

Broome Tioga Workforce NY WDB Meeting

June 23, 2023

12 noon

WDB Members:

In person attendance: Maureen Abbott, Michael Atchie, Shawn Atkinson, Len Basso (Vice Chair), Danielle Britton, Tom Crowley, Jonathan Layish, Justin Marchuska, Walter Melzer, Paula Perna, Teresa Rennia, Karen Shelp (Chair), Ken Smith, Frank Stento, Rebecca Stone, LeeAnn Tinney, Andrew Tunison

Zoomed: Shawn Yetter

Excused: Myra J. Bobo-Pickens, David Goodness, Mary Hill, Allyn W. Jones, Robert Messler, Brian Scanlon, Chris Powers

Staff and guests:

In person attendance: Robert Murphy (RCM – Host, BTWF-Broome), Kevin Harlost (BTWF – Broome), Christian Harris (NYSDOL), Vikki Kaufman (NYSDOL), Erin Monroe (BTWF – Broome), Holly Tracy (Broome CCE), JP Tschang (BTWF-Broome), Lisa Weston-Bialy (Tioga CCE)

Zoomed or called in: Jackie Burdick (BTWF - Tioga), Allen Buyck, T Hanson (Tioga CCE), Rebecca Harris (BTWF-Broome), Sean Lanning (Tioga Economic Development & Planning)

Handouts: Agenda, WDB minutes for 3/24/23 meeting, Broome CCE Career Bound WDB Report June 2023 4th qtr. PY 22, Tioga CCE WDB Report June 2023 4th qtr. PY22, Youth contracts fiscal status as at 5/31/23, PY23 Budget and Allocation, June 2023 One Stop Operator Report, Draft Adult DW Supportive Services Policy, Binghamton MSA Labor Market Profile May 2023, Career Bound Flyer Summer 2023.

I. Karen Shelp as Chair called the meeting to order at 12:05 pm.

II. Introduction of Members and Guests

RCM welcomed everyone to the meeting; Board members and guests introduced themselves.

III. Review and approval of previous WDB meeting minutes:

Minutes for the meeting held on March 24, 2023 were reviewed. Motion to accept March 24, 2023 WDB meeting minutes. Len Basso 1st, Walt Melzer 2nd. All in favor.

IV. New Business

1) Youth Program status:

Broome CCE

- Holly Tracy reported on Broome CCE's activities.
- 72 youths were enrolled out of the targeted 60 for PY 22. This signifies a marked improvement over the pandemic years and is an encouraging sign that activities are certainly picking up.
- 53 individuals were currently employed locally at Willow Run, Weis, Nirchi's, Mirabito, Taco Bell, Price Chopper, Ocean State Lot Jobs, Uber, Walmart, Planet Fitness, Spectrum, Crowley Fabricating, Amazon, Wilson Dental, Binghamton Road Electric, Endicott Police Dept., Dick's Sporting Goods and many more local employers.
- Two youths were attending SUNY Broome.
- 11 youths were in On-The-Job training (OJT) contracts with the help of BTWF staff.
- 19 youths were in vocational training, courses like CDL A, BOCES Building Maintenance, Phlebotomy, LPN, Residential Electricity and Welding.
- 56 youths attained credentials in the Opportunity Impact Training Program (OITP) sessions, customer service and work readiness trainings.
- Recruitments have been successful especially with outreach to youths facing challenges, who are justice involved or are young parents.
- Success stories include a youth employed with Robinson Design as a graphic installer and progressing very well in the creative field.

Tioga CCE

- Lisa Weston-Bialy shared Tioga CCE's activities.
- 30 youths were already enrolled to date, over-achieving the target enrolment for PY22 of 25 youths. In reality 32 youths were helped through the program.
- Ten youths were taking GED courses.
- School districts in Tioga County will contact Lisa for help with potential dropouts. A good example was a person from North Valley who wanted to join the National Guard. Through great effort and cooperation between the parties, paperwork for this person was completed in 2 weeks compared to the normal 8 weeks. The person will report for training on Aug. 2nd.
- Partnerships have been established with the Spencer Van Atten and Waverly school districts, among others.
- Success stories include a pet groomer who trained with Petco and is on her way to owning her own studio soon. Three youths completed the recent OITP session in March at Tioga Career Center and two obtained employments at BAE Systems and Imperium NY.
- One youth successfully completed a pre-nursing program at TC3 with great determination and has been admitted into the full Nursing Program at TC3.

