

**CNY WORKS  
Transcription**

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CNY Works  
Board Meeting  
Transcription of Video File  
December 8, 2023  
Video Runtime: 1:26:45

1 (Beginning of Video Recording.)

2 JEANNE MORELLI: Good afternoon,  
3 everyone. How are you? Thanks everyone for  
4 coming today. It's nice to see everybody's  
5 face. Last one of 2023. Hard to believe.  
6 This was a quick year, wasn't it? Okay. So  
7 let's get rolling.

8 We do have some folks joining also via  
9 Zoom today. There were a couple of folks who  
10 couldn't be here in person, so let's get  
11 started. Okay. I do want to just mention  
12 that if there's any conflict of interest based  
13 on what we have on the agenda today, if you'd  
14 just please note that, just step out of room.  
15 We'll come back and get you when we're  
16 completed.

17 FEMALE VOICE: And also the forms are  
18 right there.

19 JEANNE MORELLI: Oh, yes. And, also,  
20 we do have the forms you probably read in the  
21 email that Cheryl had sent out this week, that  
22 we do need to have you sign some forms, and  
23 there are some extra ones over here. So  
24 please, if you wouldn't mind doing that,  
25 that's really helpful for the organization.

**CNY WORKS  
Transcription**

Page 3

1           Okay. Today, we do have with us Chris  
2 is here from Department of Labor, so we're  
3 going to start there.

4           CHRIS WHITE: Awesome.

5           JEANNE MORELLI: Welcome.

6           CHRIS WHITE: No. Thank you so much.

7           JEANNE MORELLI: Thank you for coming.

8           CHRIS WHITE: I appreciate it very,  
9 very much. I think -- would you pull up my  
10 slides? Hi, everybody. Great to see many  
11 familiar faces here So I'm Chris White. So  
12 I'm Deputy Commissioner for Workforce at the  
13 New York State Department of Labor.

14           And I have to say, not just because  
15 you're in the room, but, like, I remember  
16 because we're here, but, like, our partners at  
17 CNY Works, Rosemary in particular, and all of  
18 you just, like, truly thank you for the  
19 partnership. And, you know, I think it is  
20 night and day from what it once was when,  
21 like, it was like workforce forwards. Why  
22 would we, Department of Labor, like, really  
23 want to work with you. But, like, I think  
24 folks like Rosemary just make it really easy  
25 for us to want to work together and partner.

1           And, you know, it I think we've seen  
2    just tremendous opportunities, you know, and  
3    it's why we've been able to and feel  
4    comfortable and, like, really want to push  
5    out, you know, funding through, CNY Works, be  
6    it, you know, the, you know, the  
7    infrastructure we're doing, like the Quest  
8    Grant, the I81, you know, work. And then  
9    certainly, you know, we're really trying to  
10   work -- I know so many of you are, like,  
11   literally at the table with us all, as we're  
12   talking about Micron and all of the amazing  
13   stuff going there.

14           And I think it's everything from and  
15   looking at how we've met here with, like, the  
16   trades on, like, the labor side and, like,  
17   what's happening. We're talking to the  
18   education side, as well, and making sure that,  
19   you know, any way we can, you know, help  
20   people get out, you know, the word about the  
21   cool things that are coming down, but, like,  
22   etcetera, etcetera, etcetera.

23           But, truly, thank you all for the  
24   partnership, and I'm really excited about it.  
25   So I'm here today to talk about, some cool

1 data, and some of you may have may seen in the  
2 past iterations of the data, and so this is a  
3 pretty meaty survey that we've done every  
4 single year, and I know a number of you helped  
5 push out the survey, probably take it  
6 yourselves, so thank you.

7           And the whole idea is it started back  
8 in 2020, peak of the pandemic, and we were  
9 actually talking to our friends at the  
10 business council, Amber Ronnell (phonetic),  
11 who's now with Empire State Development, a lot  
12 of you know her. We were like, hey, wouldn't  
13 it be great to know, like, what's going on in  
14 the minds of businesses these days?

15           And so we launched a survey. It was  
16 really successful. We then talked to job  
17 seekers, same kind of thing. And we've done  
18 it for now three years, and we'll continue to  
19 do it because it has really given us, I think,  
20 stuff that no one else has.

21           We have great federal data on, like,  
22 unemployment insurance and labor projections.  
23 That's great. But, like, what's going on  
24 truly in the minds of job seekers? What's  
25 truly going on? What's the nimble stuff

1 that's changing? And we're able to capture  
2 that in a way that I think has been really  
3 meaningful.

4 We're also really vocal about it. I  
5 have been to many a workforce board. I've  
6 been to many a group of, like, P-12 teachers,  
7 administrators, community college presidents.  
8 You may have seen recently the State Ed Blue  
9 Ribbon Commission. We came out with a whole  
10 bunch of recommendations for what you need to  
11 graduate high school. This data helped play  
12 into that whole narrative and really, I think,  
13 had an influence on this.

14 So, it's not taken lightly. It's also  
15 not something that's sitting on a shelf  
16 somewhere. We're being really vocal and  
17 trying to get out about it. So I hope you do  
18 find it meaningful. But over the past three  
19 years, we've heard from 8500 businesses over  
20 20,000 job seekers. So not a small number.  
21 Certainly, a lot in Central New York.

22 And I'll, I'll share the slide deck --  
23 Rosemary share the slide deck afterward, and  
24 then, there's also a lot more regional  
25 breakdown we can -- we'll share with you as

1 well.

2           Go to the next slide. So big  
3 takeaways. I'm sure none of you are going to  
4 surprised by much of this, but it is often  
5 validating. Hard to find workers. Right?  
6 Yeah. Duh, Chris. Okay. Great. We know  
7 this. But it's also really impacting, I  
8 think, competition in a way that we haven't  
9 seen before. Certainly, we're all feeling  
10 that.

11           And then I'm going to say skilled  
12 trades, skilled trades, skilled trades,  
13 skilled trades, skilled -- I can say it 100  
14 more times. Still won't be enough. We need  
15 awareness of training of the programs, you  
16 know. We got to get more folks into skilled  
17 trades. And by the way, every reiteration of  
18 what you think it is a skilled trade could be,  
19 and I really think of, like, registered  
20 apprenticeship.

21           So, yes, our friends, you know,  
22 electricians and plumbers and, you know,  
23 laborers and, like, all of that, wonderful.  
24 But also in health care, in advanced  
25 manufacturing, you know, into IT jobs. So a

1 lot of different skilled trades needs  
2 everywhere across the board.

3 I think this is just interesting  
4 because it's regionally specific, but, you  
5 know, what are businesses planning to do? So  
6 almost 30 percent of businesses are looking to  
7 do some kind of digital automation in the  
8 region.

9 So this is everything from sales  
10 automation and customer relationship  
11 management automation. So a lot of digital  
12 automation. A lot's been already done, but in  
13 the next couple of years, businesses want to  
14 do more of that.

15 And then a lot of robotic automation in  
16 the future, too, among businesses, smaller  
17 percentage, but tended to be more in the  
18 manufacturing side of the house, CNC machines,  
19 and palletizers. But we also saw robotic  
20 automation interest in health care, in  
21 hospitality.

22 So really a lot of different industries  
23 are interested in that. And then you can look  
24 at space needs. So, a good chunk of folks are  
25 looking to, you know, still grow their

1 physical footprint. Some reduce, sure, or  
2 stay the same, but -- and I'll caveat all of  
3 this. None of this data is scientifically  
4 adjusted by, like, crazy people who are really  
5 good at algorithms and stuff.

6 This is just a point in time, people  
7 who responded to the survey, so please don't  
8 start a business or end a business or do  
9 anything crazy based on these results.

10 After that, if you want to go next, we  
11 talked about this is the first year we  
12 actually asked this question of what are your  
13 big challenges, businesses? And by the way, I  
14 I'd say businesses. It's really all  
15 employers. We had a lot of different, public  
16 sector folks take part as well. But so all  
17 employers, what your challenges.

18 Huge, huge needs statewide. There was  
19 no difference in Central New York around the  
20 number one, which is finding new workers. You  
21 can see inflation, you know, retaining. I'm  
22 not going to read through all of these.  
23 Government regulations.

24 Sorry. It's Department of Labor. But  
25 you can see, you know, maintaining a diverse

1 staff. Look. Like, the scale of these is  
2 huge, and that it's a big deal. And I'm and  
3 I'm curious to see what next year's, you know,  
4 data looks like on this question in  
5 particular, given this year was the first one  
6 we could see that.

7           Next slide. What are the hard to fill  
8 positions? So I have the statewide list.  
9 I'll flip to the regional lists as our next  
10 slide. But you can see across the board here,  
11 look like, you know, for those of us who've  
12 been in this game for a while, none of these  
13 are surprising. So many of these are the same  
14 ones we've had trouble to fill since the  
15 pandemic. These are ranked, you know, and  
16 they're in every industry.

17           They're also across all skill sets. We  
18 have, you know, folks' entry level jobs and  
19 then really skilled jobs as well in need  
20 because people vacated the positions in COVID  
21 and haven't come back, and we haven't had the  
22 people to fill in those positions at the scale  
23 we need. So really the need's everywhere.

24           The one I really want to highlight,  
25 though, is teacher. And this is everything

1 from childcare to higher ed to P-2 system, all  
2 the training. Like, this is a problem because  
3 if we're bottlenecking at training, if we  
4 can't get people to leave industry or you  
5 know, become teachers, that's really  
6 problematic and we're going to miss out, and I  
7 think we already are on training  
8 opportunities.

