

Board Meeting Minutes

March 16th, 2023 8:00 am

Italian American Club; Watertown, NY 13601

Welcome/Call to Order: Chairman Cooper welcomed the Board and opened the meeting at 8:02 am.

Guest Speaker: Cathy Brodeur, Director of the Jefferson-Lewis Childcare Project at CAPC, introduced herself to the board. Ms. Brodeur discussed the ongoing shortage of available childcare providers in the community. As a result of this shortage, we are seeing a lower participation of women in the workforce. For many families, especially ones who are categorized as Asset Limited, Income Constrained, Employed (ALICE), childcare has become unaffordable. However, the Childcare Assistance program is designed to assist families at a certain income threshold by subsidizing childcare costs to providers. New York State is also expanding eligibility guidelines based on the amount of people in the household and their combined income. Ms. Brodeur went on to mention that not many families have applied for the program yet, simply because they don't know about it. In close partnership with CAPC, the WorkPlace and Department of Social Services (DSS), we are spreading the word through various outreach efforts and through local media.

Mr. Prasuhn asked Ms. Brodeur if the program benefits before and after school programs such as School Aged Child Care (SACC). Ms. Brodeur stated it would; however, it has been difficult to recruit staff who want to work part time in the mornings and afternoons for only \$15.00-\$16.00 per hour. Additionally, Director Mayforth added that while the Early Childhood Education program is offered at JCC, many who graduate end up leaving the area and furthering their education to become teachers in the public school system, which has also seen a significant shortage.

Ms. Brodeur stressed the point that the more childcare we have available, the more women we will see rejoining the workforce. Currently, areas such as Cape Vincent, Carthage, and Clayton are extremely underserved in terms of available providers. Mr. Zembiec added that there are 7 children for every available childcare slot. Mr. Hagemann pointed out that this problem is widespread across the country, and that we should try to learn from other states how they are combatting this issue. Further discussion ensued.

Privilege of the Floor: There was none.

Approval of Minutes:

- Chairman Cooper asked for corrections or discussions of the minutes for the December 15, 2022 Board Meeting. There were none. Chairman Cooper next asked for a motion to approve the minutes. Mr. Hagemann made that motion. Ms. Pettit seconded. All were in favor.
- Chairman Cooper asked for corrections or discussion of the minutes for the March 3, 2023 Executive Board Meeting. There were none. Chairman Cooper next asked for a motion to approve the minutes. Mr. Hagemann made that motion. Ms. LaVallee seconded. All were in favor.

Correspondence: Director Mayforth stated that no correspondence had been received.

One-Stop Operator/Provider Report: One-Stop Operator Munson began by discussing a customer who had utilized the WorkPlace's services over the last year. He was taught how to improve his resume, as well as given a professional space for conducting video interviews. He has since recently contacted us to let us know that he has begun a new position as a Director of Membership at a large YMCA in the Poconos. This is one example of many success stories that we have seen over the months.

Ms. Munson also discussed how we have developed procedures to ensure that the most up-to-date information is always available to both program and fiscal staff. Additionally, documents and forms have been updated to ensure that the Jefferson and Lewis County offices are using the same documents and conform to State Program Monitor and Fiscal Auditor requirements. As part of Operator Munson's quarterly visit to Lewis County, One-Stop Manager Hetzner discussed questions she had on WIOA Performance Measures and Technical Advisories that were recently released. Other issues included staffing shortages at both offices, as well as low recruitment numbers and resumes.

Director's Report / Financial Report: Director Mayforth discussed our current financial report and how she asked for additional funding from the state in the form of the National Dislocated Worker Grant (NDWG). We were granted an additional \$50,000.00 in NDWG funds. This has allowed us to fund more students for training, particularly those students interested in a CDL-B license. Next, Director Mayforth introduced Stephanie Harris. Ms. Harris is our new Disability Resource Coordinator through the SCION program. Further discussion ensued regarding SCION and the sustainability of this program.

