

**Workforce Development Board of Oswego County
Business Development Committee Meeting Minutes
Wednesday, October 11, 2023
Oswego County Workforce New York Career Center**

“The Business Development Committee shall identify and monitor the business services provided through the system, oversee public relations about business services, convene focus groups and community roundtables for identifying future workforce needs as related to economic development, identify available funding and assist in grant writing for employer training needs, and produce the State of the Workforce Annual Report.”

“Creating pathways to better careers and economic growth.”

Present: Zach Menter, Louise Hand, Dave Goodness, Kelly Burkett, Pamela Caraccioli, Greg Hilton, Kim Sizemore, Rachel Pierce, Linda MacDougall, Amanda Quaile, Brandon Foley, Austin Wheelock, Brian Heffron, Alexis Cummins

The meeting was called to order at 9:00 a.m.

1) Approval of Meeting Minutes from July 12, 2023

Greg asked for a motion to approve the July 12, 2023 meeting minutes. Pamela Caraccioli made a motion to approve, and Dave Goodness seconded the motion. All in favor, the motion was carried.

2) Business News/Training Update-Amanda Quaile

In PY22 Q4 there was \$163,106 spent in total project costs with a PY YTD of \$270,466.05, \$77,734.96 in Business investment with a PY YTD of \$157,968.79 and \$85,371.04 in OCWNY Investment with a PY YTD of \$144,411.20. We did 21 OJT's in Q4 with a YTD total of 41. OJT Adult spending was 118% obligated, OJT DW spending was 8% obligated and Youth Paid Work Experience was 105% obligated. No customized training is being done currently, and we have Metrix available for all registered customers and those customers on Public Assistance that have mandated work readiness training requirements. We hosted 11 Job Fairs/Hiring events for various companies. We held 6 prescreening sessions with 15 participants for Menter Ambulance and 8 prescreening sessions with 30 participants for First Choice Staffing. We posted 30 jobs for 21 Employers on the NYS Job Bank and social media platforms and performed outreach to new businesses for 18 new companies. Overall, we served 45 Oswego County Businesses with a variety of services. OCWNY will be changing the way they do their hiring events going forward. We will now hold quarterly industry specific events and monthly mini job fairs to bring in multiple businesses at once, and now if a business wishes to hold an individual job fair, they must first be spotlighted with our business of the week highlight. We assisted Felix Schoeller with 5 incumbent worker OJT contracts and all 5 successfully completed their OJT.

3) Customer Feedback- Businesses PY '22 Q4- Amanda Quaile

46 surveys were sent out in Q4 with 294 YTD sent out and 5 were returned in Q4 with 48 returned YTD. Overall businesses were satisfied with the services provided to them. This survey is sent out to all businesses that we worked with during that quarter. Greg asked for feedback from any of the new businesses we have worked with, and Amanda shared that some of the new businesses that attended the Job Fair were very satisfied with how the event went and the quality of candidates that attended. Some businesses have stated that they wish to hold off on the business highlight week at the moment. The spotlight does include some work from the business end as they have to provide a lot of background information to be added to our posts.

4) Director's Report– Rachel Pierce

Rachel shared that we have completely expended our PY22 funding, and we are now officially using PY23 money. (We have 2 years to spend money, and if money is not spent the State may take away and reallocate). There will be a waiver submitted requesting that we keep the 50/50 split for Youth funding that will allow us to split the money evenly between In-School Youth and Out-of-School Youth. The split from DSS will also benefit that as we would be able to set limitations on how we spend the money rather than going by the State guidelines. The splitting of the department from DSS will be going to vote in November to schedule a Public Hearing, and then will be officially voted on in December for the new department to be established on 1/1/2024. We are still working on what amount we would like to request from the County though. (First few years of funding would be through ARPA funds). Austin, Marq, Rachel, and the chamber have been working on a network with a purpose event and the first one will be held at Southern Fare from 5-7:30 on 10/18/23. It will be marketed towards new hires and recruits to the area. Businesses will be invited to talk about services available within the county. Will be more of a happy hour vibe than a tabling event. Oswego County Early Childhood Alliance and LIFT will be hosting a Community Conversations Forum for parents, caregivers, etc. for a dialogue on childcare and early childhood with keynote speakers, group discussion, networking, etc. This event will be held on October 30th from 10-2 at CiTi BOCES. Last week OCWNY submitted a grant to USEDA for the Distressed Area Recompete Grant. This grant focuses on prime age employment gap statistics. (Areas with people ages 25-54 having a high unemployment rate). The areas in Oswego County that meet the criteria are the City of Oswego, Village of Cleveland, and the Village of Lacona. The 1st part of the grant is a strategy development grant, and we will work with Centerstate CEO and CNY Works to replicate the Syracuse Builds Pathways to Apprenticeship program. For the 2nd part of the Recompete Plan approval we can ask for up to \$20 million over 5 years for implementation. We received letters of support from local partners and NYS DOL Office of Strategic Workforce Development. (They are also willing to put money into the project but advised to ask for Federal money first). Each cohort of the program would consist of 12-15 people and wraparound services would be built in to help those people succeed. We did not receive the grant for Advanced Manufacturing, but Rachel would like to keep trying to find something to sustain our local manufacturing businesses. We also applied for a Shineman Grant for transportation assistance. Our application was deferred to this current round so we are updating and strengthening our application to include letters of support and a story of a customer that we were unable to assist due to restrictions on funding. Pamela asked if there was a way that local businesses would be able to assist but shared that thought there would need to be a Non-Profit arm attached, and Austin shared that there may be a regional program available soon with mini grants to assist with employment barriers.