9           And this is something I'm -- you know,  
10 we've done some work in this a little bit, but  
11 really open to lots of ideas about how we get  
12 more people to be teachers in every iteration  
13 you can think of what a teacher is because  
14 it's problematic. We've seen this rise up, in  
15 over the last three years of doing the survey,  
16 of it just being more and more necessary. And  
17 now it's our number one job in need in the  
18 survey.

19           This is the regional results. So a  
20 little lower here, but, you know, all of  
21 these, again, continue to just be just huge  
22 need, But across the board, so not all that  
23 dissimilar, certainly in the region, but yeah.

24           Skill set wise, what's missing? So  
25 this is the nontechnical skills that

1 businesses say are missing. And then I'll  
2 flip over to the technical sides in a second.  
3 But you can see year to year, there isn't much  
4 shift. I mean, still huge, huge need in all  
5 the professional skills, the power skills, the  
6 durable skills, the soft skills, whatever you  
7 want to call them, they're still just  
8 incredibly in need among people looking for  
9 jobs and people who are working right now in  
10 in the eyes of businesses.

11 I see it in my own, you know, hiring  
12 that I do. I have a huge team across the  
13 state, I'm hiring lots of people. Everything  
14 that's up here, I'm also like, yeah. That's  
15 me too. So, it's a problem.

16 And I and I will say, especially on the  
17 education side, I know there are folks in the  
18 room, who are in this, world on the education  
19 side, but especially the, like, P-12 world,  
20 our friends at BOCES, you know, administrators  
21 of schools, State Ed, a lot of interest in  
22 this slide in particular, in this information  
23 in particular. And like I said, the  
24 conversations have been like I've never heard  
25 before, in as many years as I've been doing

1 this.

2 People are hungry to know what this  
3 stuff is so they can figure out how to change  
4 curriculum, to change standards, to change how  
5 we're teaching people to infuse this in to all  
6 that is happening out there. So, I think  
7 really interesting.

8 And then the next slide is about  
9 technical skills, and it's all about digital  
10 literacy and computer use. And this is  
11 something that we see reflected in the job  
12 seeker survey, which we'll -- I'll get to in a  
13 couple minutes. But it's -- yeah. The Excel,  
14 the Word, the email, the typing, the -- you  
15 know, young person comes out of high school or  
16 even at a college, they get sat down at a  
17 computer station and can't use a keyboard.  
18 That's problematic. But I unfortunately hear  
19 that a lot.

20 And that sort of thing, you know, it  
21 remains an issue, and we just have to make  
22 sure that, you know, folks are aware of it.  
23 But, again, like, a bunch of high school  
24 principals I was talking to a couple weeks  
25 ago, they had no idea that that was a problem

1     anymore, and were absolutely floored to hear  
2     that. And I'm like, good. I'm glad you have  
3     this information now. But that's exactly what  
4     the survey is meant to do is to point that  
5     out.

6             And certainly digital literacy, you  
7     know, remains -- because you have people who  
8     right now are un-retiring. There was a  
9     headline. The New York Times had a big  
10    article the other day about people un-  
11    retiring. We've been saying this for years  
12    now.

13            You know, retired during COVID,  
14    inflation's suddenly like, oh, you have to un-  
15    retire and you can't, you know, support  
16    yourself anymore. Oh God. Jobs have changed.  
17    Right? Digital literacy is really needed in  
18    every job now.

19            Like, so many analog jobs are now you  
20    have to have some sense of digital literacy.  
21    So how do we make sure we're getting people  
22    those skills? In order to maintain your job  
23    these days, you have to upskill. I'm sorry.  
24    Right?

25            So, like, I think that's a big part of

1 what we're talking about. If you could.

2 So these are barriers to employment,  
3 and you can see that Central New York is not  
4 dissimilar pretty much at all from the rest of  
5 the state. These were, you know, the type of  
6 things what prevents a from happening. So you  
7 can be here -- you know, the experience,  
8 motivation, the salary wage expectation gap.

9 I'm actually curious to see what this  
10 one looks like next year because we have that  
11 salary transparency law now in effect in New  
12 York State, so I'm really hoping this one  
13 diminishes. I've heard anecdotally from job  
14 seekers and actually businesses too. I'm  
15 curious of other thoughts, but that it has  
16 been helpful because it's keeping people from  
17 applying to jobs for which they'd be  
18 irrelevant, salary wise. So interesting  
19 anecdotes I'm hearing, so we'll be curious to  
20 see how that shakes out.

21 But then, you know, the ones that been  
22 problematic for years. Transportation,  
23 childcare, continue very much to be barriers  
24 in the minds of businesses.

25 The things that work from a recruitment

1     standpoint. Left hand column, what are  
2     businesses using? Everything.

3             Right hand column, what actually works  
4     from a recruitment standpoint? Two things  
5     stand out, and they have stood out every year  
6     we've done this survey. The word-of-mouth,  
7     the networking, current employees, and  
8     referrals, all of that, and Indeed. Those two  
9     things are the biggest ones, and they have  
10    been.

11            I think for the first one, the most  
12    important thing to remember is, you know,  
13    expanding your, you know, the starting point  
14    for folks, expanding the talent pool. I know  
15    we all know this, and it's good to reiterate.

16            But when I look at this, too, I think  
17    we all do this. You get a stack of 10 resumes  
18    on your desk and you're going to go through  
19    them, and they all look the same to you. And  
20    it's like, great. Who do I know who knows who  
21    knows someone who's in the stack of resumes?  
22    And you're going to look to validate that  
23    person.

24            If we're not expanding what networking  
25    looks like, right, and the connections to

1 talent pools, like, that's the problem. Job  
2 seekers know that too, and I'll get to that.  
3 They -- that is something that has come up a  
4 lot on the job seeker side is networking being  
5 a big barrier. So I'll talk more about that  
6 in a second, but it is certainly something  
7 that businesses see as like the thing that  
8 works in recruitment.

9 Also ask businesses about what kind of  
10 things they want to do for current workers but  
11 are not. What kind of training do they want  
12 to be providing? So that management -- the  
13 management leadership development training,  
14 you can see a lot a lot of, like, the OJTs and  
15 the other types of development, you know, a  
16 lot of interest in that. I think that that  
17 management leadership development training,  
18 I've certainly done it. You promote people  
19 who are good at their job.

20 You got to teach them how to lead and  
21 how to manage. Right? Like, that's something  
22 that just get magic. And so I think there's a  
23 lot of interest in that, especially when I'm  
24 talking to, you know, friends on the community  
25 college level, on the adult ed level, like

1 BOCES. I think there's a lot of opportunity  
2 for these, you know, especially, like,  
3 registered apprenticeship, and those type of  
4 models out there, a huge, huge opportunity  
5 for, you know, what those training models look  
6 like that aren't just like a go to college  
7 after high school and then get a career model,  
8 which we all know, great.

9           It's not the '80s anymore. Okay. Not  
10 that have to get on the soapbox around any of  
11 you.

12           I asked a couple questions about  
13 barriers. First is barriers to employment.  
14 So, the perception from -- skip one by any  
15 chance? This is the job seeker one.

16           All right. So this is the job -- no,  
17 that's okay. This is the -- what job seekers  
18 are telling us. And so, this is, by the way,  
19 this is the don't shoot the messenger slide.  
20 I'm not naive on this one. Truly. I have to  
21 caveat with that.

22           Look. So, like, all the percentages  
23 are pretty much within the margin of error  
24 that you'd consider here, but, like, what does  
25 all this look like? Great. The work remotely

1 a little bit here and there, the paid time  
2 off, the -- it's flexibility. Right?

3 Like, any of us around the room want  
4 when, like, mom needs surgery, and I have to  
5 bring her there. When delivery's coming to  
6 the house, I want to be home. Like, being a  
7 human, people want to be treated like a human,  
8 and that's what I think this data says. I  
9 don't think it's anything that's like, oh God.  
10 The world's on fire.

11 Everyone wants to work remote full  
12 time. Like, it's not the case. I think  
13 especially when we look at breakdown from job  
14 seekers and age, young people in particular do  
15 not want to work remotely anywhere near what  
16 older workers look like. And I think all  
17 about that, and we've done some focus groups  
18 on this, is about, you know, young people in  
19 particular want to build their networks and  
20 get seen on the job and, like, figure out what  
21 that looks like in the world of work, and they  
22 don't want to be doing it through a computer.

23 And so I think that that you know,  
24 like, the pendulum swinging back from that  
25 fear we had a few years ago of everybody,

1 like, demanding a fully remote job, is  
2 becoming a little bit more stable, and we're  
3 definitely seeing that in the data from job  
4 seekers.

5 But, you know, look at the other ones  
6 here. Yes. Of course. Like, we see this,  
7 and it it's certainly not surprising.

8 So as I mentioned a second ago, yeah,  
9 we did ask job seekers about barriers to  
10 employment that they have, and you can see  
11 them here. So, you know, certainly experience  
12 and credentials and degrees and education and  
13 training and all of that. That's not a  
14 surprise. But it -- you know, there's mild,  
15 there was a severe barrier. Look at that  
16 severe barrier, the professional network.  
17 Having a big enough professional network.

18 I think this is, you know, when we, you  
19 know, we look out in the future a little bit,  
20 this is just going to continue to get worse.  
21 You look at what's working for businesses  
22 despite all the technology in the world, all  
23 the combing through resume technology, and we  
24 use some of that, too, in artificial  
25 intelligence, that human connection that helps

1 someone get a leg up, that's the thing that  
2 that's going to work. And I know that because  
3 I do it too.

4 And I think that that is a huge area of  
5 opportunity for all of us to think through.  
6 And that age discrimination thing, this is  
7 something that has come up every year as  
8 another big barrier, and it's people even in  
9 their thirties talking about age  
10 discrimination. It's not just like -- it  
11 certainly gets higher with age, the percentage  
12 that we've heard, but it's everyone. And so I  
13 think a lot of that's -- think the systems  
14 that we're using that could be keeping people  
15 out of the job market or the perception of  
16 that, and that's something that we got to be  
17 cognizant of.

