

COUNTY OF ULSTER

Workforce Development Board

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Lisa Berger, Director

Ulster County Workforce Development Board Meeting January 9, 2018 Minutes

MEMBERS PRESENT – Tony Marmo, Mary Anne Hildebrandt, Angela Patella (Proxy for Dan O’Shea), John Eickman, Michael Iapocce, Frank Falatyn, Robert Hirsch, Christopher Marx

MEMBERS EXCUSED – Daniel O’Shea, Mary Grenz-Jalloh, Suzanne Holt, James Ferraro, Michael Berg, Tammy Gillon, Todd Schmidt, Sean Mahoney

MEMBERS ABSENT - Jon Levin, Heidi Rosborough, Jeremy Ellenbogen

ALSO PRESENT – Lisa Berger, WDB Director; Cynthia Baran, OET Deputy Fiscal Director; Lisa Snyder, OET, Nancy Bell, NY DOL

1. WELCOME AND INTRODUCTIONS: Lisa Berger, WDB Director

The meeting was called to order at 3:36 pm by Lisa Berger, WDB Director. No quorum.

2. APPROVAL OF MINUTES:

A motion was made by Tony Marmo to approve the 9/12/17 meeting minutes, seconded by John Eickman. Unanimously approved but to be re-voted on with a quorum at the next meeting.

3. FINANCIAL REPORTS: Cynthia Baran, Deputy Fiscal Director

As the economy has improved, funding from the federal government has been cut by \$300,000 over the past two years. Grants and Ticket to Work have helped with limit the impact of those cuts. Last year, Ticket to Work netted the county \$100,000 in benchmark payments. This money supplements Troy’s salary allowing us to have \$100,000 to spend on training. Cindy went over accrued expenses and anticipated carry-in funds for next year. It was noted that with low unemployment, we are not seeing as many people who need training. John Eickman asked if most reductions were in the Adult Programs. Cindy explained they were across the board. Tony Marmo asked if there would be anymore anticipated reductions. It was noted that the President’s budget for this year, which contained large cuts to workforce programs, has not been adopted. On a statewide basis, NYATEP is putting a huge effort into lobbying. The governor had a proposal in his State of the State address for workforce that would centralize all workforce funding streams into a new office under the direction of Empire State Development. Discussion followed.

4. DIRECTOR’S REPORT: Lisa Berger, WDB Director

Resorts World Catskills Casino Hiring: 1500 people are needed to have the casino fully staffed. Presently, six weeks from opening, they have only hired just over 400. Chris Marx noted that the casino has been working with Sullivan County Community College. Low unemployment and an unfilled promise to pay above

prevailing wage may be preventing candidates from being plentiful. The casino is reaching out a wide audience for workforce - they have contacted the WDB Director in NYC to see if they could get help finding people who could speak Mandarin to work at the casino. The director advised that it would not be likely that those people would want to move up to Sullivan County.

Outreach to Manufacturers: Lisa spoke about the survey that went out to the manufacturing businesses in Ulster County. These businesses have job openings of anywhere from 1-9 jobs, with wages of \$11 - \$20/hour. A follow-up email will be sent to this same group of employers. There will be a meeting to discuss what skills are needed for these open jobs. The meeting will be held the last week of January.

Tech Hire Grant: Recruitment upcoming, hence the surveying of manufacturing jobs and solicitation for input as to what skill employers are looking for. Frank Falatyn asked if transportation would be covered. Lisa advised that the Tech Hire Grant does not pay for transportation, but there may be other options we can look into. This grant is specific to adults between the ages of 18-29 who are looking to enter into careers in advanced manufacturing, healthcare, technology and bio-tech.

Frank Falatyn spoke about a pre-apprenticeship program he is working with. There are 8 occupations with a wage rate of \$15 - \$20/hour. This program will be implemented across the state. Discussion ensued.

What Employers Really Look For in A Resume: will be on Tuesday, January 23rd at 10:00 in the legislative chambers, 6th floor of the county office building. Board members can see the questions we have developed. We've invited other agencies who assist people with finding jobs. Invitations were sent to the schools and a wide variety of agencies. There will be invites to the board and a press release. Kingston High School is sending 3 people.

