

The Fulton, Montgomery & Schoharie Counties
Workforce Development Board
Board Meeting
Via Zoom

Wednesday – April 6, 2022

I. Opening and Attendance:

Welcome: Pamela welcomed everyone and thanked them for coming. She introduced and welcomed new Board Member; *Jack Magliocco, Maintenance Operations Manager, Walmart Distribution*. All members introduced themselves.

Members Present by Zoom: Wendy Adams, Laurie Bargstedt, Martin Callahan, Roger Cusano, Christie Davis, Pamela Goldswey, Melissa Johnston, Angelia Kehl, Kathleen Kilmartin, Jack Magliocco, Allene Monaghan, Donna Pesta, Amy Rogers, Donald Snoop, Jeannette Spaulding, Jeff Stark and Peter Stearns

Excused: Elijah Braemer, Kerry Brunner, Andrea Fettingner, Arthur Graulich, Christopher Manus, and Lani Torres-Pertell

Absent: Donna Becker, and Kenneth Rose

Also present: *Mary Hill*, Program Director, FMS Private Industry Council, Inc., *Crickett Thomas-O'Dell*, Statewide Pre-Apprentice Program Coordinator/Director of Community Engagement, Workforce Development Institute

Staff to Board present: Gina Papa, Beverly Ball and Kimberly Skiff

II. Action Items:

- **Resolution BY 2021 -12:** Acceptance of the minutes from the February 2, 2022 Board Meeting
 - Motion: *Jeff Stark* Seconded by: *Marty Callahan*
 - Discussion: There was no discussion.
 - Vote: All in favor
 - Motion Carried

III. Information Sharing:

Accountability and Return on Investment Committee: Gina, reporting for committee chair Andrea, stated that the Accountability Committee did not meet in March but a narrative report in lieu of the meeting was issued to members. .

The report discussed our center traffic, business reports and youth numbers.

Kim reported that at the end of February, budgets should be about 67% expended The WDB budget is about 5% underspent or about \$25,000. The PIC budget is about 15% underspent which

represents about \$126,000. A lot of this is money that we were able to carry over from last year, because there was so little going on in the program due to COVID.

Normally money that doesn't get spent has to be sent back. For the last two years, we've been allowed to carry that money over because there wasn't a lot of people around the centers with the COVID pandemic and therefore not a lot of money being spent. This was happening around the state. Things are picking up for us now and more money is being spent, but we're still slightly underspent. Gina stated that on a recent WIB Directors call they shared that there will be a waiver coming out that will allow us to carry in some of the unspent money again this year. The official details of the waiver have not been released yet, but it is good news that we might be able to carry in some funds again.

The committee discussed the Open Meeting Law that we operate under with New York State. We are only allowed to hold meetings with Zoom right now because of a temporary waiver from the Governor. Under normal circumstances, Zoom meetings don't count as a legal way to conduct business unless we do a whole bunch of other complicated things.

Going forward we are going to have to take a look at how Committee Meetings and the Board Meetings are conducted. We need to look at whether we will go back to in-person meetings or if we will be able to do the things that will allow us to continue with Zoom meetings. We may also be able to come up with some sort of hybrid approach. We will be brainstorming some ideas and figuring out what we need to do so that we can continue to conduct business legally. We may put together a committee to do some surveys to figure out how things will look in the future.

The last thing we discussed was a clarification from our CPA as far as the Employee Retention Credit funding we received. That funding is meant to be used to reduce payroll and payroll-related taxes.

The full minutes from the committee meeting are available on the website for review.

Next Meeting: April 26, 2022, 3:30pm via Zoom

Business Services and Employer Engagement Committee: Laurie shared that the committee met on March 17th. *Ashley Paciello*, Regional Business Services Coordinator, ACCES-VR gave an overview of the services that they offer the business community to help individuals with disabilities achieve and maintain employment.

Nancy Reccio reported that there is still funding for training available and several trainings have happened recently, including a CDL Driver, an OJT for a Lab Technician, and an Employed Worker Training upgrade for a Project Manager.