18 We also asked -- next, if you could.  
19 Also asked about barriers to education.  
20 People want to get more education. They want  
21 to get high school equivalency. They want to  
22 get a new certificate or a credential or  
23 degree.

24 Why aren't they doing it? So I know if  
25 I mentioned cost and current loan debt, that

1 will shock all of us in the room. No. But  
2 those are certainly the biggest severe  
3 barriers, but the other ones on here are the  
4 ones I think to really focus on. I don't know  
5 where to start.

6 I don't know what I need. There are  
7 programs available, or I don't know that there  
8 are programs available for me, and then I  
9 think it's going to be too hard. These get  
10 me, truly, because it's all things that we  
11 can, I think, really help impact.

12 Professionally, sure, in all what we do, but  
13 even personally, the power we have to really  
14 validate the training opportunities that are  
15 out here. I mean, like, in our community,  
16 there's so much around here training wise, and  
17 that people are -- there's this perception  
18 that they can't access that or everything like  
19 that.

20 And I think we can play a role in  
21 validating the choice to take the time to, you  
22 know, yes, it might cost money. It certainly  
23 will take time, but so many low cost options  
24 are available, too, and aids to it to validate  
25 the choice and to really help, you know, make

1 sure people know that they can get raised up,  
2 for more opportunities for that.

3           The last thing on this, and I'll flip  
4 to the regional one. This is a statewide.  
5 This is what job seekers want training wise,  
6 in -- this is statewide, and, you know, I  
7 said, the Central New York one's coming up  
8 next. But yeah. Look. I mean, digital  
9 skills digital skills was, like, 30, 40  
10 percent of responses to this. These are  
11 ranked, but, like, off the charts, the number  
12 one thing that job seekers want.

13           And it plays out into the Excels and  
14 into the Microsoft Office and digital  
15 marketing and coding and -- right? Like, this  
16 is a huge, desire out there. And especially  
17 when you look at the age breakdown, the older  
18 workers get the more digital literacy and  
19 basic computer use training they want. And I  
20 think that's everything that we're seeing in  
21 in the media these days, as well, but -- and  
22 anecdotally, but the data's really showing  
23 that.

24           But then look at the other ones, the  
25 CDLs, the project management, like the secure.

1           So many skill sets that we're lacking  
2    in a lot of places that businesses saying,  
3    gosh, it'd be great if we had people. Job  
4    seekers want this training, as well, and I  
5    think that's a really important thing to know.

6           If you want to flip to the last slide,  
7    which is the Central New York version of this.  
8    Not going to look all that dissimilar. So a  
9    lot of skill sets that we're all craving in so  
10   many ways that there are a lot of people out  
11   there who want these type of skills, for sure.

12           So happy to take questions. I'm -- and  
13   like I said, I'm also happy to -- I'll share  
14   the, like, full report and additional things  
15   with other regional breakdowns. I'm happy if  
16   you want to, like, pull me aside in the future  
17   as well. Rosemary can share my contact  
18   information. Would love ideas, would love,  
19   you know, ideas about, like, partnership  
20   opportunities.

21           I know a bunch of you in the room were  
22   already doing so much and you're already,  
23   like, doing incredible work. There's so much  
24   happening, around here. Please, Randy.

25           RANDY: (Inaudible). I mean, I've seen

1 a transformation of effectiveness of reducing  
2 the paperwork, all the things that are  
3 necessary. So thank you. What's most  
4 surprised you this year's results versus prior  
5 year results? New findings, new interesting  
6 things that jump out of you -- I know the  
7 survey is fantastic. I'll be asking you to  
8 present to different members as well because a  
9 lot of them fill it out. But I'm curious what  
10 surprised you.

11 CHRIS WHITE: I think it's -- one, I  
12 think businesses have a new vocabulary that  
13 they haven't necessarily had, and we're  
14 seeing, I think, the -- so some of the  
15 questions we ask, it's like a drop down list.  
16 Some of them, it's very much a fill in the  
17 blank with whatever. And I think we're seeing  
18 a new vocabulary because people have a couple  
19 years now to have thought about, like, the  
20 changes since COVID, what has shifted. And so  
21 I think we're seeing things fleshed out a  
22 little bit more with more, like, language that  
23 we can use.

24 The biggest one to me, though, is that  
25 professional network. That that's both a

1 driver for businesses to find people and the  
2 biggest barrier for -- or one of the biggest  
3 barriers for job seekers to get into a job.  
4 And I think COVID decimated relationships for  
5 sure, but I also think we just got really bad  
6 at, like, everyone rested on their laurels a  
7 little bit, and now they're like, oh god. I  
8 need a job, but I want a new -- I want a job  
9 in a new industry. I want a job at a  
10 different level.

11 I moved to a different area. With all  
12 of those things, now how do I start from  
13 scratch to build a network? How do I grow a  
14 network? And I don't know that there are the  
15 opportunities, like, there might have been pre  
16 pandemic at the scale pre pandemic to really  
17 build those kind of relationships. So I think  
18 that that, like, in my mind is one of the  
19 biggest things that I really want to, like,  
20 think through and look for ideas on.

21 And there are some good things going on  
22 in that, but not enough. That especially  
23 aligned with the type of jobs that people want  
24 and that are in need.

25 RANDY: Make an observation. One of

1 the most interesting answers with not knowing  
2 what to learn about. You know, with the  
3 changing economy, a lot of -- lot of changes  
4 around here that may be a growing need. Like,  
5 I want to go get a great job.

6 I'm not sure how do I go about figuring  
7 out what it is I need to learn to do it. And  
8 that might be a role we could play at CNY  
9 Works, right?

10 I mean, we know a lot of job openings.  
11 They're literally you use this statistically.  
12 If every unemployed person went to work, 81  
13 percent of the jobs will be open today. So,  
14 we really got to change the dynamic and people  
15 who are not searching for a job and so forth.

16 But I do think, we'll have to figure  
17 out a way to give people a new perspective of  
18 future careers and jobs.

19 CHRIS WHITE: I agree.

20 RANDY: That's a really, interesting  
21 finding that I would agree with.

22 CHRIS WHITE: One of the things we did  
23 this year, and I feel bad that I don't -- I  
24 don't remember. Peter can tell me if they  
25 were here. We hired across the state 30

1 teachers last summer. Were they here? We  
2 did. Congrats. My colleague was the one who  
3 was really running it and went out across the  
4 state to visit all of them. They were  
5 awesome, by the way.

6 But so we hired 30 teachers across the  
7 state. Department of Labor. Right? Weird.  
8 Right? We hired 30 teachers during the summer  
9 for a month. And we taught them all about  
10 what we do, how it works, you know, how our  
11 partners and, like, the local workforce boards  
12 operate, and all of that great.

13 And then they spent afternoons or whole  
14 days going out to the community and actually  
15 visiting businesses and actually having  
16 conversations around skill gaps, the process  
17 that their students could go through to learn  
18 the skills. But exactly to your point, how  
19 are teachers and school counselors supposed to  
20 figure out all the changing cool things that  
21 are happening when they're locked in a school  
22 all day. Right? Like, there's no way.

23 So, again, little piecemeal, we're  
24 trying to change that. This year, we're  
25 actually going to be doubling the numbers.

1 We're actually hiring 60 teachers this coming  
2 summer, and so that I think is a great  
3 opportunity. And we've had people clamoring  
4 for it, you know, from the education community  
5 because they found out how successful it  
6 really was and how eye opening it was. And I  
7 invite all of you, you know, to certainly be  
8 participants in that, if you weren't already  
9 last year, this coming summer because it's  
10 something.

11 Right? And I think we got to figure  
12 out more ways about doing that. We're getting  
13 a lot of into, like, virtual reality to help  
14 do career exploration for young people. At  
15 the state fair, this past summer, we had 3500  
16 people put on VR headsets at our booth and  
17 actually explore different career  
18 opportunities, which I just think is cool.  
19 And it's something that's special for young  
20 people.

21 You're meeting them where they are.  
22 You're showing them opportunities. We  
23 actually we went into -- because you know  
24 Micron's coming. We don't have Micron here  
25 yet. We went to Global Foundries, which is,

1 like, the closest thing pretty much at scale,  
2 and we had a great relationship.

3 We went into their factory and 360  
4 degrees videotaped inside, and we brought that  
5 to young people. And we have that now that  
6 they can explore. So, you know, little by  
7 little. Little bit of -- please.

8 DEKA DANCIL: (Inaudible) and then I  
9 really appreciated being able to see the  
10 breakout of people who responded from CNY  
11 versus, I think, was that statewide? And I  
12 wanted to know, who was your sample size or  
13 the amount of people that were surveyed in  
14 Central New York, and if you have a  
15 demographic breakdown of folks that were in  
16 that sample size.

17 CHRIS WHITE: Yeah. I can -- so all of  
18 the stuff is online right now, and we'll send  
19 you full report as a follow-up with the  
20 breakdowns. It has the breakdown. I just  
21 don't remember off the top of my head the  
22 businesses and job seekers for Central New  
23 York. Demographic wise, it actually was very  
24 representative of the state.

25 Because of the folks that we went after

1 in order to, like, invite them in, it became  
2 very representative, which is kind of cool.  
3 Yep. Like, male, female, age. Age skewed a  
4 little older than the population, but, race  
5 ethnicity was reflective as well.

6 DEKA DANCIL: Awesome. Thanks.

7 CHRIS WHITE: Yeah.

8 MALE VOICE: So as you as you dealt  
9 with inclusion in demographics, were some of  
10 these questions and surveys, with it, pushed  
11 towards understanding because it's a big  
12 important, push (inaudible).

