

ORANGE COUNTY WORKFORCE INVESTMENT BOARD MEETING MINUTES

January 19, 2018 – 8:00 a.m.

18 Seward Avenue, 2nd Floor Conference Room, Middletown, NY

MISSION STATEMENT:

MISSION: To create effective strategic alliances that support the development of talent to meet the workforce needs of job seekers and regional businesses.

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PRESENT: Gillian Barrett, Olga Campos, Andrew Carnright, Amanda Dana, Mary DeFreitas, Cedric Glasper, Lisa Halpern, David Kohn, Tarsha McNeil, John Malmgreen, Dr. Kunwar Nagpal, Daniel O’Shea, Scott Perry, Charles Quinn, Dennis Yorke

Ms. Kathleen Kenney, from NYSDOL, was present.

CALL TO ORDER/OPENING REMARKS: Ms. DeFreitas welcomed everyone before calling the meeting to order at 8:07 a.m. Since there was a quorum present, the minutes from the May 19, 2017, September 15, 2017 and November 17, 2017 were voted on. Dr. Nagpal made the motion to approve as presented and Ms. Halpern seconded. A vote was taken and all minutes were unanimously approved.

DIRECTOR’S REPORT: Ms. Gillian Barrett, Director of Membership of the Orange County Chamber of Commerce, has replaced Ms. Lynn Cione on the Board. Mr. Knob asked each member to introduce themselves and the company they represent.

- Mr. Knob announced that Dr. Susan Dean, of McKesson’s Corporate Distribution Center will be joining the board soon.
- At the last meeting, Mr. Jay Lang, President of Hudson Valley Career Development LLC. made a presentation about his services at the Career Centers in Middletown and Newburgh. He gave Mr. Knob some additional statistics for 2017. He served 226 customers in his workshops during the year. Before they were dislocated, the customers were earning anywhere from \$40,000.00 to \$250,000.00. Of the customers who found jobs through the Job Club, 61 of them were re-employed with an average median income of \$79,180.00. Mr. Lang will continue in 2018 and take on some more clients.
- Back in September, the board approved a new training policy that would train less people, but provide a higher threshold of training. Mr. Knob wanted to let the Board know that the new policy is working well. Staff reports more training completions and customers reporting new employment at a higher rate of pay.
- The casinos are holding job fairs and they still have 200 openings that they are unable to fill. Mr. Knob asked if anyone was losing employees to go work at the casino. Ms.

DeFreitas said that in Sullivan County, lack of transportation is a major issue. Currently, there is a problem finding food service workers, probably because it pays the least.

- Ms. McNeil, HR Generalist at AmerisourceBergen stated that they had a job fair 2 weeks ago that they had to shut down. Originally, it was scheduled from 1-7 but by 3:00, 250 people showed up so they had to shut it down. Ms. McNeil said they used newspaper ads, Indeed and word of mouth so there were a lot of referrals.

Mr. Knob asked members what they thought that the Board could do for employers in order to fill positions above and beyond the services already provided. Ms. Dana suggested working with high schools. He asked who hires 18 year olds and if anyone works with students from the BOCES C-Tech Program. Ms. McNeil said that they have a large group of workers aged 20-25. Mr. Yorke said the Carpenters' Union will take 18 year olds but they are not ideal. Mr. Perry, V.P. from Atlas Security Company, stated that his company is currently conducting an internship program and have quite a few young employees. Ms. Dana said that going into the schools and creating an awareness of the available careers and opportunities that are available for those students who are not planning to attend college. Mr. Knob stated that with young workers, there is lack of maturity, lack of soft skills and lack of accountability. Many of these 18 year olds are living at home with their parents and have no idea about living on their own, paying bills and living as an adult.

Mr. Knob said that ETA does a Job Readiness Training Program that is a two-three week program for the welfare to work program. These are mostly single moms who are on public assistance and drop outs and are older. The Job Readiness Programs gives them soft skills training. Mr. Knob asked how a similar program might work in high school. Mr. O'Shea stated that ACCES-VR provides work readiness services to students with disabilities in high schools. He offered a connection through ACCES VR to approach the high schools for a possible solution to this problem. Ms. Barrett stated that there are graduating seniors who are members of the Honor Society that don't plan on attending college after graduation. Ms. DeFreitas suggested partnering with employers who would commit to hiring seniors who have participated in a work readiness program during their last semester and who have demonstrated their interest and abilities after completing the training program. Members of the Board could be part of a selection process. Mr. Knob asked if any of the members would be interested in going into the schools to find interested students to participate, particularly in Middletown, Newburgh and Port Jervis. These cities have the highest poverty levels and have the highest dropout rates and are less likely to attend college.

Mr. Kohn stated that he is designing a training model with a local manufacturer where people would be recruited for hiring and half way through the training, the employee would begin a work component. After the program is completed, the employer would decide whether to hire the participant. He discussed creating micro-credentials that are digital and portable. Corporations and businesses are creating micro-credentials for specific training that they want their employees to have. The main focus of these micro-credentials is to meet the needs of the employers. Ms. Halpern stated that Rapid Rim Repair received a grant for TIG Welding. She asked if this training would qualify as a micro-credential and Mr. Kohn said it would be. SUNY

and CUNY schools are making a big push for micro-credentials. Further discussion about micro-credentials followed.

ADJOURNMENT: There being no further business to discuss the meeting was adjourned at 9:15 a.m.