

Workforce Development Board of Oswego County
Full Board Meeting
Wednesday, June 22, 2016
Oswego Health

The mission of the Workforce Development Board of Oswego County is to attract, develop and maintain a qualified workforce for the Oswego County community, to assist in economic development by convening community leaders to engage in strategic planning and facilitating dialogue to educate and train the workforce needed by today's and tomorrow's businesses.

PRESENT

Stacy Alvord	Diane Cooper-Currier	Edward Mervine
Eric Behling	Wagner Dotto	Donald Morgan
Shane Broadwell	Karen Goetz	Joseph Murabito
Patrick Carroll	Gloria Grimaldi	Christopher Todd
Brian Chetney	Timothy Hardy	Juanita Perez Williams
Paige Cochran	Sabine Ingerson	

EXCUSED:

Phil Church	Greg Hilton	Kris Smith
Carla DeShaw	Dave Lloyd	Mike Treadwell
Joseph Fiumara	Chris Nelson	Garrette Weiss
Krista Fox	Bruce Phelps	
Robin Hansen	Patrick Sheppard	

OTHERS:

Chuck Gijanto	Amy Plotner	Chris Weaver
David Goodness	Joseph Rotella	Eleanor Petrie
Jim Marco	Chena Tucker	Daisy Ruiz

Minutes

1) Welcome

Ed Mervine called the meeting to order at 8:08 a.m. and welcomed everyone to Oswego Health. He thanked Jim Marco for allowing the Full Board to use their conference room.

2) Oswego Health – Jim Marco, Interim Vice President of Human Resources and Chuck Gijanto, President and CEO

Jim Marco welcomed us to Oswego Health and introduced Chuck Gijanto the President and CEO of Oswego Health. Chuck discussed the growth and new services. A lot of services are currently leaving the area. They are working rapidly to address that issue. There has been a lot of collaboration and business development. Oswego Health currently has an agreement with SOS Ortho Group out of Syracuse. They plan on beginning the program in mid-July. The hope is to capture and keep the orthopedic population in this area. Oswego Health is in the top 10% in the country for the fewest hospital complications as well as being the only hospital safety rated A in the closest 6 counties, according to the Leapfrog Group. They are rated between 94 and 95% for quality safety programs. The whole atmosphere of Oswego County is changing. There

is culture rebuilding happening within the staff and working to increase employee satisfaction as well.

3) Executive Committee Reports – Ed Mervine

Ed established a quorum.

- I. **New Board Members:** There have been 2 new board members added to the Workforce Development Board. Stacy Alvord with the Department of Social Services and Paige Cochrane with The Fulton Companies. ***A motion was made by Donald Morgan and seconded by Eric Behling. The motion was carried.***
- II. **PY 2015 Transfer Request: Joe Rotella & Chris Weaver:** There are 2 different funding's which are Adult Workers and Dislocated Workers. The state gives the ability to transfer 100% of the funds between the two. The One-Stop wishes to transfer \$40,000 from the Dislocated Workers fund to the Adult Workers fund. There is no negative impact for Dislocated Workers. ***A motion was made by Sabine and seconded by Tim Hardy. The motion was carried.***
- III. **Learning Management System Career Pathways Portal, Purchase Approval – Joe & Chris:** The Metrix program has been in the one-stop system for a while. What the One-Stop would like to do is expand the program by offering online training. NY Wired for Education has made it for an unlimited amount of licenses. The total cost of the program would be \$20,000, but since \$4,000 was paid for the Metrix program in December, it would only be an additional \$16,000. WIOA funding would be used to purchase the program. The program can be used for employer screening as well as resume building. The program also does cognitive assessment which looks at soft and behavioral skills. The One-Stop then assess the person against certain areas to see if they would be a good fit. When deficiencies are identified that have the opportunity to strengthen them. The program would be doing all the recording, reporting out, as well as the programming. It is also very much involved with manufacturing. It will not be replacing any programs, but will be used as an additional training program. ***A motion was made by Donald Morgan and seconded by Wagner Dotto. The motion was carried.***
- IV. **Youth RFP Contracts – Chena Tucker:** \$208,000 in Youth Services contracts are looking to be extended or re-awarded. 3 of the 4 contracts; CiTi, Cayuga Community College, and the One-Stop have all seen positive development and outcomes. The Supportive Services – Driver Education contract will be put out to bid. ***Stacy Alvord, Christopher Todd, and Diane Cooper currier abstained from voting. A motion was made by Joe Murabito and seconded by Sabine Ingerson. The motion was carried.***
- V. **Proposed Budget – Joe Rotella:** The proposed budget is for the operation of the Workforce Development Board. The staff wished to control costs as much as possible. The budget is just shy of \$900 less than the current budget. The staff does not want to increase the cost, but bring forth a budget that works. The biggest budget item is with the expenditures of staff of SUNY Oswego. There will be a modification in the budget to address the carryover. ***A motion was made by Donald Morgan and seconded by Diane Cooper-Currier. The motion was carried.***

