



Onondaga Workforce Development Board Meeting
August 9, 2024 - 12:00 pm
960 James Street, Syracuse NY 13203

Attendees: Rosemary Avila, Tony Baird, Sheryl Bowen (remote), Melissa Caci, Courtney Coccia, Dekka Dancil, Brian Donnelly, Rebecca Fracchia, Kimberly Frost, David Furney, Cynthia Hernandez, Paul Joslyn, Mitch Lattimer, Alan Marzullo, Jessica McCarthy (remote), Anne Napper, Peter Naughton, Sharon Owens, Mary Parry (note taker), Eric Peckham, Tim Penix, Darin Price, Dominic Robinson, Larry Schiavone, Julie Sheedy, Ann Marie Taliercio, Mari Ukleya, Janette Van Wie, Monica Williams, Randy Wolken

Guest: Liam O'Neill

- Dominic called the meeting to order at 12:03 PM

Board Action Items

- Approval of June 14th Board meeting minutes:
Motioned - Julie
Second - Paul
All in favor
Motion passed.
- Dominic reminded the group that meeting bylaws require in-person attendance.

One-Stop System Operator update

- David Furney said that they have created three teams, which met in July and set a plan for accomplishments.
 - The first team is working on communications and referral processes as a way to bring in more providers, not just MOU partners/providers. We are working on a newsletter; if anyone has a job posting, new service, or education that is ready to launch, these can all be advertised through the newsletter.
 - The second group is working on service mapping. We are trying to create a database searchable and sortable for anyone coming in through the door, one partner community foundation. They will be invited to the next meeting.
 - Final team different ways to bring value to MOU partners. WIOA specific information sessions required.
- Dominic asked David to walk us through how you are using that map: David we will type in eligibility requirements, list can be filtered and applied to find what they need to connect them to other services. Dominic asked if this applies to all types of training. David stated that they are starting with the service map for now and working on career maps.
- Dominic asked if we need to rally around as a board, or how can we help you build on to what you already have? David said in time yes. Mari asked who is already doing something like this to find out how they are doing it, etc. David said we did this with Community Foundation, they have something similar but not exact. David has a new role at college. David will be Dean of Health and Technology.

OSSO will remain with Dean of Instructional Services? David will help with that role during the transition. Questions can be filtered through Rebecca at osso@sunyocc.com.

Executive Director Updates:

- Bonadio field audit work will be on October 15th. It will be challenging because we do not have a full-time CFO. Sue is working in a limited capacity; Judi and I are working on reports. We are still searching for CFO. Please share this opening with your networks and let Sheryl know if you have a referral.
- We were approved for an M&T line of credit without a person guarantee \$350k. We still have the \$400k line of credit with Solvay Bank, but that one requires Sue's and Rosemary's personal assets to guarantee that line of credit.
- The anniversary luncheon was very nice. Thank you to all who attended and a special thank you to our sponsors.
- SYEP enrollment – the goal 500 we are at 489. The program started on July 8; we are still getting a few youths enrolled. We have 70 worksites on board, but we can always use more. Your support in looking for new worksites is appreciated. Contact Kim with interest or questions at kfrost@cnyworks.com. Dominic asked if we are seeing trends around industry or employer. Kim is looking to enlist worksites that are up to that challenge of 14–15-year-olds.
- There were no findings during a "SYEP Site Visit" with a "case review" by OTDA Staff Iwona Ostrowska-Sheedy and Catherine Bombard
- We are expecting more information on YEP from the county, which runs from September 1 through June 30. Awards have been released but we don't know how much. We also need YEP worksites; Kim wants about 30 more worksites for 500 kids. Please contact Kim regarding any interest or questions. The program runs for the year but will be broken into cohorts. Transportation is a barrier for a lot of our youth, we're working on that internally. Rosemary is working with a shuttle company from the Capital Region that is looking to expand in our area.
- November retreat – last year, the Board attended a retreat in October at BOCES. Look for more information. This year the Board retreat will be held on November 15 at BOCES; thank you, Mari. Mary sent out a calendar placeholder for day and time.
- We are not working with the Rosamond Gifford Zoo anymore. They could not meet the challenges of the contract. They had a hard time getting out of school youth. They are a worksite for SYEP and hopefully YEP, but not WIOA. This is happening with certain boards across the state and will work with building capacity internally.
- PY22 program review outcomes with DOL and WIOA specific - no findings
- Amro Mugalli, with Syracuse Build, last day was yesterday. Amro was our only employee with Syracuse Build. We have spoken to Greg Lancette about contracting out with them for program and services for Syracuse Build (more to come); they will be our subcontractor, and we will continue to support Syracuse Build. Right now, it is Melissa doing her job and Syracuse Build.

