

# Capital Region Workforce Development Board

Thursday, September 19, 2024 – Meeting Minutes

## Meeting Called to Order:

- Jim Hurley, Board Chair, called to order the Capital Region Workforce Development Board meeting at 3:32pm on September 19, 2024 at Capital Region BOCES, Albany, NY
- Michael Markou, Board Member welcomed all Board Members, staff, and guests to Capital Region BOCES.

## Roll Call:

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

- |   |  |
|---|--|
| <input type="checkbox"/> Neenah Bland, ACAP                         | <input checked="" type="checkbox"/> Nicole Harrington, CDPHP             |
| <input type="checkbox"/> Sharon Bonk, Golub Corporation             | <input 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 checked="" type="checkbox"/> Elise Martin, SCAP                   |
| <input type="checkbox"/> Claudia Butler, Amtrak                     | <input checked="" type="checkbox"/> Michael Markou, Capital Region BOCES |
| <input checked="" type="checkbox"/> Graig Carbino, CapCom FCU       | <input checked="" type="checkbox"/> Michael Mastropietro, IBEW Local 236 |
| <input type="checkbox"/> Andrea Crisafulli                          | <input type="checkbox"/> Joseph McDonald, Maria College                  |
| <input type="checkbox"/> Sonya Del Peral, Nine Pin Ciderworks       | <input type="checkbox"/> Katie Newcombe, CEG                             |
| <input type="checkbox"/> Lee Eck, IUPAT DC-9                        | <input 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"/> Fernandez-Palozzi, Denise, HVCC | <input type="checkbox"/> Sue Rosa, CEO                                   |
| <input 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 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 |
|--|---|

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

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

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

- |  |  |
|--|--|
| <input type="checkbox"/> JeanMarie Reinke, WDI | <input type="checkbox"/> Members of the Public (0) |
|--|--|

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## **Approval of Minutes:**

Michael Markou made a motion to approve the board minutes from the June 20, 2024 meeting. It was seconded by Michael Markou. All approved, none opposed; motion carried.

## **NYS Workforce Funding Opportunities by Empire State Development:**

Brian Williams introduced Meghan Kayser from Empire State Development Office of Strategic Workforce Development. Ms. Kayser presented the many grant opportunities for organizations and businesses to train individuals, job seekers, and current employees. The slide deck from Ms. Kayser is attached to these minutes.

## **Capital Region Labor Market Information:**

Kevin Alexander, the Capital Region Labor Market Analyst presented on the current labor market statistics and trends in the Capital Region. The slide deck from Mr. Alexander is attached to these minutes.

## **Upstate New York Healthcare Career Pathways Program:**

Brian Williams introduced Tosha Grimmer from the Iroquois Healthcare Alliance, who is administering the Caring Gene Healthcare Career Pathways project for much of the Upstate New York counties under the NYS Medicaid 1115 Demonstration Waiver. Ms. Grimmer also introduced her colleague Grace Rust and presented this unique tuition assistance program in 13 different healthcare job titles. The slide deck from Ms. Grimmer and Ms. Rust is attached to these minutes.

## **Youth & Emerging Worker Committee Update:**

*Presented by Michael Markou, Committee Chair*

Mr. Markou reported that the Committee is working with Center for Economic Growth on their “What’s So Cool About Manufacturing” project highlighting its focus on creating awareness about manufacturing careers among middle school students. The Project’s structure involves students creating videos about local manufacturers and their processes, and the goal of breaking down misconceptions about the industry. The project will culminate with about a dozen schools presenting their videos and upcoming awards ceremony at Proctor's Theater in the Spring. Mr. Markou then provided an update on engaging with youth and young adults, highlighting his participation with Albany’s Summer Youth. Through this “listening tour”, Mr. Markou presented the Youth's Needs and Definitions of Success of the top five needs of youth from a job and employer standpoint, emphasizing the importance of money, respect, communication, health insurance, and affordable housing. Additionally, the six factors that the youth consider as defining success, including home ownership, financial stability, a healthy family, happiness, and growing assets.

## **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. As there is not a full quorum at this point of the meeting, this resolution was tabled until the December Board Meeting.

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## 2024 Summer Youth Employment Program Recap:

*Presented by Brian Williams, on behalf of the Career Centers*

- Total of 1,216 youth served throughout the three counties
  - Albany – 756
  - Rensselaer – 153
  - Schenectady – 307
  
- Total of 245 different worksites
  - Albany – 125
  - Rensselaer – 31
  - Schenectady – 89
  
- Highlights
  - Albany
    - Established new partnerships in the following Albany County areas: Coeymans, Ravena, (South) Berne-Knot, Westerlo (Hilltown) and Guilderland.
      - In the Cohoes, Green Island and Watervliet areas new worksites were added with small businesses
    - Enrichment Week was held during the first week of the program providing youth with soft workforce skills
    - Additional NYS agencies were added as worksites: Dept. of Homeland Security, Office of Emergency Management and the Office of Fire Prevention Control
    - SYEP Annual Youth Recognition Event
  - Rensselaer
    - Lansingburgh schools had an educational component added to the program. They brought the youth team to HVCC every Wednesday for guest speakers. These speakers came from a variety of businesses within the community and they were able to give the youth a visual of what it takes to be employed, skills needed, and how to save money once employed.
    - Two youth individuals came up with a marketing plan for the Boys and Girls Clubs of the Capital Area. The Business plan is called “Keeping It 100” and is aimed at promoting community engagement and program awareness through creative and authentic digital content.
  - Schenectady
    - Kicked off the program with an in-person, half-day orientation where youth learned our policies and procedures (including the requisite sexual harassment prevention training) and engaged in break-out groups that taught foundational skills through interactive activities like Jeopardy, a team-building hula hoop contest and a workplace situation "what would you do" situation.
    - revived and revitalized our Job Shadowing Program where youth had the opportunity to spend a few hours at a variety of local employers, learning about the different job opportunities available:
      - Schenectady County Sheriff’s Department
      - Mohawk Hudson Humane Society
      - Regional Food Bank – warehouse and farm
      - Schenectady County Probation
      - Schenectady City Fire Department
      - Carpenter’s Union
      - DSM

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

*Presented by Brian Williams*

- Tim Drawbridge – new Assistant Director for Business Services, starting 9/23
- 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 – staff navigators, \$222,000 for training
- Albany County ReEntry Grant to serve individuals existing County Jail and in housing
- Year-round Youth Employment Program (YEP) \$2.5M for 3 counties, 14-20 year olds
- Communications Strategy planning with consultant was held
- Partnership with Columbia-Green WDB – alignment and potential merger talks progressing with new ED
- 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 and another up to \$2M from CHIPS
- Potential Grant Funding Opportunities: Clean Energy Workforce Transition, NYS Power Authority

## **Business & Information Sharing**

none

## **Next Meeting:**

- Thursday, December 12, 2024 at 3:30pm at location TBD

## **Meeting Adjournment:**

Motion to adjourn was made by Phillip Bruce. Seconded by Denise Padula. All approved, none opposed. Meeting was adjourned at 5:05 pm.