Nancy also shared that the Career Centers are co-sponsoring a Job Fair with FMCC and the Fulton-Montgomery Chamber of Commerce on April 27 at FMCC.

The business services team is looking at out-of-the-box thinking for some job fairs. They're looking at a local brewery for an event in the future as well.

This month's topic of discussion was *Workplace Culture*. Gina shared a recent report called "The Demographic Drought – How the approaching sansdemic* will transform the labor market for the rest of our lives." *Sansdemic: *sans*-without, *demic*- people. The report talks about the challenges of the shortages in the workforce and how that is going to affect us moving forward. It also emphasizes the importance of appreciating and keeping current workers happy. Laurie stated that it's not just wages and benefits to keep people at a workplace. Very often, the culture is just as

important. Members shared and discussed what their business or agency does to create a good workplace culture.

The full minutes from the committee meeting are available on the website for review.

Next Meeting: Thursday, April 21, 2022 at 8:30 a.m. by Zoom.

Executive Committee: Marty stated that the committee met by Zoom on February 23. The meeting was to discuss the new Disability Resource Coordinator position being funded by the New York State Department of Labor. Gina explained that the new position will be staff to the board but paid for with specific funding from the Department of Labor. Gina considered putting out an RFP for the position, but ultimately decided against it because of the time constraints involved. Gina shared that the advertising for the position has begun and they plan to move forward with interviews and hiring.

The full minutes from the committee meeting are available on the website for review.

Next Meeting – To Be Determined

WIOA (MOU) Partners Committee: Mary stated that the WIOA Partners Committee meets quarterly and did not meet in the month of March. She stated that they held a meeting on April 1st and she would be reporting on that meeting at the next Board Meeting.

Next Meeting: June 10, 2022 at 9am by Zoom

Workforce Systems Oversight Committee: Donna shared that the committee met on March 23rd. It was announced that Melissa Johnston has accepted a promotion and Derek Langlois gave a report for her.

Beverly gave us some highlights for January and February. The centers closed on January 6th because the COVID numbers started going up. In mid-February, Amsterdam and Cobleskill reopened three days a week by appointment only. On March 14 Amsterdam and Cobleskill reopened five days a week, no appointment necessary. Gloversville is open two days a week and once traffic increases, they will be open more.

We heard some updates on services from Mary. PIC is still down 2 staff members. She shared that all of the Youth students that came back from remote took their high school equivalency exam and passed and that new students are starting to come into the program. She shared that a new online application is going to be available for the Summer Youth Employment Program (SYEP) where youth can apply online. The partner agencies will receive the link once it's up and running. A discussion was held about the challenges of the Youth program. Students are finding they can make more money if they work in a fast food restaurant versus going through the Youth Program. When they go to work there, they miss out on the mentoring that they would get through the youth program. We are hoping that they can entice these young adults to go through this program and get that mentoring so they're better prepared for the workforce.

Derek gave us an update on the Department of Labor. They are currently down a Manager and they had a new staff person start in the Cobleskill Center on March 31. Most of the DOL staff is still telecommuting, three days a week. They will all eventually start coming back to the office, they just don't have a date yet.

Pam let us know that the Catskill Center for Independence returned to Cobleskill on March 7 and they are working in the office three days a week, and remotely two days a week.

Gina gave an update on the Disability Resource Coordinator position and shared that 14 people applied for the position. Interviews were scheduled for March.

The full minutes from the committee meeting are available on the website for review.

Next Meeting: *Wednesday, April 27, 2022 at 8:30 a.m. by Zoom*

V. Environmental Scanning:

Gina shared that her Executive Directors report was sent out previously. She stated that the New York State budget is a little bit behind schedule and that we haven't heard anything official as far as what sort of numbers we can expect. We do know that the federal Workforce Innovation and Opportunity Act (WIOA) that we operate under is up for reauthorization. There is the possibility that there may be some changes that will be made, but we have every reason to believe it's going to continue to be carried on.