13 CHRIS WHITE: Yeah.

14 MALE VOICE: Were some of those  
15 questions able to be answered in a way that  
16 gives you more information to move forward?

17 CHRIS WHITE: A lot more. I think very  
18 much so. And that's really the goal with so  
19 much of this work is to try to really dig  
20 down, and reach people and get their views on  
21 things, because I think we've done -- we've  
22 done a lot in the past because we thought it  
23 was the right thing to do, and it was, like,  
24 maybe seeming like the right thing to do. But  
25 until you actually talk to people who really

1 want and need this, you know, information,  
2 like, need the skills and need the training,  
3 we can do whatever we want. But if it's not  
4 going to be meaningful to people who really  
5 need it, then, like, what are we doing?

6 And that's why we've been so -- we're  
7 trying to be so vocal about it. It's like  
8 intentionally reaching into communities, you  
9 know, who have not yet had, you know, the  
10 opportunity to take part in these type of  
11 surveys, and then raise their voices up, you  
12 know, through this at a scale that they might  
13 not have had before. And we've -honestly,  
14 we've changed stuff that we do because of it,  
15 in the past three years. And we're going to  
16 continue to. Thanks everybody.

17 JEANNE MORELLI: Thanks, Chris, it's  
18 been great. We appreciate the time.

19 CHRIS WHITE: My pleasure. Truly.

20 JEANNE MORELLI: Yes. Excellent.

21 Okay. Any other questions? Terrific.

22 CHRIS WHITE: Thank you.

23 JEANNE MORELLI: Thank you, Chris.

24 CHRIS WHITE: Appreciate it. I'll just  
25 be upstairs. Enjoy your meeting. Thank you.

**CNY WORKS  
Transcription**

1           JEANNE MORELLI: Okay. So let's move  
2 on if we could. We do want to get to some  
3 updates. We'll talk -- we'll start with Sue.  
4 Cash flow update.

5           SUE: Okay. At previous meetings, I've  
6 mentioned that we were having cash flow  
7 issues, and so we did apply for a line of  
8 credit from Solvay Bank, and it's been  
9 approved effective 11/23/23. And we have  
10 \$400,000 that we have available at this time,  
11 and we're going to move forward with some  
12 other initiatives later too. But that was --  
13 I just want to let you know that that actually  
14 has been -- the contract's been signed and  
15 it's effective, so now, that'll ease up our  
16 cash flow that we have right now.

17           JEANNE MORELLI: And just to note to go  
18 back as a reminder, the cash flow issues stem  
19 from we get paid by the state or other  
20 funders, sometimes significantly after we  
21 perform the service and pay out, either  
22 partners or participants, so that's why we  
23 have that. Thank you, Sue. It's great to  
24 have that. Okay. Rosemary, your update?

25           ROSEMARY: Yep. I have a quick -- I

1 have presentations on I-81 and the TANF. I'm  
2 going to go ahead and share my screen with  
3 you.

4 JEANNE MORELLI: Great. And just a  
5 note, we do have our TVs up now in the room,  
6 which is very exciting. So the folks can see  
7 the presentation in the back of the room.  
8 Very helpful to have.

9 ROSEMARY: Yeah. Thank you to staff  
10 for working on this and getting it done. All  
11 right. So I just have, many of you remember  
12 the I-81 discretionary grant that was awarded  
13 to CNY Works back in 2021. I only oversaw six  
14 months of this program, and so I just want to  
15 share with you the data that we concluded from  
16 this grant. It came to close on June 30th of  
17 2023.

18 So the purpose of it was to target job  
19 seekers, county residents on these -- on the  
20 list that New York Department of  
21 Transportation provided, as they identified as  
22 occupation traits necessary in the area.

23 So, the core purpose of it was career  
24 services and career exploration. So this is  
25 what covered the grant. They identified CDL

1 drivers, construction laborers, electrical  
2 maintenance technician, and welder fitters as  
3 the core programs or trainings in the area,  
4 and the reason why is because these trainings  
5 were already in place by providers and  
6 partners. So we didn't have to go and create  
7 new programs. These already existed. And so  
8 we thought that, you know, it would -it would  
9 be a good idea. So not we, but previous  
10 leadership.

11 So what we did is, CNY Works provided  
12 individual training accounts, so ITAs and  
13 supportive services. No stipends. No other  
14 means of contributions were given to the  
15 participants. We only covered ITAs and  
16 supportive services.

17 So the process was a regular flow of  
18 CNY Works folks coming into the door. So they  
19 were initially assessed with the ES100 form,  
20 then there was a comprehensive assessment,  
21 career exploration. So, met with their  
22 workforce advisers, talked about different  
23 career pathways, and wages, etcetera.

24 And then they started the preparation  
25 for applying for a job or getting into the

1 training. And then helped them with the  
2 training provider application and the tuition  
3 assistant as well. So the whole full service  
4 of the careers.

5 The top result. So 173 total  
6 participants were served under this grant. It  
7 was a \$1,000,000 grant. 91 percent of it, so  
8 158 of them completed or still enrolled in the  
9 program. 86 percent of it, 148 of them  
10 employed. 83 percent employed in sector. 55  
11 obtained their CDL license either A or B.

12 And the total expenditure of the grant,  
13 we spent at \$914,000 on it, and it cost around  
14 5200 -- \$1,000 per participant. So, including  
15 the other expenses that go along with running  
16 a that go along with running a program for  
17 direct support to participants, that was 77  
18 percent of the grant was given to the -- to  
19 the participants.

20 So the local hire, they broke it down  
21 into tier 1 and tier 2. And you'll see in the  
22 map that some of the city limits overlap other  
23 ZIP Codes. So all the residents of the city  
24 of Syracuse ZIP Codes are there, 13202,  
25 etcetera, etcetera.

1           And then some of them that overlap  
2 with, like, 13206, which is outside of city  
3 limits, and then 13214. So the local tier 2  
4 were meeting eligibility for the substantial  
5 barriers of employment. So single parents,  
6 justice involvement, you know, all the  
7 barriers that we encounter in the targeted  
8 populations in our area.

9           So let's talk about the training  
10 results. So we broke it down in two sectors.  
11 So construction trades, electrical  
12 maintenance, and welder fitters. So these are  
13 the numbers of each of the participants that  
14 went to the different trades and what was the  
15 cost per participant and what is the rate of  
16 completion.

17           So we see that some of them were 100  
18 percent completion. And there is a high level  
19 of tier one from those ZIP Codes as well. For  
20 the CDL A and B, so we had Cuyahoga, BOCES,  
21 City BOCES, and Mohawk Valley Community  
22 College, and these were the results of each of  
23 the participants through those different  
24 programs.

25           So, for NTTS and Sage, the same.

1 Unfortunately, we're not working with NTTS  
2 anymore, but we can see that, you know, a  
3 big -- a big chunk of our participants went to  
4 this training provider. So one of the trades  
5 that we supported for supportive services and  
6 the unit apprenticeship was IBW, and it was 51  
7 percent of them. Sorry. 51 per participants.  
8 90 percent of them are still enrolled. And we  
9 only paid for direct, \$500 for direct cost per  
10 apprentice. Nothing else was given.

11 FEMALE VOICE: (Inaudible).

12 ROSEMARY: So (inaudible) really  
13 supportive services including We All Formula  
14 (phonetic). So what we did is we leveraged  
15 the resources inside. So we used gun violence  
16 prevention funding, out of school youth, and  
17 We All Adult Formula funds for it.

18 So 199 per -- 199 (phonetic) percent of  
19 them participated in CNY Works and pursued the  
20 training, where 173 of those 199 were served  
21 under the discretionary grant. The other 26  
22 were under the different programs.

23 92 percent have completed, 85 percent  
24 are employed, 82 percent are employed in  
25 sector, and 49 are local hire tier 1, and then

1 21 percent local hire tier 2.

2 I know this is a lot of data  
3 information, but I want to make sure you have  
4 it. And I'll send this to you via email.

5 So what are the lessons learned?  
6 Right? So, it looks like the way we're doing  
7 things is working. So it's working the way  
8 we're doing it now. Just by having the mere  
9 flow of people coming to CNY Works, we were  
10 able to obtain all this data on this  
11 information. We were able to serve 199 --  
12 173 -- so 176 people.

13 What is that we -- you know, if we  
14 engage and we do a more targeted population  
15 outreach engagement, we're confident that our  
16 numbers are going to go up higher. So this I  
17 say because we want to make sure that we are  
18 ready and we have -- when we're assessing  
19 Quest, that we have a process in place that's  
20 going to be successful once we have all the  
21 elements that we plan to implement through  
22 Quest.

23 So the traits that we have in our area  
24 are successful. They work. And there's a  
25 high percentage of sector employment and

1 participants that complete. So we know that  
2 providing the supportive services, working  
3 with our workforce advisers, providing the  
4 services at CNY Works, it is definitely  
5 working.

6 So for Quest, we want to obtain a lot  
7 of these elements, but even add more. So  
8 we're going to have a more targeted population  
9 strategy. So we will target individuals that  
10 our -- they're priority population. We'll  
11 have workforce advisers in the community  
12 either in satellite offices or with other  
13 partners. And just looking more into a more  
14 robust engagement and outreach for the  
15 program.

16 FEMALE VOICE: Question?

17 ROSEMARY: Yeah.

18 FEMALE VOICE: (Inaudible), can the  
19 remaining dollars serve as sponsorships for  
20 (inaudible)? So if we have individuals that  
21 we're working with, with city programs and our  
22 programs identify a person that can be -- that  
23 could go in the pathways, could that funding  
24 sponsor that slot?