Len Basso raised a question about whether there are any programs to help new migrants integrate into the community. These are hard-working individuals who wish to make new lives for themselves in a safe place.

RCM responded that the American Civic Association (ACA) in Binghamton is central to assisting new migrants. BTWF has worked with ACA to reach out to the new migrant workforce, participating in the New Americans event at Otsiningo Park and the Juneteenth celebrations at Columbus Park. Legal help is extended through an entity in Buffalo. Language

assistance is available in the Career Centers for work-related queries. Refugees from Ukraine and Afghanistan currently have automatic 2-year work permits.

2) Youth program fiscal status @ 5/31/23:

- JP Tschang referred to the handout detailing the claim amounts for Broome and Tioga CCE up to May 2023 claim period.
- Tioga CCE's claims were up to date for May 2023 and averaged \$6.2k per month whereas they could claim up to \$10,000 per month.
- They had claimed \$68,428.59 up to May 2023 and were 38% underclaimed. This is due to a vacant position for a Program Educator position.
- Youth work experience at \$16,749.74 was 24% underclaimed.
- Nevertheless, Tioga CCE has surpassed the target number of youths enrolled at 30 youths compared to required enrolment of 25 youths for PY22.
- Broome CCE had claimed up to April 2023 to the amount of \$126,331.27, 8% underclaimed.
- A claim of \$18k had been submitted that day which would have made the total claims meeting or exceeding the yearly budget of \$150k.
- Broome CCE had also surpassed the target number of youths enrolled at 72 youths compared to required enrolment of 60 youths for PY22.
- Youth work experience at \$16,000.61 was underclaimed by \$11,499.39 (-42%).
- Both sub-recipients were encouraged to claim more under Work Experience.

3) Approve budget for PY23:

The budget was presented to the Board for review and questions. RCM noted that the total WIOA PY23 budget of \$2.052 m was \$110k more than PY22's budget of 1.942m. Administration costs is always 10% of the budget.

Motion to approve PY23 budget of \$2,052,266.00 for the various programs: PY23 Adult \$556,074.00, PY23 Dislocated Worker (DW) \$653,794.20, PY23 Youth \$637,171.20 and PY23 Admin \$205,226.60. Justin Marchuska 1st, Len Basso 2nd. All in favor.

4) Approval of Contracts:

- i) One Stop Operator Appointment:
 - RCM explained that an RFP had been issued in 2022 and there were no bidders.
 - Board member Len Basso had volunteered for the position at no cost but upon further discussion with NYSDOL, this arrangement was not approved.
 - There was guidance issued that US DOL would require the One Stop Operator to be paid.
 - NYSDOL suggested that an internal person in Workforce be appointed to be the One Stop Operator after setting up appropriate firewalls.
 - Kevin Harlost joined OET as Grant Administrator in April 2023 and had agreed to fill the One Stop Operator role. Kevin comes with commendable fiscal and management experience. He was hired for a 37.5-hour week and the One Stop Operator duties will be in addition to those hours and be reimbursed at \$5,000 per annum. Best practices for the operations will be the focus of the One Stop Operator.
 - Motion to approve appointing Kevin Harlost as One Stop Operator from 5/1/23 – 6/30/25 at \$5,000 per annum. Len Basso 1st, Danielle Britton 2nd. All in favor.

- ii) Renewal of contract with Cornell Cooperative Extension of Broome County (Broome CCE) – Youth Program Broome County contract for \$150,000 for period from 7/1/23 – 6/30/24:
 - To note that the commencement of renewal period in the agenda needs to be corrected from 7/1/22 to 7/1/23.
 - A request by Broome CCE to tie the budget to the inflation index will be considered for the following years.
 - Motion to approve renewing the contract with Broome CCE for the youth program for Broome County for \$150,000 for period from 7/1/23 – 6/30/24. Len Basso, 1st, Shawn Atkinson, 2nd. All In favor.

- iii) Renewal of contract with Cornell Cooperative Extension of Tioga County (Tioga CCE) – Youth Program Tioga County contract for \$120,000 for period from 7/1/23 – 6/30/24:
 - Tioga CCE had a vacant position on the program side and it was hoped that this could be quickly filled to provide critical youth services to Tioga youths.
 - Any remaining balances in the current budget as at 6/30/23 could be rolled over to the new contract year to be used.
 - Motion to approve renewing the contract with Tioga CCE for the youth program for Tioga County for \$120,000 for period from 7/1/23 – 6/30/24. Len Basso, 1st, Lee Ann Tinney, 2nd. All In favor.