- We spoke with ESD and shared that we had to get a line of credit to meet payment obligations and that that should change. ESD said we're doing the right thing getting lines of credit. In the next couple of weeks ESD needs to hear from the community; Deka may reach out for more information so she can help. ESD model works with private companies, but not for non-profit organizations, that model is burdensome. We need them to understand that that model does not work.
- There were no Executive and Finance Committee updates.
- Program Committee next meeting scheduled for later this month – Melissa said that we will get a consistent schedule and will look at getting a chair.
- Melissa is working with Megan and Rosemary to get Inclusive Opportunities Committee meetings scheduled. Megan is our Disability Resource Coordinator.
- Governance Committee is currently Mari, Randy, and Dominic. We will meet once a quarter or semi-annually to review membership. Please let Rosemary know if you would like to join.
- Mari said they have a waiting list for trades. Mari will send Mary the list of trades and she will send out to the board.
- Deka said she learned from Ebony that three of the trades will be eliminating their requirement to have a High School Diploma/GED to join; this will help a lot of people.
- Randy mentioned the apprenticeship grant, which is a 4-year, \$6 mil grant. Rebecca stated that they are excited about that partnership. There is a Real-life Rosies program to get more women into manufacturing.
- Dominic stated working with OCC to bridge community members that need education for jobs for manufacturing to get them what they need. Kicked off last month.
- Sharon asked if there is a marketing mechanism that we can let people know where we can share all this great information from this table with the community. Sharon said add it to CNY Works website. We need to get a bid on a new website but in meantime Rosemary can post on our website. But will also need the Board to tell partners about them. We can add links to OCC, OCM BOCES, etc. Sharon suggested getting something on the CNY Works website where people can go to get this type of information. Rosemary stated that we have a goal to hire a Communication Specialist who will oversee our website and social media. We need to improve our outdated antiquated website. If you send us the information, we'll get it on our website. Send to Rosemary and Mary. The Workforce Innovation Coordinator will be a marketing, social media, website person. Dominic stated that for the November retreat think about these types of things and what needs to be done.
- Julie said they are celebrating their 5th cohort LPN graduation. It enables staff to go from food service, CAN, etc. into LPN. It is fully paid. Lot of wraparound and 96% success rate. Loretto will host an event first federally recommended program of that kind. Sharon asked if the county funding for the nursing scholarship is closed. Monica will look into it and get back to everyone.
- Board retreat – strategic planning discussion from last fall; Rosemary referred to a slide show that everyone should have received.

- We are working to make sure that people know who CNY Works is and what we do.
- One stop operator to build no wrong door, expanding community partnerships.
- We have received over 700 services requests so far this year. We are focusing on streamline processes and working with other Boards to do this.
- Rosemary wants to continue the discussion about No Wrong Door. We do want to have more satellite offices. We currently have one with OCC and go to OCM BOCES twice a week.
- We want to have accountability, but OSOS is not a friendly system to us. We are looking at another database management system. Dominic stated that starting with OSSO is a good first step. Dominic asked if there is an opportunity for encountering people who are looking for work. Is there a better way to empower them by at least giving them information about all the resources that can be accessed through CNY Works? Mari said CCA. We need to get them more involved, so that was part of the conversation we were having. Dominic said can we make sure there are leveraging WIOA RA used to work at CCA, and they are talking about this. We are supporting them on metrix. Knowing if they are eligible. If we can have a presentation on our website explaining what services, we have and then through one stop. Dominic asked if there are other organizations out there helping people get jobs that we can bring into the system as Partners to share what CNY Works can do for them through WIOA and their customers. Are the services that CNY Works provides inside the career center being offered elsewhere and a way to make sure CNY Works can support them and their services?
- We are receiving a funding grant with OCC to have someone be a resource on WIOA. Melissa will work with that person. If we replicate that person in the community, we will have someone onsite that is prescreen WIOA.
- Working with Interfaith works, which is part of the planning initiative for people coming in as a refugee or asylum.
- Industry alignment with youth; we received an award from the city to replicate Syracuse Build with youth. It will start soon and will live at CNY Works under Kim Frost.
- We are partnering with NYSDOL and DOT to host job fairs here. We are looking to have more presence in the different industries, healthcare, etc.
- Dominic asked how do Employers work with CNY Works and how do they access what CNY Works can offer them?
- What is out there from the ESL perspective? Syracuse school district is in conversation with us for ESL here at CNY Works. Mari said OCM BOCES goes and works with students on their lunch.
- Dominic said there is a model out of Washington, which teaches them job situational language and it's very successful. Mari said they will be doing GED and ESL with amazon in the fall.

- Larry said that the job fairs we've gone to, we face the challenge of not getting quality candidates who want to work. Eric said they've come to CNY Works job fairs and gotten mixed results. Struggle with getting our skilled laborers.
- Motion to adjourn:
Motion - Mari
Second - Julie
All in favor
Motion passed.

Meeting was adjourned at 1:32