25 ROSEMARY: So the gun violence

1 prevention has -- it's ZIP code-related. So  
2 it -- the person needs to be within that ZIP  
3 code and with the age.

4 FEMALE VOICE: So if they meet both of  
5 those criteria, that can happen?

6 ROSEMARY: Correct. So we need your  
7 help. CNY Works needs the help of the  
8 board -- of the board to really spread the  
9 word and make sure that folks that are looking  
10 for jobs in these areas are coming to CNY  
11 Works. So we are doing our outreach. We're  
12 doing our part, but we also need the board to  
13 be, like I said at the beginning of the year,  
14 be ambassadors of CNY Works.

15 Really help us spread the message that  
16 we do the job, and we're trying to do it  
17 right. And I think we're in the right  
18 direction, but we also need the support from  
19 the board to make sure that we get to more  
20 populations. Any questions? Because I have a  
21 TANF report that I'm trying to speed because  
22 we're running out of time. Sorry.

23 MALE VOICE: Just for the (inaudible)  
24 in the group, what -- do we have the  
25 demographics of the group, what do you have

1 the demographics of the group?

2 ROSEMARY: There is some information  
3 that was not disclosed because it was not  
4 captured by OSOS, but there is -- there is  
5 substantial. I don't know if it really goes  
6 to -- does it go to race and ethnicity at  
7 OSOS?

8 FEMALE VOICE: Yes.

9 ROSEMARY: Okay. Then they disclosed  
10 it.

11 MALE VOICE: And gender?

12 ROSEMARY: Gender, yes. Any other  
13 questions?

14 MALE VOICE: Not a question. I think  
15 this is what I've been asking for a long time  
16 as far as data and understanding the success  
17 rate and how well we're doing it. And I'm  
18 very pleased to see that personally, and I  
19 think it -- I'm hoping that that's been shared  
20 with the team as a success to show the results  
21 of it in the end is that you are gaining  
22 employment (inaudible), and I think that's  
23 awesome. So Thank you.

24 ROSEMARY: Yep. Thank you to the team  
25 for putting this together.

1           RANDY: I also think we should share  
2 this broadly. Also think it's a very  
3 economical solution. Now the trades are even  
4 better. \$500. Let's spend a lot more \$500.  
5 But the reality is I think it's outstanding.  
6 And given the growth and opportunities for  
7 jobs, we need to double down on what we're  
8 doing.

9           And obviously, I think it's really a  
10 testimony to what CNY folks can do. And my  
11 senses is, given our success, which I think we  
12 can prove, we'd probably be a good target for  
13 other resources. If the state's trying to  
14 make sure that there's enough individuals in  
15 jobs that are coming or here, my sense is we  
16 should be prepared for more Quest like  
17 offerings.

18           JEANNE MORELLI: You know, one of the  
19 things that I see as a disconnect a little bit  
20 is we have this program that has been very  
21 successful. We want to make it more  
22 successful. We want to expand it with the  
23 Quest grant. But if you think about what  
24 Chris's presentation said in the very last  
25 slide, specifically here in Central New York,

1 the trainings that people were looking for are  
2 not these.

3 Right? They were health care, and they  
4 were technology. And I thought that was a --  
5 that's interesting, and it's a disconnect.  
6 And so how do we change that mindset of the  
7 job seekers that these are good, well-paying  
8 jobs, interesting positions? They have a  
9 career path in these, and you don't have to be  
10 just technology, just health care. So just a  
11 thought.

12 ROSEMARY: And this also shows that CNY  
13 Works would like to mimic this program into  
14 different sectors. So it would be ideal if we  
15 can have the same grants for childcare, for  
16 healthcare, right, for all these critical  
17 sectors. And so this proves that the system  
18 we have in place, even if it's even improved,  
19 we'll be able to meet the target and serve our  
20 population and work together.

21 FEMALE VOICE: (Inaudible) the number  
22 one need is teachers.

23 ROSEMARY: Yes.

24 FEMALE VOICE: And so to grow our  
25 capacity, you know, we have great results. We

1 have great results. We don't have enough  
2 teachers to train. You know, we're building  
3 up, ramping up.

4 I know Rebecca and I talk about this  
5 all the time. We need folks from the trades  
6 that want to -- don't work full time, but give  
7 us 6 hours. Give us 12 hours a week in the  
8 evenings during the day, and we'll figure it  
9 out, but we need folks that are masters in  
10 their craft, and we'll teach them how to  
11 teach. But that's -- we need that. So if you  
12 can put that bug out in the community, in your  
13 fields, that will help us build the capacity  
14 that we need to do what we need to do.

15 DEKA DANCIL: I mean, I want to take a  
16 second to shout out Chris (inaudible) data is  
17 coming from as well as, Sharon and Al and Tom.  
18 Everybody was involved in the  
19 conceptualization of that program, helping to  
20 bring it to the success that it was in. So I  
21 hear you saying, Rosemary, that we should try  
22 to expand this to these other critical  
23 sectors, and I really agree with you.

24 And I think one piece of advice that I  
25 would have in doing that is to collaborate

1 with grassroots community advocacy  
2 organizations because that is a large reason  
3 why all of the things that were able to happen  
4 (inaudible) were put into place. So it was  
5 like a partnership with the community, and  
6 it's kind of getting out there, letting people  
7 know that these are good jobs. I think that's  
8 another way that this is kind of working  
9 together successfully because that give and  
10 take is happening in this particular program.  
11 So just a --

12 ROSEMARY: I have a question for Chris.  
13 Chris, do you know how many of these folks  
14 here were from Syracuse Build?

15 CHRIS: Top of my head, maybe 2025.

16 ROSEMARY: Okay.

17 CHRIS: Through CDL training.

18 (Inaudible).

19 ROSEMARY: Okay.

20 DEKA DANCIL: And beyond that, like,  
21 that's the tier 1 and 2 was set for I-81  
22 because of this partnership with the  
23 community. So I mean, even beyond the  
24 program, but to be able to create the need for  
25 people to be able to build a group after they

1 get done with the programs, I think there's a  
2 large ecosystem working to make those things  
3 successful. So I encourage us to create more  
4 partnerships like that.

5 ROSEMARY: That's the idea, and that's  
6 where CNY Works wants to work, and we need  
7 your help. We need the board members' help.  
8 So I have to acknowledge that there have  
9 been -- there's conversations happening around  
10 workforce that I'm not at the table. So I  
11 need to be at the table for us to evolve and  
12 create more collaboration and partnership. So  
13 I really need your help.

14 Anything else before I go to TANF?  
15 Okay. All right. So let's talk briefly about  
16 the -- the TANF. Oops. Sorry.

17 The TANF, which is a summer youth  
18 employment program, so it runs every year.  
19 It's a state and nationwide program. It's  
20 funded through the Office of Temporary and  
21 Disability Assistance. It serves 18 to -- 14  
22 to 20, and these are the qualifications and  
23 eligibility for the youth to be enrolled.

24 So we were awarded in 2023, we were  
25 awarded 1,153,000. And you see the

1 comparisons in the past. Just like in 2021,  
2 we spent every penny this year. We served 463  
3 kids. The reason why we served less kids with  
4 the same amount of money or expenditure at all  
5 is because we expended -- we extended the  
6 times of the workforce time. So we instead of  
7 that being for six weeks in the -- in the  
8 workforce experience, we extended it longer,  
9 possibly a month or even more, almost two  
10 months.

11 So the reason why we were able to serve  
12 more compared to 2021 is that we also had  
13 challenges. The director of youth services  
14 left in the middle of the program, having me  
15 step in as the interim running the program  
16 with one workforce adviser in the entire  
17 department of five or six. So even though I  
18 still count this a success, but I have to say  
19 there were a lot of challenges, and that's  
20 probably what hindered us from not getting the  
21 500 kids instead of, you know, the 463 and  
22 having it a short program -- short program.

23 So these are the ZIP codes. These are  
24 this is (inaudible) wide. So I'm sorry. I  
25 apologize. They're a little bit small, but

1 most both of them came from 13210 and 13208.

2 That was the biggest youth that came  
3 from the serving time. 61 worksites, and I  
4 think Tony Baird (phonetic) was one of our --  
5 yeah. Any other board member was a -- so  
6 thank you. We do invite you to be a worksite  
7 this summer in 2024, please let us know.  
8 There's an application and you can fill that  
9 out.

10 So thank you to our worksites for  
11 providing the supervision and the soft skills  
12 training and the communications and everything  
13 with their youth. Any questions there? And  
14 I'm sorry. That's pretty quick. But I just  
15 wanted you to have a little snapshot that how  
16 many kids we served and it was a success  
17 program.

18 No questions? Okay. I'll go ahead and  
19 do it my director's update. So, talking about  
20 Quest Grant and following the I-81, I turned  
21 in the budget with Sue and the team from New  
22 York Department of Labor. We're pending the  
23 NOA.

24 So the executive committee is still  
25 missing the bullets from the information, the

1 court information from the NOA, but it's  
2 because we haven't received it, so I'm not  
3 allowed to share it yet.

4 The focus of the grant, I want to  
5 remind everyone, that is the infrastructure  
6 and care economy sectors, and we were awarded  
7 4,500,000. It's capacity building for  
8 existing partners. So we're not going to  
9 reinvent the wheel. We're going to work with  
10 what's happening now in (inaudible) County and  
11 how can we enhance and engage to work towards  
12 this grant in serving more individual.

13 So, as of now, we've met with Child  
14 Care Solutions with Ed Napier, with PEACE and  
15 Early Child Care Alliance Onondaga to look at  
16 How can we work and we can support what's  
17 already in place with childcare.