5) Roundtable- All

Group discussion- Greg Hilton asked the group is there was any analysis done on how Micron has affected other communities that they came into? Austin Wheelock shared that they have asked the community in Manassas, VA but since they were already a much larger region than CNY the data is hard to compare to determine how it will affect CNY. Brian Heffron did share that Syracuse University had held some Micron Forums and that specific question came up and their answer was that it will not be as impactful as it is perceived to be. However models look at long term trends rather than the short term, so there still may be a short-term period of instability. Dave Goodness shared that we need to keep an open eye for all industries as not everyone will buy into the tech industry while waiting for Micron to be up and running over the next 20 years. Pamela Caraccioli asked the group if local manufacturers are recruiting outside of the area for new talent? Louise Hand shared that they tried to at Constellation but a lot of them ended up bidding out to plants that were more local to them. Greg shared that they have found that people who live South of Rt. 31 don't tend to stay long as there are other opportunities closer to them. Brian Heffron shared that he has seen most P-Tech students stay local and emphasized on continued focus on growth in the community. Rachel shared that OCWNY would like to start getting into the schools more so that when students graduate, they know who we are and what we can do for them and hopefully that will bring them to us. Greg shared that he believes all businesses that are looking to hire should be getting into the schools and getting involved with the students so that when the time comes, these students know who they are and what they do. (Huhtamaki already does this on a regular basis). Amanda Quaille shared that she would like to try to tap into

schools' college nights to give out career building guidance as well. Greg asked if it would be possible to get someone who is on the front line of getting the information out there to the schools to possibly sit on the Skills & Training Committee- yes if he has a name, please pass along to Rachel. Austin asked if there were ways that we could push the education system to include a matrix of how many students they put into the workforce within 6 months of graduation? This would ensure that schools would be more likely to push programs and events to students such as Manufacturing Day. Rachel is meeting with Sean Broderick from the Fulton Early College High School program to discuss internships for IT students. She shared that if any businesses can host students to shadow to please let her know. Dave mentioned that he has a contact that Rachel will share with Sean, and Zach Menter mentioned to reach out to the Oswego County 911 center. Brian shared that Auto Tech has been extremely successful and they are heavily looking for internships for their CTE students. Austin shared that that is one thing that Manassas found with the Micron plant hiring a lot of Auto Technicians for their transferrable skills.

Brian Heffron- Manufacturing Day is part of a series of events that CiTi will be hosting to raise awareness for different industries. Agriculture Day will be the next event and he asked if anybody knew of someone in that sector that may be able to attend and present to let him know. CDL program has instructors, but they are trying to find additional vehicles- Zach Menter suggested reaching out to Rowlee Construction.

Austin Wheelock- Recently hired Nate Emmons as a Economic Development Coordinator. They have held two ribbon cutting ceremonies recently for Riverview Pediatrics and Highland Animal Hospital. He will be attending a Forum in New Orleans to inform people of assets available in Oswego County. They will be partnering with Novelis in a rail grant to make rail improvements on site to allow for easier access of transporting aluminum. The Village of Phoenix recently won the NY Forward grant, and they are currently coming up with a list of projects to be sent to the state. He also shared that 4 Oswego County Municipalities have applied for a new form of NY Forward and DRI grant for this year. The Micron Steering Committee is coming close to an end as presentations have been made and a report should be available in the next few months.

Dave Goodness- WDI's childcare scholarship program is now open for anybody in the state. Go to their website and fill out the form and money will be dispersed to an appropriate place.

Amanda Quaille- Has a contact with Upstate Dairy Logistics that she will share, and she is doing plenty of OJT's with Pathfinder Bank and Menter at the moment.

Rachel Pierce- Spoke with Heather Snow of mobility management- she recently went to the Syracuse Metropolitan Transit Council, and it was foreshadowed that in their next meeting they will vote to make the City of Fulton a Hub. If approved there will be millions available for infrastructure improvements and extending bus routes in the area. This would increase what we are currently able to do with Oswego Public Transit and Centro.

There were no other updates at this time. The meeting was adjourned at 10:21 a.m.

Next Meeting: January 10th, 2024, at 9:00 a.m.

Location: One Stop Center Conference Room 2A, 200 N. 2nd Street, Fulton, NY 13069.