

**Workforce Development Board of Oswego County
Business Development Committee Meeting
Wednesday, October 12, 2022
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.”

Minutes

Present: Carol Taormina, Dave Goodness, Amie Abold, Marq Brown, John Halleron, Heather Vashaw, Rachel Pierce, Kim Sizemore, Jamie Jenks, Denise Stepien, Alexis Cummins

The meeting was called to order at 9:05 a.m.

1) Approval of Meeting Minutes from July 13, 2022

Rachel Pierce called for a motion to approve the July 13, 2022, meeting minutes. John Halleron made a motion to approve the minutes. Dave Goodness seconded the motion. All in favor. The motion was carried.

2) Business News/ Training Update – Jamie Jenks

At the end of PY 21 Q4, there was 14 total enrollments for OJT with Felix Schoeller, Pathfinder Bank, and Upward Graphics- 11 Complete & 3 Incomplete (with 1 still being retained by company but in a different position). For PY 22 Q1 there was 14 OJT enrollments with Pathfinder Bank (1 complete, 3 active, 1 incomplete), and Oswego County Ambulance and Hearse Service Inc (9 active- 8 adults, 1 youth). Adult OJTs are 54.9 % obligated, while we are still utilizing PY21 funds for DW OJT and Youth Paid Work Experience. There is no customized training at this time. We are still providing metrix to all registered customers and it is mandated for Public Assistance recipients. We held 5 Job Fairs/Hiring Events. Still completing pre employment screening for Huhtamaki on an as needed basis, and Novelis and First Choice Staffing, and also providing space for Novelis to conduct interviews. There were 60 jobs posted on the NYS Job Bank and Social Media for 21 Employers, and Jamie conducted business outreach with 8 businesses. We are still looking for businesses to participate in our Business Highlight Project where we highlight the business for a week and host a hiring event after. If you know of any businesses interested please refer them to OCWNY. OCWNY held a multi industry job fair on September 21. 38 local businesses were in attendance and we had 50 job seekers. Amie suggested to possibly take the OCO RV to Pulaski area for a job fair, and another suggestion was hosting it in Oswego in a central location to try and reach more jobseekers. We also coordinated with CiTi and Oswego County Mobility Management to help fulfill the current need for school bus drivers. We had 7 participants, and 3 school districts who participated and hired candidates upon completion of the class. We partnered with Menter Ambulance and Oswego County EMO to assist financially with EMT training. Menter hired and enrolled 9 candidates into their training with the OJT program, and we funded 3 participants with scholarships. The Summer Youth Employment program was a success- hired 9 summer staff and placed 140 eligible youth. A new strategy is being developed for the 2023 program to have an in house Employment Specialist running the program. Carol asked about another class in the future as she has students who would be interested. At the moment we don't know when the next class will be but Jamie suggested contacting Renee Fox in EMO.

Discussion was had about how there is a great need for employees within all agencies in the county but there is a consistent struggle to hire and retain people.

3) Customer Feedback- Businesses PY 21 Q4- Jamie Jenks

- a. Will be reporting on previous quarters as the meetings are held at the start of the new quarter and we don't have enough time to gather the data for the report before then.
 - b. All in all businesses are satisfied with services and happy. The responses that are not satisfied generally stem from companies not receiving enough applicants.
 - c. Jamie has started to see businesses raising their wages
- d. There seems to have been a shift as to what people are looking for in a job now. It's less about the money and more about the culture, benefits, atmosphere, flexibility, etc.

4) Directors Report- Rachel Pierce

Discussed the Micron announcement and how she has been in talks with Centerstate CEO & Emily Cameron @ the AMI to remind them to keep up is in the loop of things as we will be right down the road. AMI and local colleges have already been in talks about what training programs they may need to add. Marq asked if we could potentially try and invite someone from Micron to sit on the Board. Rachel also mentioned that the Childcare Bootcamp Proposal that has been submitted was set to be voted on at the 10/13 Legislative Meeting, and she believes it will be approved.

5) Roundtable Update - All

Marq Brown- Marketing department is interested in marketing to outside areas to gain new employees. Discussed options for funding- possibly asking the county, Shineman Foundation, Operation Oswego County for donations

Dave Goodness- discussion had over Micron announcement- shared that this project will be bigger than CNY and will bring in people from around the State. Also discussed how this could impact the housing market, schools, traffic, etc. as bringing in people to work they will need a place to live and somewhere to send kids to school, and also discussed that something will need to be done to keep these people within the county (similar to what they are doing on Fort Drum to keep the military personnel and their families in the area).

Amie Abold- Still seeing low numbers in Adult Education enrollments, but they are looking to add another CDL-A program in January. Welding is looking to start in November, but they are struggling to get enrollments for it. Auto class will be starting soon and has a total of 5 enrolled with 4 being females (they haven't had a female enrolled in this class in a while). Phlebotomy started in September and MA will be starting soon. They are not running DA this year. Marq asked them to start a Part-time LPN class. Amie shared they would be interested in doing this but struggle with finding an instructor. Marq shared that he would think of potential names and ask around to see if they would be interested. CiTi did hire a FT auto body instructor who is running a ½ program (looking to make it FT program next year). Also looking to expand Agriculture Studies.

Heather Vashaw- Still waiting on FDIC approval for their Syracuse branch. Still seeing a higher than average turnover.

Carol Taormina- PTech just hosted their Manufacturing Day on 10/7 which was very well attended. All employers were interested in partnering. They are also hosting the Trades Fair on 10/21 9:00-2:00 which will give an overview of these programs. There is plenty of demand from employers and this provides a great opportunity for youth to get into these trades.

John Halleron- Announced that Chena has left OBCR, and that this would be his last meeting as he will be retiring at the end of the year. SUNY Oswego is not going to fund a business advisor in Oswego going forward, but will provide space, technical and clerical support. They will have a position located at Jefferson Community College who can serve Oswego, but it has not been posted yet as they are still looking for a regional director. Discussed trying to reach out to someone from SUNY Oswego to have them sit on the committee.

All- Discussion was had over the Cannabis industry. The state has seen thousands of applications for Dispensaries- but you can't receive federal funding for these. Question was asked as to whether or not Huhtamaki still tests for Marijuana, nobody was sure, Jamie will reach out to find out. Believe that most places will follow a similar process as with alcohol- if impaired on the job that is enough reason to terminate. But you can not discriminate upon hire.

Rachel Pierce asked for a motion to adjourn. John Halleron made a motion to adjourn. Dave Goodness seconded the motion. The motion was carried. The meeting was adjourned at 10:40 a.m.

Next Meeting: January 11, 2023, at 9:00 a.m. **Location:** One Stop Center Conference Room 2A, 200 N. 2nd Street, Fulton, NY 13069.