18 And then, additionally, we'll be  
19 planning meetings with New York Department of  
20 Transportation and WorkSmart, Syracuse  
21 Collaborative, so we can work together and  
22 enhance those programs.

23 So we're underway right now is the New  
24 York Department of Labor monitoring, and that  
25 should be coming to conclusion sometime at the

1 end of this year. I was invited to be a  
2 panelist with Commissioner Rivera Reardon at  
3 SOMOS this past November, early November. For  
4 those of you who don't know what the SOMOS is,  
5 it's the united Latino community in New York  
6 State to raise awareness about outreach,  
7 advocacy, and public policy. And we also  
8 attended the (inaudible) call conference,  
9 myself and the entire adult team, which were 9  
10 of them. We were able to attend the  
11 (inaudible) conference.

12 The deputy director and director of  
13 services. So we have hired a very high  
14 qualified individual for -- to be the next  
15 deputy director of CNY Works. She will be  
16 starting on January 16th as well as the youth  
17 director of youth services. So slowly but  
18 surely we'll still -- we have those positions  
19 that were very much needed filled.

20 And then the chief operating officer,  
21 we did conclude interviews, we did extend an  
22 offer, but the person ended up taking a  
23 different offer. So we'll start the search  
24 again. And for the executive assistant, there  
25 is a search underway, because we need one.

1           For those of you that don't know, I am  
2 pregnant, and I am due at the end of March.  
3 So there is -- I've talked to Jeanne briefly  
4 and to Dominic about a plan, while I go on  
5 maternity leave, but basically, the plan is to  
6 take one -- six weeks of maternity leave and  
7 then come back for the other six weeks,  
8 working on a hybrid model.

9           So Cheryl has been working with our  
10 attorneys to make sure that this is in policy  
11 and it's been past practice at CNY Works. And  
12 so I've not been involved just to avoid any  
13 conflict of interest, but seems like what I've  
14 requested is a plan that is within the  
15 practices at CNY Works, so more on that.

16           And I just want to take a minute to  
17 highlight our accomplishments for 2023. No,  
18 we're not done yet, but I have to say it's  
19 been quite the roller coaster. And it's been  
20 quite the joy and the honor to serve everyone  
21 here, so, and serve the board and serve our  
22 community.

23           So I just want to highlight a couple of  
24 them. We've expanded our supportive services  
25 to increase our cap but also the services. As

1 you know, we're allowed to pay under WIOA  
2 (phonetic) car repairs for our participants  
3 are eligible. We're able to assist with rent,  
4 with childcare. So we've really expanded to  
5 make sure that we're serving our community.

6 The creation of a new -- of new  
7 policies, including policies for Syracuse  
8 Build, understanding why it works. Office  
9 space for Native Americans. So we do have a  
10 Native American Association rep person here  
11 full time from Monday to Friday who is  
12 collaborating with their workforce advisers,  
13 on leveraging WIOA resources from both  
14 programs. We do have a satellite office in  
15 place at OCC, so thank you, David and your  
16 team, for that. Appreciate it.

17 We have a solid partnership with  
18 Syracuse School District and GED classes.  
19 Those classes are held here Monday and  
20 Thursday -- sorry, Tuesdays and Thursdays in  
21 the morning, and we have about 16 students.  
22 It's great because when they come here for  
23 their classes, they're also able to go  
24 upstairs and use a resource room and also  
25 engage more into workforce development

1 programs.

2 We did obtain our line of credit, so  
3 that is good to go. And we did have a  
4 successful audit, which we'll hear -- you'll  
5 hear a little bit more in a few minutes from  
6 those folks.

7 We did create a new committee,  
8 inclusive opportunities, and these for  
9 individuals that are -- that have some sort of  
10 disability or that are facing challenges,  
11 significant challenges into getting to the  
12 workforce. So Paul and Pat are both members  
13 of those committees, and I believe we may have  
14 another member. So, that's still evolving,  
15 still growing, but I'm happy to announce that  
16 we have something in place to serve that  
17 population.

18 And then we're pending a new hands on  
19 space on the 3rd floor. So above from us,  
20 there's going to be a suite for Syracuse  
21 Build. And we're waiting to sign the  
22 contract, but everything looks like it's in  
23 place to begin January.

24 I'm happy to say that we, you know, we  
25 started the conversations at our last board

1 retreat, and we will continue that  
2 conversation at our February meeting. I think  
3 it's important to bring in the new deputy  
4 director into the conversation, but also to  
5 make sure we have more attendees that meeting  
6 because, as we know, December is a tricky  
7 month for everyone to attend. So we wanted to  
8 postpone it for that.

9           We finally had our board retreat. And  
10 like I mentioned before, we expended all our  
11 sign up funds. And the Gun Violence  
12 Prevention Initiative, which closes on March  
13 31st of 2024, thus far, we've been able to put  
14 53 youth, and completed 2 cohorts of  
15 phlebotomy training. We're in talks of  
16 getting folks -- kids into graphic design and  
17 building maintenance. So we look forward to  
18 spending, if not all, almost all of the  
19 funding in the trainings.

20           And then for the first year, CNY Works  
21 partnered with BOCES on trades youth  
22 exposition at BOCES. And we invited 15 --  
23 about 15 trades and about 75 youth from the  
24 city school district to learn more about the  
25 trainings at BOCES and the different work that

1 they can find in the construction area. Any  
2 questions or comments?

3           What are our goals for 2024? So, I  
4 separated by different sections. So for the  
5 organization-wise, so for CNY Works, I would  
6 like to get staff more involved in  
7 professional development. I think it's  
8 something that it's overdue for them. We do  
9 want to review our policies and make sure all  
10 of our policies are up to date.

11           So the program committee will be very  
12 busy in 2024, I promise. The customer -- we  
13 want to do customer surveys, and I know this  
14 is something that the board members did  
15 vocalize at the board retreat. They wanted to  
16 see -- capture more information from the  
17 participants we're serving and how could we  
18 make that better and how can we make sure  
19 we're providing them the services that they  
20 need.

21           Staff performance evaluation, that's  
22 also something that needs to be done. And we  
23 want to update our in-demand occupations list  
24 to share with providers and training -  
25 training providers and businesses, really.

1           When it comes to community and  
2    outreach, we want to enhance and grow our  
3    satellite offices. We want to make sure that  
4    we're collaborating and engaging with all the  
5    print and partners and getting our board out  
6    there of the services and how can we partner.  
7    And then do the same for them here. So offer  
8    space area for them to have time here to spend  
9    with our mutual clients.

10           So for the workforce development board,  
11   we want to make sure we're executing elements  
12   of the strategic plan that was previously  
13   spoken and discussed. So we want to make sure  
14   we get to a few of those.

15           We want to reconstitute the audit  
16   governance and membership committee, and these  
17   are two separate committees. Randy and I will  
18   be meeting this week or next week to recruit  
19   some of you for the audit committee. And  
20   then, later at the beginning of the year,  
21   we'll talk about the governance and membership  
22   committee.

23           We want to discuss and talk about new  
24   logo vision and vision statement. I know I  
25   brought this up at the beginning of the year,

1 but like I said, I never knew how fast the  
2 roller coaster was when I got on there. So I  
3 thought I would have time, but it never  
4 happened.

5 So I do want to take it back and bring  
6 it to the forefront at the beginning of 2024.  
7 We want to revamp our website, start creating  
8 newsletters to inform our community and our  
9 board members of what we're doing, and also  
10 create annual reports because what I showed to  
11 you today, it's important, but I think our  
12 community should also know what we're doing in  
13 that level as well. Let's see.

14 And things that we want to discuss, and  
15 I know we're waiting for Bonadio (phonetic) to  
16 come.

17 FEMALE VOICE: They're in the hall.

18 ROSEMARY: They're in the hall. Okay.  
19 Perfect. Thank you.

20 But before that, we do have the one  
21 stop system operator. So these are things  
22 that I want to bring up for the next year and,  
23 you know, talk about board retreats. How do  
24 we bring that back to our conversations during  
25 our board meetings? Talking about

1 conversations about scaling workforce and  
2 housing as we have new projects and we have  
3 new initiatives coming to our area. So new  
4 grants, supply chains, and projects. How does  
5 CNY Works have a seat at the table, and how  
6 can you help us accomplish that?

7 So with that, I'm going to -- I'm going  
8 to see if anybody has any or comments? Now  
9 turn over to David.

10 JEANNE MORELLI: I have a comment, and  
11 that is that 2023 has had lots of challenges,  
12 to say the least. Right? And it was a fast  
13 year in so many different ways. But I do want  
14 to thank you very much, Rosemary, for stepping  
15 in at a time when we really needed the  
16 leadership of the organization. And we have,  
17 as an organization the organization and all of  
18 the employees, the partners have accomplished  
19 so much in this year, and we're looking for  
20 2024 to be even more successful. We're really  
21 looking forward to that, and this is a great  
22 start.

23 And to have made it through with the  
24 staffing challenges that we had and the other  
25 ups and downs that we could list that are as

1 long as my arm, but thank very much.

2 ROSEMARY: Thank you.

3 JEANNE MORELLI: Thank you to everybody  
4 here.

5 RANDY: (Inaudible) congratulations.  
6 Great news for you, and we look forward to  
7 expanding the family.

8 ROSEMARY: Yes.

9 RANDY: I will also say that the future  
10 looks bright. I'm pretty excited about what's  
11 coming and thanks for the first year of great  
12 leadership.

13 ROSEMARY: Thank you, Randy. Thank  
14 you.

15 JEANNE MORELLI: Okay. David.

16 DAVID: Thank you. I know you're all  
17 excited to get to that Bonadio Group audit, so  
18 I will be relatively brief here. They also do  
19 the OCC audit. I'm very used to those  
20 conversations.

