

**MONROE COUNTY/ROCHESTER WORKFORCE INVESTMENT BOARD**  
**WORKFORCE INNOVATION & PERFORMANCE COMMITTEE**  
 Tuesday, December 6, 2016 8:00 – 9:00 AM, Conference Room 2  
 United Way, 75 College Avenue

<b>Time</b>	<b>Item</b>	<b>Responsible</b>	<b>Comments</b>
8:00	Introductions <ul style="list-style-type: none"> <li>Approval of September 6, 2016 Minutes</li> </ul>	Peter	
8:10	<ul style="list-style-type: none"> <li>Presentation: What We Know About Available Resources to Train Workers in Advanced Manufacturing and Healthcare Industry Sectors</li> </ul>	Lee	
8:20	<ul style="list-style-type: none"> <li>Discussion: How should RochesterWorks! allocate our training dollars for Program Year 2017 (July 1, 2017–June 30, 2018)?</li> </ul>	All	
8:50	Other – Open Discussion	All	

**Next Workforce Innovation & Performance Committee Meeting:**  
**March 7, 2017**

**Workforce Innovation and Performance Committee of the Monroe County/Rochester Workforce Development Board**  
**Meeting Minutes**  
**RochesterWorks, Inc., 255 Goodman Street**  
**Tuesday, September 6, 2016**  
**8:00-9:00 AM**

**Present:** Joseph Hamm, John Premo, Mike Puglisi, Christina Kolankiewicz, Joe Wesley, Siobhain Kemblowski

**Absent:**

**Staff and Guest:** Lee Koslow, Peter Pecor, Hilda Betances, Jennifer Geiger, Duane Beck, Martin Anselm, Miranda Harms

**Introductions:**

**Approval of Minutes:**

A motioned to approve the June 7, 2016 meeting minutes was made by the committee. The motion passed unanimously.

**Update on Career Pathway and Improving Services to Individuals with Disabilities**

Lee Koslow noted, that when the group started meeting one of the discussions were, "what are the things we can take off the Board's hands that this group can devote a little more time to, outside of the functions of the Board". Two topics were selected and the Board agreed and voted on directing this group to work on career pathways and improving services to individuals with disabilities.

Lee Koslow noted, interesting progress has been made by the Workforce and Health Care subcommittee of the Regional Economic Development Council that Joe Wesley facilitates. The direction the team took was, "what can we do make an impact to help the working poor and at the same time what we can do to address the staffing needs of businesses in the health care field". The group decided that career pathways was prominent among the strategies that were suggested.

The other two industry clusters selected for career pathways were Advanced Manufacturing and Hospitality & Tourism. For Advanced Manufacturing the NYSDOL has set aside some NEG funding that they put out a bid to the ten different regions. RochesterWorks! submitted a bid to fund to what we are calling an Industry Navigator for Advanced Manufacturing. The end product would be a career map that would outline some pathways within the industry. If awarded the grant funding it will provide resources for us to develop the career pathway. That would leave us with the Hospitality & Tourism career pathway for future development.

The other task this group is working on is to improve services to individuals with disabilities. Early on it was decided that it was too big of a task to meet one hour once per calendar quarter to resolve. The board agreed to set up a workgroup to improve services to individuals with disabilities within the One Stop System. Staff were updated in June, and we did not schedule a meeting during the summer, but we will start up this fall. Jennifer Geiger from ACCES-VR and John Premo have continued to discuss what we can do on the employer side.

Jennifer Geiger reported, that on October 4, 2016, ACCES-VR in conjunction with the Rochester Area Employment Network which is a consortium of other providers in the area, will recognize employers that go above and beyond to hire individuals with disabilities. Jennifer received 17 nominations this year. The state award winner this year is the Hyatt Regency. There are six to seven regional winners and other awards. It is a great event held at the Kodak Center for Performance Arts Theater, and it is an evening where there is an opportunity for businesses and community providers to emphasize the good work that is being done within the community.

**Featured Topic: Partnerships in Key Industry Sectors**

Lee Koslow reported, that the Workforce Boards under the Workforce Innovation and Opportunity Act are all required to do local and regional plans. This year NYSDOL decided to focus on the regional plans regarding industry sector partnerships. This plan outlines the sector strategies. The sectors we are focusing on in our region are Health Care and Advanced Manufacturing. IT is an important secondary sector that is not included in the regional plan. We will begin with an update on Finger Lakes Hired which almost two years old.

### **Finger Lakes Hired**

John Premo reported, Finger Lakes Hired is a four year grant that brought in \$5M to provide services to the long term unemployed 27 weeks or more, with an interest or a focus on advanced manufacturing, health care, IT/computer technology. It is a regional grant, we partner with our contiguous Workforce Boards, Finger Lakes Works and the GLOW Works areas. RochesterWorks! is the lead agency for the grant. The grant provides training, supportive services, career guidance and job search assistance. We also provide services to businesses, On the Job Training (OJT) where they can receive partial payments to train individuals that possess a skill gap. We offer Work Experience Try-Out, if an individual that the employer may have a concern about, such as experience/performance or fit, we can put them to work two to four weeks, covering the pay rolling costs to eliminate the employer's liability. Pay roll is covered by a third party pay roller to cover the cost of the individual during the try out period of time. We also offer Customized Training. The Customized Training will take an incumbent worker(s), provide them with training to upgrade skill with the idea it will create a promotion and advancement opportunity for which a FLH participant may fill. The grant is scheduled to sunset October 2018.

### **CFA 5.0**

Lee Koslow noted, whereas Finger Lakes Hired has initiated a grant where RochesterWorks! is a lead agency, there are a number of initiatives that we are cooperating/partnering with to provide technical assistance and help make placements when individuals complete a program. NYSDOL has through the Consolidating Funding Application process (CFA) made money available for competition among businesses, workforce boards and training providers. One of the more innovative examples that RochesterWorks! was brought into as a partner to help recruitment and placement was the one that RIT went in for.

Duane Beck and Martin Anselm from RIT provided an example of the training in electronics manufacturing. It is the actual soldering process of a circuit board that is inside many electronic devices. At RIT there was a four week program where they engaged the underemployed and veterans in Monroe County, and gave them skills needed to become a technician.

### **YAMTEP**

Lee Koslow reported, that YAMTEP is the Young Adult Manufacturing Training Employment Program. The program has the support and partnership from the City of Rochester, Monroe County Department of Human Services and RochesterWorks!. It is more of a traditional manufacturing entry level training, however, it opens the doors not only for first jobs for folks, but also some may end up going on to get further training.

### **HPOG**

Lee Koslow report, that HPOG is a federal program for Action for a Better Community as lead agent. Miranda Harms is the liaison at RochesterWorks! to the HPOG Navigators and has been instrumental helping as many of them to get funded for different training programs.

Miranda Harms reported, that from Action for a Better Community she had 21 hard referrals. They were names of people that were provided by ABC. Miranda went on to say, 17 were in CNA training and four were interested in LPN training. ABC identified candidates that were interested in the health care field however, may need additional support. Candidates were sent to RWI where they were screened WIOA eligibility once approved they would start the training program. There were eight CNA's that are still in training and the majority have pending potential job opportunities.

### **Discussion Items:**

**2016 Meeting Scheduled:** December 6, 2016

Meeting adjourned at 9:15 AM

Submitted by: Hilda Betances

Reviewed by Peter Pecor 9/20/2016

Reviewed by: Lee Koslow 9/19/2016

Reviewed by: John Premo 9/16/2016