development Board and workforce system services to businesses
- Career Centers ReCertification and EEO Compliance monitoring – 3 comprehensive centers, 3 new affiliate centers certified
- Youth funding under NYS Gun Involved Violence Elimination (GIVE) secured
  - \$210,000 to serve 18-24 year olds
  - \$1.23M to serve 14-20 year olds

## **Business & Information Sharing**

*None*

## **Next Meeting:**

- Thursday, December 14, 2023 at 3:30pm at CDPHP

## **Meeting Adjournment:**

Motion to adjourn was made by Matt Grattan. Seconded by Lee Eck. All approved, none opposed. Meeting was adjourned at 5:05pm. Tour of Plug Power facility commenced for interested Board Members.