Lisa spoke about a training initiative in Ellenville for Patient Care Technicians. Chris and Lisa are working with Economic Development to meet the needs of Ellenville Hospital to recruit 20-25 people for a PCT training starting in February. Ellenville Hospital will hire them, and Health Alliance has been contacted as well. This certification will allow people to be hired outside of Ellenville. Ellenville Million money will be sued for this initiative.

Veteran's Job Fair – We are working with the Veteran's Services on a job fair with a tentative date of May 8 from 11AM-3PM. All vets including guard and reserve are invited; discharge status is not important. The goal is for the job fair to be regional; not just for Ulster County. Discussion followed.

5. WIOA UPDATED POLICIES – REVIEW AND ADOPTION:

IMPORTANT NOTE – ALL POLICIES WERE REVIEWED AND VOTED ON, HOWEVER, ABSENT A QUORUM THEY ARE NOT ADOPTED

Youth Follow-up & Youth Incentive Policy:

Janet Rigaux presented both policies – discussed performance outcomes, benchmarks and monetary payments. The National Work Readiness Credential Test is not enough. We would like to have a 3-hour workshop to be used instead which would cover how to interview, on-the-job behavior, communication skills, etc. The workshop would be held every month or every other month. Motion to approve with inclusion of last paragraph made by Tony Marmo, seconded by John Eickman.

Young Adult Follow-up Policy:

Janet stated that all young people in the Young Adult Program will be provided with follow-up services. Discussed criteria for program. The new law is to ensure that training dollars are working and services are delivered to people in the program.

Tony Marmo asked about failures of youth in the program. Janet noted there have been some – not very many. The Facebook page has been very successful and Lisa said texting has been popular as well with reaching young adults.

We are in baseline under this new law. Data is being collected by the State right now.

Mike Iapocce asked if there was a way to cross reference the number of young adults between the ages of 16-24 we see with his department to see how much overlap there is. It was agreed to pursue this outside the meeting. Motion to approve made by Bob Hirsch, seconded by Chris Marx.

Adults & Dislocated Worker Follow-up Policy:

Cindy Baran explained follow-up with Adult customers for one year. Participants need to provide required contact information: 3 contacts in addition to their own, to find the customer for follow-up. There was discussion about resistance of customers to give the additional contact information. Frank Falatyn asked if an inability to follow-up with the customer will affect performance. Lisa said yes. Angela mentioned that ACCESS has had success in getting customers to provide additional contacts and how to get them to comply. Mike spoke about how DSS encourages compliance and accountability from clients receiving benefits. The Board felt it was important to try to collect the additional contacts so that customers can be better served throughout the year.

We will add contact follow-up form to this policy. Motion to approve policy with the addition of the Emergency Contact form made by Frank Falatyn, seconded by Bob Hirsch.

Establishment of Operator Sub-Committee:

Lisa discussed law for local workforce development area RFP for System Operator. The WDB was designated to be the System Operator. Firewalls need to be in place. Lisa and Cindy are staff to the board. Three firewalls discussed. The sub-committee will consist of a Chair, outside business person and someone from the County Executive's Office and one other person for a total of 4 members. The sub-committee will assist with reports of the Board. Committee will meet on a quarterly basis and will write reports (WDB staff). Lisa discussed what the sub-committee will be looking at. Description of all responsibilities is outlined in the RFP. Discussion followed on who should be the Chair. Tammy Gillon was mentioned as a possible candidate. It was also suggested that someone who was a former WIB member would be a good choice. Motion to approve was made by Tony Marmo, seconded by John Eickman.

6. MOTION TO ADJOURN:

Meeting adjourned at 4:49pm.

Board members were given a tour of the new office.

ULSTER COUNTY WORKFORCE DEVELOPMENT BOARD

NEXT MEETING:

Tuesday, March 13, 2018

3:30 pm

521 Boices Lane, Suite 535, Kingston, NY 12401