At the NY Association of Counties Conference a couple of weeks ago, she was part of a workshop presentation with 2 other WIB Directors; Gretchen Steffan, Saratoga-Warren-Washington and Brian Williams, from the Capital District. They presented on the role that Workforce Development Boards will play in economic recovery from the pandemic. The conference attendees included county legislators, their staff, and other elected officials. They found that most of the audience was not very familiar with the Workforce Development Boards and weren't really aware of what we do, or who we are. But the good part is that we are at the table now with the Association of Counties and that the county legislators are starting to recognize us and what we have to offer. We've been told over the years that the programs that we oversee and operate through our centers are the best-kept secret out there. That really isn't a compliment; it means that people don't know you're out there. We're not as well-known as we should be. This is a really good sign that there's a start for us to be recognized and for more people to know that we're out here to help people and help our Community recover from all of this.

Gina also mentioned the Demographic Drought, a Labor Market report that was done by an entity called *Emsi*. It talks about the future of the Labor Market and why things are looking so bad right now. It has a lot of ideas on how we can try and work with what we've got and how to keep current employees happy in the workplace. It's not just about recruiting, but it's also about keeping your current employees happy. Gina will be sharing the link with everyone.

VI. Board Member Go Round:

Wendy Adams Rosa, Lamont Engineers, P.C.:

- Weather is improving. Projects that went dormant for the winter will be opening up again and that's always a very busy time.
- Two college students with summer internships starting in the middle of May.
- Fully staffed.

Laurie Bargstedt, HFM BOCES:

- Really busy.
- Still offering English as a Second language.
- Meeting this week and next week with our partners for our new projects that serve English Language Learners.

- Partnering with Lexington and others to provide English Language Learners with the skills they need to succeed in training so that the employer can hire bilingual staff in entry-level roles and move up into other roles.
- Doing a similar project with the Carpenters Union with language and math skills.

Martin Callahan, Gehring Tricot:

- Things are going well.
- Six new machines. Half set up and producing fabric.
- Recruitment efforts are ongoing.
- Job Fair - April 14th 8-11:00 at OESJ to expose the students to the local businesses and opportunities that are out there.
- FM Chamber of Commerce "Clean-up Day" – April 23rd 9-12:00 – Contact the Chamber for more information.

Roger Cusano, Universal Plastics Corporation:

- Strong months in January, February. March looking good as well.
- Getting hit additionally with price increases and they just keep going up.
- Been hiring; Management positions, as well as the workforce.
- Nancy Reccio assisted with grant money for some in house customized training.
- Having a cookout soon to show appreciation for employees – management is doing the cooking.

Christie Davis, Fulton-Montgomery Community College:

- High School visits during April. Students can sit through a class or take a tour.
- Job Fair with FM Chamber of Commerce and Workforce Solutions – April 27th – 11:30-2:00. Registration link and postcards have gone out.
- HR Consortium - May 5th - Presenter, Pamela Goldswor – Workplace Culture. Buffet breakfast at 8:30.
- Online classes more popular, up 20%. More challenging for some. Working on more FLEX mode options.
- Anyone interested in having internships reach out to Christie.
- Partnering with SUNY colleges; MVCC for non-credit courses and offering non-credit trainings to employers locally and SCCC with a mobile unit that can possibly bring the training on site to businesses.

Pamela Goldswor, Townsend Leather:

- Currently have about 200 employees.
- More machinery coming in - training on that machinery is going on.
- Won "Capital District Top Workplace for 2022".

Melissa Johnston, NYS Department of Labor:

- Staff continue to provide services 100% virtually. Staff are in the office at least three days a week. Some staff are working five days a week in the office with the option to telecommute two days.
- New Labor Services Representative started in Cobleskill Center.
- Managers' position has been posted. Interviews will take place soon.
- Offer Virtual Job Fairs every month.
- Dr. King Job Fair in Albany – April 7th.

