

HMO WORKFORCE DEVELOPMENT MEETING

June 24, 2016

8:30 A.M.

Herkimer College, Herkimer NY

Attendance: Robert Brenchley, Karin Piseck, Cathleen McColgin, Franca Armstrong, Kathleen Rinaldo, Judith Petroski, Tom Reichel, Mark Barbano, Gary Scalzo, Barbara Schram, Alice Savino, Tanya Davis

Call to order and Introductions: Barbara Schram

Welcome & Remarks by: Dr. Cathleen McColgin, President Herkimer College

Dr. Cathleen McColgin has been serving as HCCC President since June 1, 2015; she looks forward to building upon the College's strong foundation by working with the Board of Trustees, the dedicated members of the faculty and staff, and the entire campus community. She will also work with members of the local community, and business and government leaders, to ensure that the College continues to meet the personal, educational and workforce needs of the citizens of Herkimer County.

Dr. Cathleen C. McColgin of Syracuse, NY is the fourth president of Herkimer County Community College. She served as provost and senior vice president of Onondaga Community College since 2008 before taking this position. Previously, she was provost of Cayuga Community College's Fulton Campus in 2001, and was a faculty member and coordinator of the Nursing Arts Laboratory at Cayuga Community College in 1988. She also has worked as a registered nurse and served as an officer in the United States Army Reserve as a member of the 376th Combat Support Hospital, obtaining the rank of captain. Dr. McColgin has served on several college-wide, SUNY-wide, and local community boards and committees and is an evaluator for the Middle States Commission on Higher Education and has been a member of the SUNY family for more than 20 years, serving Cayuga Community College in many capacities from instructor to provost, and overseeing educational services as provost of Onondaga Community College for the last seven years. Dr. McColgin holds an A.A.S. in Respiratory Therapy from Washtenaw Community College (Ann Arbor, MI); A.A.S. in Nursing from Cayuga Community College; B.S. from Syracuse University's College of Nursing; and an M.S. in Nursing and Ph.D. in Higher Education from Syracuse University.

Dr. McColgin discussed the new Workforce Development related programs that were added to the academic portfolio 2 years ago (1) Engineering Science with a STEM focus and (2) Quality Assurance. Quality Assurance has two tracks in the program Sciences and Business; along with these 2 new programs through State funding and grants, 2 classrooms were renovated, one classroom is for Quality Assurance and Engineering Science and the other is used by Entrepreneurial Studies. Both classrooms in addition to the Hummel's Corporation Professional Center that also has an amphitheater and some classrooms are available for meetings, trainings, and conferences, etc. The other exciting program in development is that HCCC has received \$1,000,000 from Governor Cuomo to partner with the New York State Power Authority, so in the process of developing an Electronic Technology Program, that will start classes next fall, discussions are in progress with individuals from

the University of Buffalo as to what the classrooms and labs should look like, the renovations will start this summer to make classrooms into Power Labs. Also, Dr. McColgin will be spending time with President Randy Van Wagoneer from MVCC on a joint grant that is also shared with Herkimer, Fulton-Montgomery, and the Mohawk Valley to look at advanced manufacturing. And specifically to the Workforce in addition to academic programs they offer classes through Community Ed Department on Personal Interest courses one Excel, Conflict Resolution and Professional Enrichment, these classes are credit free. From a Workforce Development perspective the strength is in training Customized Workshops so if a Business Leader or Employer identifies a need they call Community Education and tells their needs and they package it together by identifying faculty, skills or knowledge content that the employer is looking to have delivered.

Consent Agenda.....Approved.....M/S.....F. Armstrong/R. Brenchley

- March 22, 2016 Meeting Minutes
- April, 2016 Budget Report

Policy Approvals.....Approved.....M/SG. Scalzo/F. Armstrong

As we change from the Workforce Investment Act to Workforce Innovation and Opportunity Act, Policies need to be changed, there are several Policies that state that in order to provide training to individuals working with an employer, the person getting training must be paid \$1 above minimum wage. The recommendation was made to change: Trainee needs to be paid the minimum wage. Over the next several years minimum wage will go up and we will need to continuous update the policies, instead of a dollar amount it should read *Prevailing minimum wage*, and eliminate the *\$1 per hour* above that because the increased minimum wage every year is already a burden for small employers, that burden for 1 employee is not difficult but if they are hiring 1 employee to work in a group of 15 others we are now talking about \$16.00 more an hour because they can't pay one new person more than existing employees, and there is a very limited pool of unemployed people to choose from for these training positions. Many have barriers - the unemployment rate is so low the people in that pool meet many challenges, also WIOA prioritizes our service to people with barriers (low income, learning disabilities, previous criminal backgrounds, etc.) by tacking that extra dollar on we are limiting employers ability to take advantage of our programs and since increases are coming automatically due to legislation for the next several years, its proposed to rewrite the policies to read: the person must make at least the *Prevailing Minimum wage*.

Discussion included that we are judged on our performance based on increasing people's average earnings, so we are not trying to place people in entry level dead end jobs, the goal is to increase their income and we need some flexibility to work with employers to help those that need it most.