4) Consent Agenda – Ed Mervine

The consent agenda has been reviewed by various committees throughout the year. If anyone wishes to discuss something on the consent agenda, it can be pulled out to be discussed. ***A motion was made by Pat Carroll and seconded by Tim Hardy. The motion was carried.***

- I. Approval of minutes from March 21, 2016
- II. Financial Report
- III. One-Stop Performance Review
- IV. Meeting Schedule Draft

5) Economic Development News – Mike Treadwell was unable to attend due to a previous engagement.

6) Trades Update – Pat Carroll, Don Morgan

Pat Carroll discussed the Upstate Energy Job Coalition. They are continuing to lobby the governor as well as working on keeping the Nine Mile Point Energy plant open. Recruiting is currently going on. 6 individuals have been hired so far. Each individual craft has their own special training. The trades are opened into going to facilities and seeing how they can help businesses. North Country and Rochester region are doing well, but Oswego County is not doing so well. Don Morgan mentioned how work is definitely increasing. Last time the board had met, 15% of people in the trades were out of work, now only 5%. There are apprenticeship programs at training centers which are made up of 25-30 people. They currently have 39 enrolled. 1/3 of them are from Oswego County. One can earn while they learn. 4 days a week they are in the field and the 5th day is a day of training in the classroom. They have to complete 200 hours of classroom training. Salary varies, it can be for \$50-60K a year all the way up to \$100-150K a year, and it also depends on whether one is willing to travel to different areas. College is not for everyone and this is great for someone who likes to work with their hands.

7) NYS Department of Labor – Juanita Perez Williams

There are different funding opportunities that Oswego County can take advantage of. The Consolidated Funding application is for economic projects in New York State. The deadline is July 29, 2016. The Downtown Revitalization Initiative was another funding opportunity. Fulton and Oswego both applied and cities will find out in the 35-45 days. The Upstate Revitalization Initiative: none of the money has been set in stone on who it is going to. Oswego County should think of a plan or new industry to come into area so they can get funding for it. Joe discussed how the Oswego County WDB Employer Survey will be sent out to 150 businesses to figure out what employers need. Joe also mentioned how the consolidated funding application would be a great opportunity that would benefit Oswego County. There needs to be a progressive plan. A core group of 10-12 people need to get together and come up with a proposal for the consolidated funding application. The people in the group need to do with training, industry, DOL, State, and employers. The application would have to match the needs of employers. 4 to 5 WIBs in United States have gone through the same problems as Oswego County

and were able to save their city. They brought business and labor together. It can be done here. Shane Broadwell brought up the issue of infrastructure. Incubator sites have serious issues and the waste water plant are not in good condition. The board has to say that they support growth of businesses. It is important to start with the basics and go from there. The WDB has a lot of power and has a group of people that is capable of getting things done. There has to be a common ground. Joe Murabito also mentioned how there should be an assessment. Benchmarking against best practices, performances, and areas of spending. Joe Rotella would be facilitating the group, which would come up with a vision, multifaceted from different areas such as Operation Oswego County, City of Oswego, IDA, industry, etc. In order to better Oswego County the Workforce Development Board has to work with other groups and be a leader.

8) Director's Report and Roundtable discussion was a continuous conversation during the above agenda item.

9) There is a tour of Oswego Health following the meeting to anyone who is able to attend. Meeting adjourned, next meeting: Wednesday, September 28, 2016 – 8:00 a.m. Location T.B.D.