Director Mayforth pointed out that there has been a slight increase in unemployment in Jefferson County. However, she attributes this to seasonal employees who work on the lake, construction, and outdoor restaurants during the warmer months. On the other hand, private sector jobs have gone up 3.9%. Job Orders from businesses are also up significantly. Mr. Cooper expressed his amazement at the low number of people looking for work. Further discussion ensued. Lastly, Director Mayforth announced that our Spring Job Fair will be held on March 28th at the Hilton Garden Inn from 1:00-4:00, and for members of the board to spread the word to other businesses who have open positions.

New Business:

- Resolution 22-08: Approval of Revised Priority of Service Policy
Mr. Cooper asked for questions on the resolution. There were none. He then asked for a motion of approval.
Motion: Mr. Zembiec
Second: Mr. Aiken
Approved: Unanimously

- Resolution 22-09: Approval of Revised Hatch Act Policy
Mr. Cooper asked for questions on the resolution. There were none. He then asked for a motion of approval.
Motion: Ms. Pettit
Second: Mr. Hagemann
Approved: Unanimously

- Resolution 22-10: Approval of Revised Program Monitoring Policy
 Mr. Cooper asked for questions on the resolution. There were none. He then asked for a motion of approval.
 Motion: Mr. Zembiec
 Second: Mr. Prasuhn
 Approved: Unanimously

- Resolution 22-11: Approval of Membership Renewal to Lewis County Chamber of Commerce
 Mr. Cooper asked for questions on the resolution. There were none. He then asked for a motion of approval.
 Motion: Mr. Aiken
 Second: Mr. Killmer
 Approved: Unanimously

- Resolution 22-11: Approval of Disruptive Customer Policy
 Mr. Cooper asked for questions on the resolution. Mr. Aiken asked if we ever see disruptive customers at The WorkPlace? Director Mayforth stated that yes, it is normal for us to have disruptive customers. Further discussion ensued. Mr. Cooper next asked for a motion of approval.
 Motion: Mr. Aiken
 Second: Ms. LaVallee
 Approved: Unanimously

Roundtable Discussion: Ms. Marks discussed the number of employees who left her organization last year and that only 1 filed for unemployment, but she received quite a few calls from DSS. Ms. Marks stated she had read a story that on average DSS clients are making approximately \$16.00 per hour. Director Mayforth stated that in Jefferson County, numbers are down. She then went on to explain the two groups of DSS clients (employable and unemployable). Director Mayforth also talked about the “Cliff Effect” and the six-month set-aside that is before the legislation now.

Mr. Zembiec mentioned that a Legislative Issues Update breakfast is being held at the Hilton Garden Inn, Watertown at 8:30 am on Friday, March 24th. If anyone is interested in attending, please contact him or Brittany Davis.

Mr. Killmer discussed apprenticeship programs and that it is a desert here for construction apprenticeships that are non-unionized. Further discussion ensued and Director Mayforth discussed the pre-apprenticeship construction program that JCC just received approval for.

Mr. Castillo talked about one of his employees that went through The WorkPlace for cloud engineering, and how there are tons of remote cloud engineering jobs out there. He also shared that this employee just received his journeyman card.

Mr. Zembiec asked about the CDL-A course at JCC? Director Mayforth stated that we are funding customers for that course and for the CDL-B course at BOCES.

Next Meeting: June 15, 2023 at 8:00 am at Tug Hill Vineyards

Adjournment: Chair Cooper made a motion to adjourn the meeting. Mr. Castillo seconded the motion. The meeting was adjourned at 9:38 am.

Attendance:

Aiken, Robert
Castillo, Rod
Cooper, Matthew
Davis, Brittany
Flint, Travis
Hagemann, Robert
Killmer, Robert
LaVallee, Marybeth
Marks, Shellie
Mayforth, Cheryl
Patrick, Shena
Petitt, Jody
Prasuhn, Mark
Zembiec, David

Others In Attendance:

Harris, Stephanie
Munson, Angel
Rutherford, Cory