- iv) Tioga County contract for \$245,287.64 for PY23, 7/1/23 – 6/30/24: Adult \$63,448.66, DW \$115,615.16 Youth \$38,839.02 and Admin \$27,384.80:
 - The allocation to Tioga County for each project year is based on NYS’ allocation to the two counties based on unemployment and workforce demographics.
 - Shawn Yetter commented that he had had conversations with the State on the decrease of almost \$30k for PY23 from PY22. RCM offered to participate in any discussions regarding the basis of allocation to the counties.
 - Motion to approve Tioga County contract for \$245,287.64 for PY23, 7/1/23 – 6/30/24 with Adult \$63,448.66, DW \$115,615.16 Youth \$38,839.02 and Admin \$27,384.80. Lee Ann Tinney, 1st, Paula Perna, 2nd. All in favor.

- v) Online training provider contract for period 7/1/23 – 6/30/24, renewable for 2 more years up to 6/30/2026:
 - RCM informed the Board that a Request for Quotes (RFQ) had been issued for an online training provider for BTWF for quotes up to \$14,999.
 - Only one proposal was received and that was from NY Wired for \$14,900.
 - RCM discussed the online training services provided by NYSDOL: Coursera which is a collaboration with colleges for more advanced users and Northstar Digital Literacy for beginning users, a program that had recently been rolled out.
 - NY Wired would be catering to the in-between users, those who are not college-bound and yet are quite computer literate. Certifications in training are also offered by NY Wired through certification funds.

- Lisa Weston-Bialy commented that the online training courses in business communications have been very helpful especially those with social anxiety.
- Motion to approve contract with NY Wired for online training services for \$14,900 for period from 7/1/23 – 6/30/24 with option to renew for 2 more years up to 6/30/26. Len Basso, 1st, Justin Marchuska, 2nd. All in favor.

5) Report from One Stop Operator – Kevin Harlost

- Kevin Harlost referred to his One Stop Operator report circulated earlier.
- Both Broome CCE and Tioga CCE were performing very well, both exceeding their minimum required targets for the project year 2022.
- The sub-recipients provide valuable services in vocational and GED training and career advancement.
- Kevin will seek to expand the One Stop Operator reporting to cover other areas like surveys, digital outreach, where people need services and outreach results.

6) Updates to Policy

i) Supportive Services Policy for Adult/Dislocated Worker

- RCM explained that with the March OITP program being conducted out of Tioga Career Center, it was found that transportation costs limit of \$150 for Supportive Services for WIOA was not realistic. Due to lack to a public bus line in Tioga County, reliance is placed on cabs and private vehicles to get participants to work and training.
- Coordination between vehicle users is encouraged to minimize the cost.
- Motion to update the Supportive Services Policy for Adult/Dislocated Worker for Transportation portion to state:
“Maximum funds: services provided under transportation support will not exceed \$150 per customer or other amount decided on a case-by-case basis upon discussion with Workforce Career Center Director/Manager in the county where need is identified”. LeeAnn Tinney, 1st, Frank Stento, 2nd. All in favor.

7) Grants update:

i. Collaborative Recovery Empowerment of the Southern Tier (CREST)/INSPIRE Grant

This grant will be ending soon and has been instrumental in assisting persons in recovery from substance use disorders return to the workforce. Assistance with transportation, purchase of work tools and work clothes have been provided to individuals. They have participated in the OITP sessions and have found jobs with local employers. About 150 persons were served.

Another \$500k is expected for the INSPIRE grant to help with re-entry efforts into the workforce. BTWF is partnering with the Addiction Center of Broome County (ACBC), Binghamton Drug Court and the Sheriff’s Office. This is for Broome County for now but will include Tioga County in the future if successful. Those who work or live in Broome County are eligible for funding with this grant.

RCM has also been working with Amy Rice of the Rice Foundation to assist formerly incarcerated individuals join the workforce.

Len Basso had a question on the supply chain issue in the North-East. If new companies come to the region to set up operations here, unless there is a corresponding infusion of new workers the companies would just be cannibalizing from each other. Imperium(im3NY) in Endicott is reported to need 2,000 workers over 5 years, Micron in Onondaga County needs 20 - 50,000 workers.

