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**Workforce Development Board of Oswego County
Business Development Committee Meeting Minutes
Wednesday, April 10, 2024
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: Greg Hilton, Jessica Barnes, Marq Brown, Pamela Caraccioli, Louise Hand, Brian Heffron, Zach Menter, Rachel Pierce, Amanda Quaille, Kim Sizemore, Heather Vashaw, Abby Weaver, Austin Wheelock, Alexis Cummins, Lori Harrington

The meeting was called to order at 9:04 a.m.

1) Approval of Meeting Minutes from January 10, 2024

Greg asked for a motion to approve the January 10, 2024 meeting minutes. Marq Brown made a motion to approve, and Pamela Caraccioli seconded the motion. All in favor, the motion was carried.

2) Business News/Training Update (PY '23 Q3)- Amanda Quaille

In PY '23 Q3 we had a total of 13 OJT placements (1 at Felix Schoeller, 8 at Menter Ambulance, and 4 at Pathfinder Bank). Overall, in PY23 we have had 36 OJTs, 20 of which were successful, 6 unsuccessful, and 10 that are still active. We are continuing to provide Metrix to all registered customers and have sold 53 licenses to Pathfinder Bank for their employees to utilize. We hosted 7 Job Fairs/Hiring Events for various businesses and have attended 6 Community outreach events. We continue to provide prescreening assessments for Menter Ambulance (6 sessions), Huhtamaki (6 sessions), First Choice Staffing (2 sessions) and Novelis (8 sessions), and we shared 29 jobs for 15 employers on the NYS Job Bank and our Social Media sites. We completed outreach with 10 new businesses. We are hosting our Spring Job Fair on 5/9/24 at Lake Ontario Conference Center and are almost at max capacity for businesses!

3) Customer Feedback- Businesses PY '23 Q2- Amanda Quaille

61 surveys were sent out in Q2 and 8 were returned. Overall businesses were satisfied with the services provided to them. There was a comment from a business requesting additional information on how to utilize additional services, and that business was contacted with the information requested.

4) Director's Report– Rachel Pierce

Rachel shared a Flyer for the Oswego County Youth Summit that is being held on 6/5 and asked the committee if they weren't signed up if they would be interested in tabling or presenting. She asked if you sign up to table the event to make sure it is interactive and engaging for 8th graders. (All county schools except APW will be there). Austin mentioned that he would be interested in potentially talking to students about entrepreneurship. OCWNY is still recruiting for the Childcare Bootcamp Business program to train people to start their own in-

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home day care, but we are having trouble in recruiting. We are still waiting on a decision for the ESD grant that was submitted to assist with funding for the Oswego Build program, but we will still be going forward with the program either way. There will be an ON-RAMP initiative that created a Hub based in Syracuse with spokes reaching out around the region to support training for construction and semi-conductor advanced manufacturing. We are setting up meetings with each priority union that was determined by Micron to see what we can do for additional upskilling. We are still working on our CDL initiative, and the first Cohort class with CiTi starts in May. We have had a lot of interest so far, and some businesses have signed on which will allow them to use their own trucks for training. CNY Urban Renovations has created their own Heavy Equipment training program within their facility and they are working on getting on the ETPL so that we can pay tuition money. Austin asked if there was potential to partner with the North Country as they have recently received some funding and it might be a good idea to try and assist them with ideas. Rachel also shared that we are partnering/supporting a few different grant applications: 1 with MACNY to help with case management of women participating in the Real Life Rosie program that will be expanding to Onondaga and Oswego County, we sent letters of support for a federal grant application for MACNY to support programs, we are partnering with CiTi on a CDL grant with Federal DOT to help with funding, and we are partnering with the County to support a Broadband Initiative to enhance and expand service. We are still in the midst of our PY22 WIOA financial audit as some discrepancies have come up, but they have been fixed and we should be all set with the audit soon.

5) Roundtable- All

All- Summer Youth Employment Applications for youth ages 14-20 have been posted on the OCWNY website (ocwny.org). It will also be sent to schools. If you are interested in being a worksite you would need to submit a proposal. Our counselor positions are posted on the Oswego County website. We can present to schools if requested and will also have information available at different events being attended in the next couple of months.