21 This is a Q8 report, so our Quarter 8.  
22 That is our last quarter of our second year.  
23 We extended in as the one stop system operator  
24 into the third year, so quarter 9 is in the  
25 mix right now.

1           We did have our partner meeting for  
2   Quarter 8. It was -- the discussion was led  
3   by OCC Provost, Anastasia Ertz, and it was  
4   regarding the future demand for jobs as a  
5   result of Micron and the other expanding  
6   technical industries here.

7           And as we noted from the discussion  
8   today, those technical industries aren't just  
9   career growth in tech fields, but also the  
10   trade fields, as well, with all the  
11   construction projects and the other things  
12   happening that surround them.

13           So we wanted to make sure or the  
14   provost wanted to make sure at least from the  
15   college's perspective that it's known that the  
16   college is not just looking at providing  
17   training for Micron technicians. Right.  
18   We're -- they were expanding into the trades,  
19   looking at conversations with the local unions  
20   and the local employers to make sure that we  
21   are trying to provide the training to get the  
22   employees to the jobs that are available  
23   outside of just the tech and health care. And  
24   then like always, tech and health care is in  
25   there as well.

1           The partner meeting we held on Q9, and  
2 I don't want to go into too much detail on it  
3 because it will be in my next report. You'll  
4 get a little snapshot into some career maps  
5 that we've been working on. So we did hold  
6 our Q9 meeting. We discussed the drafts of  
7 our career maps, which show education levels,  
8 training opportunities, and what careers they  
9 provide plus the scaling of those careers.

10           So for example, you can start as a CNA,  
11 move into an LPN, and then move into an RN.  
12 So everything is supposed to be stackable and  
13 upscaling, and that's the purpose of these  
14 career maps to show the vision of where you  
15 can start in a life sustaining wage and grow  
16 that as your family's career aspirations grow.

17           So we are in draft mode on those. Next  
18 presentation to the board, I will, highlight  
19 some of those so you can see them. And then  
20 we're always looking for feedback. So we  
21 have, I think, six or seven right now, career  
22 fields mapped, but we're looking for what  
23 other fields we think we need to map as well,  
24 and then we can provide those to the one stop  
25 system so everybody can take those to their

1 clients and say, look, these are your options.

2 This is clear. They're easy to read,  
3 shows your income levels, the amount of  
4 training requirements. Plus, if those  
5 trainings are available for any kind of aid,  
6 whether it be the IT accounts, different kind  
7 of grant funding that exists out there and all  
8 the other organizations that are part of the  
9 one stop system.

10 Let's see. We are also trying to align  
11 existing grants, and this is my college hat  
12 now. I am a member of OCC. We're trying to  
13 align some of our existing grants that we have  
14 with funding set aside to put into the one  
15 stop system as well. And most of that  
16 alignment is trying to focus on how we can  
17 share the clients that come in our doors, or  
18 our students, how we can connect them to the  
19 services available across the system.

20 As always, our website site is  
21 currently being -- or not currently. It's  
22 always being updated and worked on, and we do  
23 encourage anybody on the board that wants  
24 access to that website to just reach out to  
25 me.

1           I am on the email chain through the  
2 board announcements, and I can always send a  
3 message, too, after this with information.  
4 And we're looking for not just if you  
5 yourselves want to be have access to that  
6 website, but also your employees. We have  
7 professional development opportunities on  
8 there. We continue to grow those. Anything  
9 that's available to the system, we can make  
10 widely available to everybody that has access  
11 to that site.

12           Any questions?

13           JEANNE MORELLI: Thank you. OCC is  
14 always such a great partner.

15           DAVID: Thank you.

16           JEANNE MORELLI: Thank you very much.  
17 Two things before we get to the audit. Just  
18 really, really quickly. One mention, I did  
19 want to let everybody know that,  
20 unfortunately, Adrienne Valente will no longer  
21 be a member of the board. She's moving on  
22 from her position.

23           So we are looking to fulfill that  
24 position, as well, on the board, as well as  
25 others. And I do want to get to our consent

1 agenda because we have to do that as well. I  
2 want to ask a question, however, because there  
3 was an email asking that we review the I-81  
4 grant, Syracuse Build, prior to the consent  
5 agenda being voted on. So if we can have that  
6 discussion, if there's a specific question,  
7 regarding that, that would be terrific.

8 MALE VOICE: It just seemed like it was  
9 not a lot of spending. I was wondering why.  
10 That's all. (Inaudible) just brought into CNY  
11 Works. So everything else looked really good.  
12 I just -- that was a spot that didn't align  
13 for us.

14 ROSEMARY: Correct. So -- and Chris  
15 will speak more about it, but Syracuse Build  
16 has three positions open. Two from current --  
17 from previous vacancies and one that was  
18 currently -- created under ESD under the ESD  
19 grant. And then, part of that un-spending and  
20 the delay of the cohorts has to do with the  
21 conversations with the trades.

22 Chris, do you want to elaborate on  
23 that?

24 CHRIS: Yes.

25 ROSEMARY: Thank you.

1 CHRIS: In order for us to (inaudible).

2 JEANNE MORELLI: Thank you. Sorry. We  
3 can't we can't hear you at all up here.  
4 Sorry, Chris.

5 CHRIS: We have to (inaudible) a pack  
6 that's (inaudible) training programs and then  
7 into the unions. So for example, we were  
8 supposed to run a cohort of 60. 60 graduates  
9 with not 60 union apprenticeship opportunities  
10 available on the back end is not feasible and  
11 is a waste of money to the extent (inaudible).

12 So we're moving slowly with running a  
13 cohort of 30. We're still progressing when we  
14 get over the ratio with the -- and that's much  
15 higher than my pay level. So I'll leave it at  
16 that.

17 JEANNE MORELLI: Any other questions on  
18 that? Okay. Great. Then can I have a motion  
19 for the consent agenda approval? Thank you.  
20 Can I have a second? Thank you, Eric. Anyone  
21 else? Any other questions? Great. All in  
22 favor?

23 MULTIPLE VOICES: Aye.

24 JEANNE MORELLI: Any opposed? All  
25 right. Thank you so much. All right. Sue?

**CNY WORKS  
Transcription**

**Page 67**

1           ROSEMARY: Bonadio is here.

2           JEANNE MORELLI: Yes. Bonadio is here.

3    Very nice to have you here. Welcome. Thank

4    you.

5           FEMALE VOICE: Thank you.

6           JEANNE MORELLI: Everyone's very

7    excited because audits are very exciting.

8           FEMALE VOICE: That's right.

9           MALE VOICE: Let's skip the drum roll

10   this time.

11          JEANNE MORELLI: Okay. All right. All

12   right. Sue, do you want to make

13   introductions?

14          SUE: Sure.

15          JEANNE MORELLI: Great.

16          SUE: We have our auditors from the

17   Bonadio firm. We have Dick (inaudible) and

18   Kaylee, and we're -- they're going to be,

19   presenting our audit, our audit overview. Oh,

20   do I still stand?

21          ROSEMARY: This is it.

22          JEANNE MORELLI: And you should all

23   have this.

24          ROSEMARY: They can stand here.

25          SUE: You guys just stand right up --

1 ROSEMARY: It'll be --

2 SUE: We have it on other screens too.

3 ROSEMARY: You do have the slide  
4 presentation in this booklet underneath your  
5 agendas so you can follow along.

6 DICK: This is where we say for the  
7 next hour --

8 (Overlapping voices)

9 KAYLEE: Good afternoon, everyone. So  
10 we will cover the audit results for the June  
11 30, 2023, audit. First page, our executive  
12 summary. So as part of the audit, there are  
13 certain elements in which we're required to  
14 communicate to you folks. So within this,  
15 executive summary includes those as well as  
16 the significant highlights from the audit.

17 So, upon, acceptance of the financial  
18 statements, we will issue an unmodified  
19 opinion on the financial statements. So those  
20 that may not be familiar, that's the highest  
21 level of assurance that we can provide.  
22 That's the gold standard report. So what that  
23 means is that, in our opinion, based upon the  
24 results of our audit, we feel that these  
25 financial statements are fairly presented in

1 accordance with required accounting  
2 principles.

3 We took a look as a result of  
4 conducting our audit in accordance with  
5 government auditing standards, specifically at  
6 your internal controls, and we did not  
7 identify any significant deficiencies or  
8 material weaknesses, which is good.

9 When we conduct our single audit, we  
10 have to take a two-pronged approach. So we  
11 have to take a look at your compliance as well  
12 as the internal control over compliance.

13 So uniform guidance, in which we follow  
14 when we conduct the audit, dictates that we  
15 not only test for the compliance, meaning that  
16 you're spending the money when and how and on  
17 what you're supposed to, but also to consider  
18 whether there is adequate internal controls in  
19 place that would help mitigate risk for  
20 misappropriation or undetected error.

21 So we did identify a finding in our  
22 internal control over compliance, and that's  
23 finding 2023001, and we'll touch on that in  
24 the back of the packet at the end. But we did  
25 not identify any noncompliance.

1           So what that means is when we tested  
2 the transactions around the single audit major  
3 program, we did not identify any instances in  
4 which the dollars were spent on something that  
5 they weren't supposed to or anything like  
6 that. So that is -- that's the key takeaway.  
7 And like I said, we'll talk about the internal  
8 controls of our compliance later on.

9           There were no audit adjustments. So  
10 what that means is that we -- when we conduct  
11 our testing of the balances in the financial  
12 statement, we did not have to go back to  
13 management and say, we don't think that this  
14 should be the balance or we think that these  
15 numbers should be adjusted.

