

WORKFORCE INVESTMENT BOARD

NOVEMBER 27, 2012

8:30 A.M.

TOMPKINS COUNTY PUBLIC LIBRARY

PRESENT: B. Allen, A. Bishop, B. Blanchard, D. Bradac, J. Mareane, M. Coldren, C. Haynes, L. Holmes, P. McKee, J. McPheeters, L. Patz, A. Pedersen, M. Stamm, M. Stazi, P. Stein, M. Talarski, M. Solomon, M. Rubino, S. Pronti, P. Levesque, D. Burrows, J. Little

EXCUSED: A. Hendrix, B. Blanchard, D. Herath, L. Leonard, L. Patz, T. Grippen, M. Turnbull

GUESTS: C. Harris, NYSDOL

STAFF: J. Mattick, Jennifer Luu

CALL TO ORDER

Chairman Coldren called the meeting to order at 8:33 a.m.

ADDITIONS/DELETIONS TO THE AGENDA

Mr. Coldren announced the addition of "hot topics" to meeting agendas. This will allow the Board to discuss current issues employers are facing as well as discuss items that they see arising in the future that could impact their workforce/company.

ANNOUNCEMENTS

Mr. Coldren, on behalf of the Board, welcomed Derek Burrows from GrammaTech, and Melanie Solomon from Cayuga Medical Associates and thanked them for volunteering their time to serve on the Board. It was Moved by Mr. Levesque, seconded by Mr. Little and unanimously adopted by voice vote of members present to approve the appointments.

YOUTH EMPLOYMENT COUNCIL COMMITTEE UPDATE – WIB YOUTH STAFF FUNDING

The Executive Committee and Youth Employment Council have been discussing the option of hiring a part-time person to work on moving forward strategies that came out of the April 20th WIB/Superintendent's meeting and subsequent meetings of the Board. The position will be funded using carryover funding through June 30, 2013 and the plan is to use existing staff from the Youth Services Department. The Youth Employment Council has been working on priorities for this person to concentrate on and they recommend moving this proposal forward.

It was Moved by Mr. Stamm, seconded by Ms. Holmes and unanimously adopted by voice vote of members present to approve the use of up to \$15,000 to fund a part-time position through June 30, 2013.

HOT TOPICS IMPACTING THE WORKFORCE – BUSINESS AND AGENCY UPDATES

Three questions were asked of Board members to facilitate a conversation around issues that employers are experiencing now and expect to experience in the future.

Q1. What was the top workforce issue impacting your company/agency in the past year?

Board members discussed turnover and training as being a top issue at their companies. The hiring process is not difficult but recruitment of individuals who meet basic requirements (transportation, driving records, drug testing) and getting people trained can be. In addition, they face challenges preparing their workforce for roles in the future.

There was discussion about compensation packages and budget constraints and the need to get creative in order to stay competitive. Some employers provide total compensation statements to employees to show how benefits combined with wages create the compensation package. It was discussed that total compensation models can be provided at the next Board meeting.

Q2. What do you anticipate will be the top workforce issue impacting your company/agency in the next five years?

Board members identified the implications of the Affordable Health Care Act as an item that will affect their workforce in the future. Educating workers about Medicare and health insurance options remain a challenge. Ms. McPheeters will provide an overview of the Act at the March 2013 Board meeting.

Q3. What occupations/positions are you having the most difficulty hiring for?

Cayuga Medical is having difficulty hiring registered nurses and health care practitioners. They have had to widen their circle for recruitment. Mr. Stamm stated that some high tech companies who are going large-scale are finding it hard to get skilled management teams, there is a small market here in Tompkins County. Retaining employees in the community was also identified as an ongoing issue.

WIB DIRECTORS REPORT/CENTER MANAGER'S REPORT

Ms. Bradac distributed her report (included at the end of the minutes).

Ms. Mattick reported the Health Career Expo was held at Ithaca College October 18th for 9-12 grade high school students. There were 580 students from 25 school districts who attended, with 27 exhibitors providing hands-on exposure to participants.

Ms. Mattick reported that NYATEP has completed an analysis of the impacts of the fiscal cliff. If the measure goes through, Tompkins County will lose approximately \$50,000. She and Ms. Bradac are looking at ways to absorb the cuts. Ms. Mattick also met with her colleagues in the State and staff from Congressman Hanna's staff to discuss the impact of the cuts.

Mr. Mareane asked what the impact will be for Tompkins County if unemployment insurance isn't extended. Ms. Mattick reported 400 families will be impacted and it is likely they will need additional community services.

ADJOURNMENT

It was Moved by Mr. Stamm, seconded by Ms. Holmes and unanimously adopted by voice vote to adjourn the meeting at 9:35 a.m. The next meeting is scheduled for January 22, 2013 at 8:30 a.m. at the Tompkins County Public Library

**Workforce Investment Board Meeting
Tompkins Workforce New York One Stop Report**

Tuesday, November 27, 2012

1. Collaborative Programs / Initiatives / Staff Updates:

Disability Employment Initiative (DEI): Kevin Nickerson, Shammi Carr and Jason Harriott
Educational Resources: Susan Donatelli
Tompkins County Re-Use Partnership: Diane Cohen
Veteran's Priority of Service Employment and Training: Brad Bennett, DVOP
211/ Human Services Coalition, Healthy Places Initiative: Beverly Chin
Diversity Consortium: Shammi Carr, WFNY representative
Division of Immigration Policies and Affairs (DIPA), Agriculture Focus: Parker Filer
BOCES Intern Placement Site: Heather Cooper

2. Ithaca Joint Apprenticeships and Training Committee (JATC): IBEW Local 241 and NECA

Assistance with Recruitment and Preparation for Electrical Apprenticeships

3. Job Service Employer Committee (JSEC) and Society for Human Resource Management (SHRM) and National Worker Readiness Credential (NWRC):

Outreach, Training and Testing
Tompkins County Work Readiness Core Leadership Chair: Diane Bradac
Skills Gap Research and Presentation planned for 9/12/2013

4. Job LINK: Recruitment and enrollment focused, 2011 youth served: 120

5. Business Services Team:

United Technologies Corporation (UTC): notice received, rapid response services provided
City of Ithaca: rapid response meetings
Employer Support: monthly recruitment on-site, job postings and matching
Emphasis on "On the Job Training" (OJTs), both WIA and NEG (9 active)

6. One Stop Updates and Training:

2011 adult and dislocated customers served: 2,524
SMART (job lead matching and notification) Utilization: 95.5% of customers enrolled
Metrix (E-learning system of 6,000 courses): 137 accounts assigned, 63 available
Six certification curriculum tracks are now available on-line through Metrix
Prove It: unlimited use for job seekers

7. Reemployment and Eligibility Assessment (REA) and Emergency Unemployment Compensation Claimants (EUC):

Two staff on site providing intensive services for customers "most likely" to return to work, program began 7/26/2010, Staff: Scott Paczkowski and Chad Zimar

Initiative designed to focus on work search and re-engage EUC UI claimants (long term unemployed) in job search related services and offer continued support, program began 5/2012 (Middle Class Tax Relief and Job Creation Act of 2012), Staff: Josh Orkin

Please contact the Tompkins Workforce New York Career Center
for additional resources, help and support; 607-272-7570

Tompkins Workforce New York is an Equal Opportunity Employer/Employment Program Auxiliary aids
and services are available upon request to individuals with disabilities.