There needs to be a discussion with other LWDBs in the region about regional workforce concerns.

ii. GVP (Gun Violence Prevention) Initiative

The GVP Initiative has been extended to March 31, 2024. GVP concentrates on assisting youth aged 18-24 75% of whom should reside on zip codes 13901, 13904, 13905. It had \$750,000 allocated and the grant has \$550,000 remaining to be spent.

iii. New Energy NY (NENY)

RCM reported that Stacey Johnson, the Workforce Coordinator for the NENY grant will be meeting with him, Danielle Britton of SUNY Broome and Matt Sheehan of BT BOCES to get the summer/fall classes going. So far this year, 3 Manufacturing classes have been held under the NENY grant.

The Multi-Craft Apprenticeship Preparation Program (M.A.P.P) can be used to bring building and construction trades to disadvantaged populations. A new apprenticeship facility in Robinson Street will bring this training to the Southern Tier. Frank Stento shared that this would have space for 18 to 40-year-olds who wish to explore careers in the trades. The benefit of M.A.P.P. is that the person can have a taste of all the trades rather than having to choose and specialize in one from the outset.

8) Youth Council

- Erin Monroe gave a summary of the Youth Council activities for Broome County.
- A lot of progress has been made with the high schools, with presentations at the schools by Becky Harris and Erin Monroe.
- High schools have also visited CCSC, e.g. from Binghamton, Windsor, BOCES and Union-Endicott.
- The aim is to raise awareness of the services the Broome Career Center offers to high school graduates if they are not headed to college.
- The three pillars of Attendance, Readiness to Work and Positive Attitude were shared with the Board as a good mantra for any job seeker to follow.
- Sean Lanning gave a summary of the youth activities for Tioga County.
- Tioga County high schools operate under three different BOCES. In August, school districts and businesses will get together to discuss priorities for the next school year.

- Schenectady will be coming in to talk about their programs.

9) Labor Market Report

- Christian Harris from NYSDOL reported on the latest labor market report for Binghamton MSA (May 2023).
- The unemployment rate for Binghamton MSA was 3 %, compared to NYS's rate of 3.8% and the national rate of 3.4%. For April the Binghamton MSA recorded a rate of 2.7%.
- Labor force pool is the smallest it has been for months facing a low participation rate felt state-wide.
- Two big demographics should be tapped: The youth and the older workforce who retired during the pandemic. Part time or consultancy work can be considered for the older workforce to improve the participation rate.
- Inflation forces are moving people back into the workforce but then the returning workers face layoffs as the economic environment changes.
- Recession forecast for 2024 is deemed to have moderate impact on the workforce.
- There are 5,600 job openings in Broome Tioga counties with private sector job counts not reaching pre-pandemic levels yet.

10) Any other matters

- Childcare
 - A discussion ensued on the lack of childcare in the area.
 - Employers are losing workers to places like Starbucks as the rate of pay there is higher to be able to afford childcare.
 - Over-regulation of the childcare industry has led to a shortage of childcare providers to assist working parents. Salaries of childcare workers are also not high enough to attract and retain good employees
 - Employers should step up to provide childcare for their employees on-site.
 - Len Basso commented that through his experience with providing transportation for workers to get to work in Willow Run, improved worker retention can contribute to a decrease in turnover rate which in turn will greatly reduce training and hiring costs.
 - Shawn Atkinson stated that BAE Systems pay employees for childcare costs rather than providing the childcare themselves.
- Teacher ambassadors
 - Vikki Kaufman shared that 4 teacher ambassadors will be coming from NYSDOL to CCSC from July 10 to August 4.
 - The goal is to engage the youth from K to 12 in Broome and Tioga Counties and increase awareness among schools about job opportunities in the local region.
 - These ambassadors will attend on site visits with employers, trade sessions, youth council meetings and other community events.

- Youth can be made aware of the need for transferable skills necessary to be part of the workforce and opportunities in trade schools, military and non-college certifications.

- Future WDB Meetings in 2023 –
 - September 22, 2023
 - December 15, 2023

- There being no further matters, motion to adjourn the meeting.
Danielle Britton 1st, Michael Atchie 2nd. All in favor.

Meeting adjourned at 1.35 pm.