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**Workforce Development Board of Oswego County
Business Development Committee Meeting Minutes
Wednesday, July 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: Pamela Caraccioli, Jessica Barnes, Marq Brown, Kelly Burkett, Louise Hand, David Boots, Eric Ingersoll, Tim McKernan, Zach Menter, Mark Southwick, Brandy Koproski, Rachel Pierce, Amanda Quaile, Terri Robbins, Kim Sizemore, Kelley Thurlow, Alexis Cummins

The meeting was called to order at 8:59 a.m. and roundtable introductions were done.

1) Presentation from Brandy Koproski (Integrated Community Planning)

Brandy Koproski is the Executive Director at Integrated Community Planning. They focus on 3 divisions: Childcare Development, Traffic Safety, and Early Childhood Alliance. They've recently started two programs- Help Me Grow and Diaper Bank. The agency started off with childcare about 37 years ago. They have several different contracts and programs in place for a variety of services. Brandy attended a Childcare Innovation Summit in DC in June, and she shared that the growing workforce is dependent on childcare. ICP is working on a variety of resources to become available, and one of the biggest is the Business Navigator Toolkit. The Toolkit is funded by OCFS and will serve as a resource for businesses across NYS. It will help employers better support their employees by aligning work responsibilities and caregiving needs. The Toolkit is currently in the production phase. Brandy also shared that she is asking for any testimonials from businesses if they are doing anything specific to help combat childcare needs with employees, and why specific resources would be beneficial to your business. She also shared that she is looking to highlight a business champion for any businesses that are doing anything innovative to help employees. Marq Brown briefly shared that Oswego Health has recently launched a program called Wellthy which is a care concierge service and is free for their employees to utilize. It ranges in services available from providing care to parents (scheduling appointments, reminders, etc.) to assisting with finding childcare. An employer survey was recently sent out for employers to provide insight to ICP.

2) Approval of Meeting Minutes from April 10, 2024

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

3) Business News/Training Update (PY '23 Q4)- Amanda Quaile/Terri Robbins

In PY '23 Q4 we served a total of 109 business in different ways. We had a total of 6 OJT placements (2 at Felix Schoeller, 1 at Fruit Valley Orchard, 1 at Little Lukes and 2 at PestMaster). Overall, in PY23 we have had 42

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OJTs, 29 of which were successful, 10 unsuccessful, and 3 that are still active. We are continuing to provide Metrix to all registered customers and have provided licenses to Pathfinder Bank and Oswego County Public Defender's Office for their employees to utilize. We hosted 5 Events for various businesses including our Spring Job Fair that was well attended and have attended 12 Community outreach events. We continue to provide prescreening assessments for First Choice Staffing (6 sessions) and Novelis (8 sessions and 2 interview sessions), and we shared 36 jobs for 18 employers on the NYS Job Bank and our Social Media sites. We completed outreach with 14 new businesses. We have replaced our Business Highlight with the Business Snapshot which is a 1-page flyer with the business information, current openings, quote from employee, and lists of benefits. The snapshot is sent out to partners/customers and shared on social media. All businesses that are featured in the snapshot are also invited to attend our Mini Job Fair. The next Mini Job Fair will be held on 8/6/24 from 11am-1pm at the OCWNY Career Center.

4) Customer Feedback- Businesses PY '23 Q3- Amanda Quaile/Terri Robbins

78 surveys were sent out in Q3 and 6 were returned. Overall businesses were satisfied with the services provided to them.

5) Director's Report- Rachel Pierce

Our Summer Youth Employment Program officially started on 7/8 for most of our youth (we had a few early starts). Between the funding received from OTDA and some investment from the County (to serve some youth who were just above income requirements) we have been able to place about 90-100 youth. We have 6 temporary staff (some in the office to do timesheets & travel to sites to provide training to youth, and some out on trails/Camp Hollis to oversee progress). We have been getting a lot of referrals from CiTi BOCES for their LPN program that starts in August. We have received extra funding from the state for doing well and hitting our goals, and most of this money will go towards funding the LPNs and possible paramedics. Rachel is working on 2 grants that are due at the end of the month. One grant is for NYS DOL reemployment training and would be used to continue the CDL initiative once the current grant for this project ends, and the other grant is for the NY Power Authority. They are looking for an RFP for funding for training that is related to clean energy jobs. Our 2025 County Budget is also due at the end of the month and Rachel has been working diligently on that.

6) Roundtable- All

Zach Menter- They have a big group that will be heading to paramedic school and are working on getting a Fall EMT class set up. Their current EMT's go to paramedic training and then they continue to backfill into the EMT positions, and generally are always recruiting for paramedics.

Louise Hand- Constellation is currently fully staffed but they always keep a pool of candidates.

Kelly Burkett- Received 14 business nominations for NDEAM (National Disability Employment Awareness Month) and 3 of the businesses were in Oswego County. Kelly is now an ADA Trainer and can tailor training to businesses depending on their needs.

Jessica Barnes- Had a SYEP participant start this week and would like more participants if possible. They are always hiring across the board for all their sites. They are also breaking ground next month for their new Oswego site.

Eric Ingersoll- Page Trucking is heading in the direction of becoming a CDL training School (if they are training them to become their employee, they do not need to be a school). YTD have trained 9 participants to work for them so far with 7 being successful. They always have openings for truck drivers and have an 80% retention rate across the board.

Tim McKernan- Last month was their best month ever so far. They are tied directly to infrastructure and have a lot of their stuff out on the roads. They are continuing to reinvest in the businesses and are investing in robotics and automation. They are always hiring welders.

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Terri Robbins- Started a new OJT with Felix Schoeller and working on 2 for Pathfinder Bank.

Marq Brown- Also launched robotics to assist with challenging surgeries (this will not affect current staffing). They have graduated 24 students from their ECHS program and have 3 other cohorts going into training programs this summer. They are continuing to invest in LPN and RN's attending training with a promise to continue to work for them. They are also hopeful of starting to provide training for MA's (Medical Assistants).

Rachel Pierce- Mini SYEP program in place for a handful of PTech students who were unable to secure internships for various reasons. There are a few different sites that they have been placed at and we able to pay them for their time on the internship.

Kelley Thurlow- OCWNY is looking at staff data entry closely as the State has set aside funding for every area that achieves all their performance measures and as of Q3 reports there is only 1 measure that we are not making.

Pamela Caraccioli- Has experienced recent turnover with their new hires and was wondering if other businesses are experience the same. Some members shared that it is something they've been noticing with the younger generation. They've noticed a lot of individuals between 18-30 that job hop. Mark Southwick shared that one thing they have started to do to try and curb that is to extend their sign-on bonuses out past the 2 year mark.

Mark Southwick- Huhtamaki is continuing to hire (have hired at least 50 new employees this year). They are seeing that their turnover has been mostly related to retirements/promotions. They are also expanding their training to hourly operations staff by hopefully utilizing the metrix platform (they currently have a staff member testing out the platform).

There were no other updates at this time. The meeting was adjourned at 10:08 a.m.

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

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

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