

**Workforce Investment Board HMO Meeting**

**January 29, 2016**

**Raspberries, Utica NY**

**8:33 A.M.**

**Committee Members Present:**

Wilber Allen, Kathleen Rinaldo, Amy Turner, Karin Zipko, , Alice Savino , Tanya Davis, Kelly Walters, Robert Brenchley, Karin Piseck, Delores Caruso, David Mathis, Terry Humphries, Franca Armstrong, Jody Blydenburgh, Phil Williams, Patrick Costello, Barbara Schram, Amy Turner, Cheryl Blask, Tom Reichel, Scott Ingmire

**Call to Order:**

Wilber Allen welcomed everyone at 8:58 A.M.

**Consent Agenda:**

Executive Committee Meeting minutes from November 20, 2015 Financial Report for November 31, 2015  
M/S.....A. Turner/P. Williams

**Presentation of Alternative to Incarceration (ATI) and Linking to Employment Activities (LEAP) Grant serving ex-offenders:**

**ATI (Alternatives to Incarceration)** Chad Bogar, Patricia Frazier, Christina Spagnuolo, Bruce Martin

This is an 18-month project funded by Workforce Investment Board and housed at the Oneida County Correctional Facility. The ATI Program Staff will teach enrollees, thinking for Change (NIC) and Ready Set Work (DCJS) Curriculum to help prepare offenders for by changing the mindsets through cognitive behavior and providing employment skills in both the jail facility and the community. Upon completion of classes, offenders will receive a completion certificate. The ATI program will also obtain needed documents for employment and provide follow up services to offer support and links to further education and to assist with employment retention.

**Linking to Employment Activities, Pre-Release (LEAP) : Kristen Kipers**

LEAP is a USDOL program administered through the Workforce Investment Board that works with incarcerated individuals within the Oneida County Correctional Facility. LEAP job counselors lead participants in workshops that include career planning, preparing resumes, interviewing skills and mock interviews, time and money management skills, workplace communication skills, as well as educational and vocational advising and placement. Participants also receive follow up services to help 'link' them to faith-based and community support partners to assist them in navigating their job re-entry. LEAP also works with local business leaders to educate them about the *hiring incentives* available offering employment opportunities, such as the Federal Bonding program and the Work Opportunity Tax Credit. The goal of LEAP is to help participants get started on their workforce re-entry at the earliest stage possible, before they leave the facility, allowing them to "LEAP" from jail to jobs!



#### Employer Engagement Advisory Council:

The Apprenticeship Grant, LEAP, ATI and Reentry Task Force program is in need of an Advisory Council. There is a need some employers that can offer some advice and assistance from manufacturers or other type of employers to meet 3x's a year and meetings will be brief (1 hour and half) to ask them questions about: What type of interviewing skills is needed by clients?

What are the questions that they want answered that would make them find a person worthy of being employed?

Not all clients are ex-offenders; some are single parents, low income or have some barriers to employment, but if we could get these people to a level where employers find them employable we will definitely benefit from it. Alice will send out a solicitation for the Advisory Council, if anyone has any referrals that are willing to donate their time to meetings 3x's a year for 90minutes please contact Alice.

#### Youth and Emerging worker Committee: Karin Piseck

Under WIOA the requirement to have a Youth Council has been eliminated, however they gave the option to have a Committee and being that there is a lot more flexibility with the Youth Program, it was decided at the last Youth Council meeting to change the name to the Youth and Emerging Worker Committee, Kathleen Rinaldo of BOCES is Chair of the Committee. Preferences will be given to working more closely with the Non-English speaking youth population and youth with disabilities; Judy Petroski from AccessVR will be on the Committee, because under WIOA we have to have closer partnerships with these types of agencies and have more partnerships with other grants. Also, there will be more mentoring, job shadowing and work experiences because the WIOA requirement is to use 20% of our Youth Funds for work experiences or OJT's for Youth. An Ad Hoc Committee is being established to find some alternative ways to entice the youth to come and get engaged.

#### Center Reports:

##### Karin Piseck-Herkimer County:

There is an open workshop for Remington Arms; People are coming in everyday to fill out applications there is 100 positions for employment.

Computer classes have started and Workforce Development Institute (WDI) provided the funds for the computer software in the lab, a grant from the Community Foundation and Herkimer Community College provided an instructor for the classes. The classes are completely free and just finished the second month Staffworks has joined the Herkimer Working Solutions and are renting space and seeing clients 3 days a week, also, the staff is making sure customer are registered with the Career Center.

We have a great business service team working on job referrals and in addition to John Barbano sending jobs orders every week, Karin is sending out possible job leads every day that the business services team puts together.

There is also an increase in the ex-offender population and Karin will ask the ATI & LEAP programs to speak with staff about ways to work with that population



**Tom Reichel-Madison County:**

Madison County Career Center has moved to the first floor of the Department of Social Services Building in Wampsville. There have been other agencies that have been relocated to the building (Youth Bureau, Mental Health, etc.) And this spring the county will rename the building.

**Terry Humphries-Oneida County:**

The Workforce Innovation Opportunity Act that started in July is focused on serving the hard to serve and providing more intensive services and the timing is perfect. There has been a increase in population in the centers, the unemployment rate is down and the unemployment insurance customers coming in is down about 30%, but the people being seen are much more needy and its really terrific that these grants such as ATI & Leap, who are familiar with the criminal justice programs that are focusing on helping individuals who do not have a strong education, the centers this program year have been really active getting funding out for training and working with individuals not only who are transitioning from those programs, but also for the walk in customers trying to ramp up their skills. Services are also more focused on individual employer needs and training.

**Cheryl Blask:**

The Utica Career Center has become a great place and she thanked the Grant Staff, Partner Staff also the customer service indicators are tangible and stellar.

**HMO System Report:**

Alice sent a packet of the HMO System Report for July 1-September 30, she will send out a recent one in an email. This report gives an idea of the numbers that we are working with in the area.

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**Other Business:**

Alice will try and have one WIB Grant Program at a time give a presentation on their program to the Full Board meetings.

**Pat Costello-Report on State Workforce Investment Board:**

There has been no meeting in 8 months on the quarterly, but its taking some formations in committees; Pat is on the Education & Credentials committee. There will be SWIB Full Board meetings in May, August and November of 2016 and will have their meetings in the Blue Room at the Capital. They are pushing for a meeting for all Executive Directors from around the State to talk about best practices. Also, attendance allows conference videos at the State Office Building for those who cannot attend

**Mark Barbano, NYS Department of Labor Research & Statistics Analyst:**

Mark distributed a handout and explained briefly the ups and downs of unemployment rates from 2000-2015 in the Metropolitan areas of the State, and where we stand percent wise from everyone else in the region.

Frank Rusty Brown spoke of some concerns about monies for training employee,, Karin Piseck will set up a meeting with John at Remington Arms Human Resources to discuss State Monies available for incumbent Employer training for employer retention.

*There being no further business, the meeting was adjourned at 9:47 A.M.....W. Allen/G. Scalzo*

Next full Board Meeting- January 29, 2016 @ Raspberries Café

June 2016 @ Herkimer Community College-TBD