Zach Menter- Staffing #'s have improved. They currently have a good group of 9 EMT students. They have also started allowing paramedics to work 24 hour shifts and are trying to divide calls out as to not utilize paramedics if they don't absolutely need them, which has been beneficial to staff.

Brian Heffron- Shared that CiTi has met with OCWNY and Menter Ambulance to try and create a program for some of their public safety students to get into a pathway that leads to EMT. At the previous meeting Brian was asked to compile data of what students are doing after graduation, unfortunately that data doesn't exist yet, but CiTi is working on developing a reporting system for districts to pull data in so that we can identify student pathways and hold conversations about different opportunities that are available. Career Connection Series dates: Manufacturing Day- 10/4/24, Agriculture Day- 10/25/24, Union/Trades Expo- 12/13/24, Health Careers Expo- 3/28/25, Public Safety & Armed Forces Expo- 5/9/25, Drone Technology Expo-5/30/25. On June 18th there will be an event at CiTi BOCES to recognize that Oswego County has become the first Work Ready Community in NYS. He shared that there has been a big push for students to take the credential, but that there needs to be more industry partners who will recognize the credential so that students can see the value in the test.

Jessica Barnes- Excited to join the group and hear about different potential educational opportunities available in healthcare.

Austin Wheelock- Manufacturing Summit will be held on 4/17 at Steamers in Oswego. There will be 3 panels on financing, incentives and workforce. There are different partner speakers and participants already committed so far. On June 5th, Empire State Development will be hosting a CFA workshop at CNY Arts from 3:00-5:00 to talk about different state grant and tax credits available to businesses. They are also looking to hold a small business summit in the fall on October 9th at Tailwater Lodge, and will be partnering with Oswego County Tourism for an event in the winter. OOC was able to assist Novelis with a rail project grant and Austin shared that they have availability to assist other large companies on projects. They are also working with ConnexCare in Oswego for financing a project to purchase clinical space. He also asked if there was an opportunity for satellite locations or office hours at a different location to provide better outreach to all corners of the county. Rachel shared that this could be possible, as we are hosting an outreach event at Sweet Aroma Café at the end of the month. OOC will be attending Semi Con West in July and Fabtech trade show in October.

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Pamela Caraccioli- Shared that several employers have brought up the issue of worker transportation, so she is going to look into a previous grant application that was submitted to Shineman Foundation to see if there are ways to assist.

Marq Brown- Oswego Health is continuing to push Tuition Programs for their employees. They recently launched a program called Workforce Edge that helps manage training programs in one spot, for employees to go in and apply and get approved for training. This is free to use for Oswego Health as they make money off the providers that partner with them. Marq also shared that he met with the Army recently and is in the process of revamping the PACE program. They will be working with Veterans with the TAP program who will be discharged soon. This program allows them to work for 6 months before discharge with a company that takes part of the program and can continue their military pay.

Abby Weaver- Staffing is starting to look better, things are going good at the moment.

Greg Hilton- Huhtamaki is trying to make a few transitions in their onboarding process and are trying to focus more on the work readiness credential and internal interviewing/vetting processes as opposed to Provet preemployment testing. They have about ~20 open positions right now as well as multiple openings in the salary ranks. Greg shared that this will be his last meeting as the Chairman of the Business Development Committee as he has accepted a new position within Huhtamaki. For the time being, Mark Southwick is set to take over representation for Huhtamaki on the Board.

Amanda Quaile- Started a new OJT with Fruit Valley Orchard, have started working with Pestmaster again, and looking to work with Abby for OJTs as well. She also shared that we will have a new OCWNY Business Development representative soon as we have hired a new Employment Specialist to take over Business Services.

Heather Vashaw- Pathfinder has purchased Berkshire Bank in East Syracuse and a transition will start for that in mid-late July. Pathfinder also purchased 53 metrix licenses from OCWNY for their employees to utilize.

There were no other updates at this time. The meeting was adjourned at 10:24 a.m.

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

Location: OCWNY Conference Room 2A, 200 N. 2nd Street, Fulton, NY 13069.

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