Angelia Kehl, St. Mary's Healthcare:

- Actively recruiting for a lot of different positions. Open House – April 12th. Open to anyone interested in the Healthcare Field; from Nurses to Office Staff.
- Hired a new HR recruitment team member, Laurie Kimball.

Kathleen Kilmartin, Community Health Center:

- Having a real difficult time recruiting Nurses and Home Health Aides.
- Partnering with Mohawk Valley Nurses Association to recruit internally.

Jack Magliocco, Walmart Distribution:

- Sharon Springs is a fashion Distribution Center. Spring volume picking up.
- Short about 80 employees. Just hired about six managers.
- Gave a presentation to corporate for maintenance; hard time getting techs. Started a program with Mohawk Valley online classes and free vendor classes to train forklift operators to become technicians. Also started a program for higher level technicians to become managers.
- Launched a project to figure out why people were leaving and found that they needed to better explain the jobs.
- And also launched project for current employees to sit with the General Manager to talk about what is working and what can be improved upon.

Allene Monaghan, ACCES-VR:

- New supervisor in the Johnstown office, Don Bishop.
- Doors are open, but by appointment with counselors.
- Still offering Zoom meetings or Webex meetings.
- Numbers are increasing. Getting more referrals.

Donna Pesta, SUNY Cobleskill:

- Five and a half weeks left to graduation.
- Held a Career Fair March 15th that was very well attended.
- Finishing up their accreditation process. Every 10 years you have to have an external source review and make sure that you should be an accredited institution.
- Holding first in person Student Leadership Award ceremony since April 2019.

Amy Rogers, Keymark Corporation:

- Still actively recruiting.
- Doing some monthly employee appreciation events; candy bars, cupcakes etc.

Don Snoop, Midtel Cable TV:

- Happy to see warmer weather and springtime arrive.

Jeannette Spaulding, Schoharie Co. Community Action Program, Inc.:

- Waiting for the budget to see how our state funded contracts are going to fare.
- Childcare Resource and Referral Program funding was expanded under the CARES Act. For stabilization and increased need of families. Received a Desert grant to promote people becoming daycare provider entrepreneurs. Funded through 2024.
- Wrapping up Tax Season.
- May is Community Action Month.
- Preparing for Annual Meeting with extra emphasis on creating opportunities to get together and appreciate staff, new and longtime employees.

Peter Stearns, Laborer's International Union of North America:

- Looks like it is going to be a really good year.
- Looking to add membership.
- A lot of work with solar farms and other things throughout the area.

Gina Papa, Executive Director, FMS WDB:

- Been making the rounds and setting up meetings and conversations with all the board members and other partner agencies.
- Publicly thanked Roger and Jack, for the face-to-face meetings and tours of their facilities.
- Visited Vireo Health, a Cannabis Producing Distributor at Tryon Park, with Christie.
- There's some amazing stuff going on right here in our own backyard.

Kimberly Skiff, Fiscal Manager, FMS WDB:

- Typically April is the month that we get our allocations and begin to build the budget.
- Working on the supporting or background work in preparation for that.

Beverly Ball, Executive Asst. & Prog. Management Asst., FMS WDB:

- The Annual Board Meeting will be held on June 1st at the Raindancer Restaurant in Amsterdam.
- Be watching your email for the RSVP and Meal Choice form in early May.

Guest:

Crickett Thomas-O'Dell, Workforce Development Institute (WDI):

- Leaving position as Regional Director and moving into a statewide position overseeing the pre-apprenticeship programs.
- Will provide actual opportunities for people to get prepared to go into the 15 or so different building and construction trades.
- Expecting to see a great deal of work coming down from the state infrastructure work, but also from federal infrastructure monies that will be coming into New York State.
- If there are any projects that you feel the WDI can be of assistance with please reach out.

VII. Adjournment:

Meeting Adjourned at 5:41 p.m.

The next Board Meeting will be held on May 4, 2022 at 4:30 pm