Youth & Emerging Worker Committee:

WIOA eliminated the requirement for Local Boards to establish a Youth Council, the Department encourages Local Boards to establish, "A Standing Committee" to provide information and to assist with planning, operations, and other issues relating to the provision of services to youth which shall include community-based organizations with a demonstrated record of success in serving eligible Youth, so the Youth Council has been renamed the Emerging Worker Committee and has had meetings since the name has been changed. There was a presentation in March from Job Corp and under WIOA Job Corp is a partner so everyone wanted to understand how Job Corp Operates and how to connect with the youth that they are serving once they come back into the community. Also, an Ad Hoc Committee has been started with Kathleen Rinaldo and Judy Petroski, this committee has been working on having drop-in site or mini One-Stops preferably neighborhood based that can be accessed in the evening, to help with job applications, computer access, with trained staff from Working Solutions and AmeriCorps for people and youth in the community who are unable to make it to State Office Buildings. An RFP was released through the Workforce Development Board for the program year July 1, 2016- June 30, 2017, because under WIOA we are required to ask for proposals for those services. Alice is in the process of reviewing the RFP and at the next meeting we will have a better understanding of what we will be doing for the next year. Also, the NYATEP Youth Academy was attended on March 21-23, 2016 but not a lot of new information from WIOA, so while hoping to get the new regulations from WIOA soon, programs will be run from the regulations that were received. At the last Emerging Worker Meeting all 3 Counties gave their proposals for the Summer Youth Employment Programs, and the programs are done the way they have been in the past, but the rules through WIOA are supposed to come out July 1, 2016. The next Emerging Worker Meeting will be in September and that will be a good time to explain to the committee how the summer programs were run this year.

HMO Center Reports:

Herkimer-Karin: Everything is going very well, This is the time of the year that the people who are receiving unemployment is lower, not many clients coming in because they are working seasonally, but on the County side it is very busy with the Summer Youth Employment Program. There is a new logo and everyone is working on the changes (paperwork, signage) All One Stops are now "American Job Centers". Computer classes will start soon and last year Dan Sargent on President staff was able to get funding through the Community Foundation for the first year and this year HCCC applied for a Community College, Department of Labor grant and proposed another year of funding for computer classes, that was approved, classes will start in September taught by an instructor from HCCC. There is a new program for SYEP in Herkimer County for 14-15 year old youth. There have been a lot of problems placing 14-15 year olds in jobs for the last couple of years, so a request for a proposal was sent out to do a program for 14-15 year old youth, Herkimer County BOCES answered the request, they will have 30, 14-15 year old youth who are TANF Eligible go to BOCES for 20 hours a week for 6 weeks, they will be able to pick 3 out 4 career paths in programs that BOCES run, spend 2 weeks in each path and learn about that career sector with instructions. They will also serve them breakfast and lunch and then at the end of every 2 week period they will go on a field trip related to the career path they chose. BOCES will also give the youth a ceremony at the end of the program.

Madison-Tom: Being new at the Madison County DSS building, Madison County Workforce Development is seeing at least 35 to 40 people a day in the Career Center. The County is going to put up a new sign in the next few weeks because Social Services, Career Center and the Youth Bureau are all in the same building. By the end of the summer there will be all new state of the art Audio/Visual equipment in the Career Center, the county administrator and IT made it a priority because a lot of the county departments are using the spaces (conference rooms, computer training lab) for trainings. In the Summer Youth Employment Program (SYEP) there will be 95 youth employed this year and the big SYEP project is with the Madison-Oneida BOCES, there will be 60 kids in 4 different projects throughout the County and BOCES, and some employers in the community to hire youth for the summer.

HMO Systems Report-

Alice gave a handout with all the HMO system report numbers; they were reviewed and discussed by the board members.

Other Business:

On May 20, 2016, The Workforce Development Board was fortunate to receive a Summer Career Pathway Youth Opportunity Grant, it's an Obama project; and there were 11 awarded in the country. It is only available in the City of Utica because of the poverty census, it is for 14 and 15 year old youth, they get 100 hours of work this summer, 50 hours of tutoring over the school year and 100 hours of work next summer for a total of 2 years. We are going to work with Oneida County Utica SYEP and will be able to extend the 50 hours they already have. It is a unique opportunity and the result of all the funding cuts and increased minimum wage. SYEP can serve less youth, but rather to serve less youth a decision was made to serve as many as possible but cut their hours. Staff has been hired and will supervise the 14-15 year old youth.

The Career Pathways Grant was refunded this year, it has doubled the amount of money from previous years, and it is in 6 counties including Fulton, Montgomery, Schoharie and Otsego, this grant works with the DSS offices providing incentives and career guidance, transportation assistance, child care assistance and incentives after completing programs. There is a new case manager for Career Pathways (Mary Kris Smith) who worked previously with Mohawk Valley Community Action so she has a lot of experience. To supplement the program we also received Wheels to Work Program for 6 counties, it is only \$150,000 for 1 year and there is no admin or staff. We can give people who are employed or a promise of a job (employment is the requirement); we can offer them repair, down payment, financing, first year of insurance, driving lessons, driving lessons safety course. 100% of the

monies go to funding these services; there is no admin or indirect cost associated with it. The eligibility for this program is low income, TANF eligible; it was a successful program in the past.

Judy Petroski staff from Access VR did a great presentation at the Herkimer Working Solutions staff on the Americans Disability Act (ADA). Karin staff would like more training on eligibility for Access VR so they can better serve the customers together. Judy has agreed for more training for all career centers...

Adjournment.....ApprovedG.Scalzo/B. Brenchley

There being no further business, the meeting was adjourned at 9:45 A.M.

Next Full Board meeting is September 23, 2016 @ 8:30 A.M. At the Madison County Workforce Development Center
133 N. Court St. Wampsville NY