16           So the significance around that is  
17 really that this group receiving any sort of  
18 budget to actual or any sort of interim  
19 figures throughout the year, those numbers  
20 were really a true representation of what  
21 rolls up into those year-end financial  
22 statements at June 30. So, that's helpful to  
23 keep in mind because if we came through and  
24 made all these adjustments, it -- you know, it  
25 would be difficult for this group to make

1 Decisions or to monitor where you are  
2 fiscally, and that was not the case.

3 Management was cooperative and  
4 responsive to our questions and provided any  
5 information that we asked for. And then in  
6 conducting the single audit, again, the major  
7 program that we tested this year was the  
8 Temporary Assistance for Needy Families. And  
9 then, the other significant key item to the  
10 June 30, '23, year was the adoption of ASU 842  
11 around the lease accounting.

12 So with regards to what our  
13 responsibilities are in conducting the audit,  
14 so, ultimately, the goal in conducting an  
15 audit is to obtain appropriate audit evidence  
16 for the purpose of expressing an opinion on  
17 those financial statements. So again, as I  
18 mentioned, unmodified, that's the highest  
19 level of assurance that we can provide.

20 Management is ultimately responsible  
21 for the adoption and implementation of  
22 accounting policies. They're responsible for  
23 the fair presentation of the transactions in  
24 these financial statements, and management is  
25 also responsible for implementing an

1 appropriate internal control environment.

2 One of the things that the standards  
3 require is that we address our accounting  
4 estimates, and we did not identify any sort of  
5 significant estimates that would affect the  
6 financial statements in the current year.

7 So, of course, in addition to the face  
8 of the financial statements, the actual  
9 balance, your statement and net assets and so  
10 on and so forth, your financial statements  
11 includes footnotes. So the, footnotes are  
12 within the scope of the audit, and we found  
13 those statements -- or excuse me, those  
14 disclosures be neutral, consistent, and clear,  
15 and adhere to the accounting principles.

16 We did not, encounter any difficulties  
17 in performing our audit. And, again, to  
18 recap, there were no misstatements in the  
19 financial statements and the records that we  
20 found. We did not have any disagreements with  
21 management in performing the audit, and then  
22 we will request representations from  
23 management as part of the conclusion of the  
24 audit, and, again, the standards dictate that  
25 we receive a letter stating that management

1 has been forthcoming, has provided us  
2 everything, that they feel the financial  
3 statements are appropriately stated.

4 And we are not aware of management  
5 consulting with any other independent  
6 accountants for the purpose of obtaining a  
7 second opinion or implementing any sort of  
8 creative accounting.

9 Often throughout the year, we have  
10 conversations with our audit clients,  
11 especially when there are new standards on the  
12 horizon, things of that nature. Those  
13 conversations happen in the normal course of  
14 our working relationship and are not  
15 contingent upon retaining us as your  
16 independent auditors.

17 And then we like to call out the fact  
18 that we provide an opinion on any  
19 supplementary information in relation to the  
20 financial statements. So for Year 6/30/2023  
21 financial statements, that includes your SEFA  
22 or your schedule of expenditures of federal  
23 awards.

24 So that schedule specifically outlines  
25 your federal dollar driven expenditures for

1 the 6/30 year or 6/30/23 year, and we found  
2 that that schedule was fairly in relation to  
3 your financial statements.

4 A quick look at some summary of  
5 financials. So I think what you'll see is '23  
6 looks pretty comparable to 2022 in terms of  
7 revenues and expenses. We definitely have  
8 recovered from that downturn in 2021, and  
9 we're back up to pre pandemic levels and  
10 beyond. So, you know, I like to kind of have  
11 that perspective to keep in mind really the  
12 volume and the increase of activity that the  
13 business office is managing and really doing  
14 so quite effectively.

15 Your balance sheet down below will  
16 capture your total assets and your total  
17 liabilities. So you'll see what looks like a  
18 giant increase of a little over \$1,000,000 in  
19 your assets and your liabilities. So if you  
20 remember, I mentioned that there was, a new  
21 accounting standard that was required to be  
22 implemented around leases.

23 So the simple, explanation as to the  
24 impact of that is that all of the  
25 organizations adopting that standard were

1 required to record a right to use asset as  
2 well as the corresponding liabilities.

3           So for instance, you lease building  
4 space, a Xerox machine. So the standards are  
5 now saying it's not enough to just simply  
6 record those expenses as you pay those lease  
7 payments, but rather you need to recognize the  
8 long-term right to use that space or that  
9 piece of and then also record those future  
10 amounts due.

11           So you'll see the last asset listed in  
12 2023 is that operating lease right to use  
13 asset. And then under the liabilities, second  
14 one up from the bottom, is the corresponding  
15 liabilities. So, in terms of, you know, how  
16 does this impact CNY Works, it really doesn't.  
17 You're not changing anything. It's not going  
18 to have bearing on any sort of decisions you  
19 make.

20           You simply continue to pay those lease  
21 payments as they come due. I would say that  
22 probably overall, this standard was more of a  
23 nuisance than providing valuable information.

24 That's just my perspective. But you know

25           FEMALE VOICE: (Inaudible).

1           KAYLEE: Yeah. Right. But we have to  
2 do it because the FASB says. So, again, it  
3 it's not really changing the way that CNY  
4 Works is operating or the way that the  
5 business office is accounting for these  
6 transactions on a daily basis.

7           Just a couple of ratios, and the A  
8 score for CNY Works. So if you take a look at  
9 the ratios in the 2023 column, just a couple I  
10 want to specifically call out. So days  
11 revenue in AR is 59, so that's down from last  
12 year. I just want to make sure that folks  
13 understand the perspective around that number,  
14 that does not mean that it is taking 59 days  
15 from point of claim and submission of claim to  
16 collections.

17           Because the way that the transactions  
18 are processed at CNY Works, essentially, what  
19 what's happening is expenses are incurred.  
20 They're paid. Revenue and a receivable is  
21 recorded to reflect the fact that CNY Works is  
22 owed money, and then the business office will  
23 put together those claims. So that's what  
24 stretches that figure to 59 days.

25           So, yes, that number has come down, but

1 folks sometimes see that and think, oh my  
2 goodness. Why is it taking so long for us to  
3 collect? It really isn't. It's ultimately  
4 the impact of the fact that you have to prepay  
5 and then gather all of that information,  
6 submit your claim, and then that's in that  
7 entire time frame is what's driving the 59  
8 days for that days revenue in AR.

9           And then midway down, total liabilities  
10 to net assets. So you'll see 2.62 versus 1.1  
11 last year and then below 1 in the prior year.  
12 So, you know, initially, folks may look at  
13 that and think, oh, jeez. Why, you know, why  
14 are our liabilities going up so significantly  
15 in relation to our total net assets? Is that  
16 to be concerned about? You have to remember,  
17 again, that number now includes those right to  
18 use lease obligations.

19           So there's an extra \$1,500,000 in your  
20 liabilities that's shaking out in that ratio.  
21 So if you were to remove that, you're  
22 otherwise looking at 0.87, which is more  
23 consistent with historical trends, so I just  
24 wanted to kind of give that perspective.

25           The second half of page 6 provides you

1 with an A score. So this really allows for  
2 CNY Works to be benchmarked to other  
3 corresponding nonprofit organizations. So  
4 you'll see CNY Works historically is at or  
5 slightly above average.

6 And then we've included your 2023  
7 score, which is comparable to 2022. And right  
8 now, not all of that data is available from  
9 the other organizations. So we provide you  
10 where you are currently, and then next year,  
11 you will see that 2023 data for the other  
12 related entities.

13 On page 7, looking ahead, so the FASB  
14 is not slowing down. They have some more new  
15 accounting standards that will be implemented,  
16 one being for June 30, 2024. And it really  
17 has to do with taking a more conservative  
18 approach and earlier recognition of credit  
19 losses receivables.

20 In terms of, I think, most of our  
21 nonprofit entities similar to CNY Works, I  
22 think we'll see a very small impact. Where a  
23 significant impact will happen is with an  
24 organization that is selling goods,  
25 manufacturer, construction, where you're

1 really running risk of collecting all of those  
2 receivables. Ultimately, your receivables are  
3 from your funding agencies and individuals in  
4 which there's obligations to fulfill on those  
5 receivables. So I don't anticipate any sort  
6 significant impact.

7 I think if anything, some additional  
8 related disclosures, but we'll take a look and  
9 navigate that new guidance with management as  
10 that becomes applicable.

11 And then if I can direct you to the  
12 back of the financial statements that are  
13 included inside this bound spiral book, we'll  
14 take a quick peek at that finding that's on  
15 the last two pages. So, again, just to recap  
16 what this is and how this came about. So,  
17 again, when we're conducting the single audit  
18 over the federal dollars, we're required to  
19 not only test for the compliance with the  
20 rules and regulations but to take a look at  
21 whether the entity has internal controls in  
22 place to mitigate risk for noncompliance.

23 So, the scope and timing of this work  
24 is actually from time cards and expenses that  
25 were incurred in summer 2022. So we're

1 already talking about over a year ago. And as  
2 this group is aware, some short staffing and  
3 things like that really led to some missing  
4 signatures on some time cards and some  
5 specific documents. So when we tested those  
6 transactions, again, those transactions were  
7 allowable and complied with the grant. So  
8 this is not as though the federal government  
9 is going to come back and say, hey, you spent  
10 this on X, Y, Z, and it should have been spent  
11 on A, B, C.

12           It's merely that CNY Works has designed  
13 an internal control environment that dictates  
14 signatures appear in certain places. And when  
15 those are missing, we have to accumulate those  
16 because that's instances in which CNY Works is  
17 not following their internal controls that  
18 they put in place.

19           You will see on the very last page,  
20 page 25, management has outlined their  
21 response in terms of really already putting  
22 into action how they're going to mitigate this  
23 risk and implement some mitigating controls to  
24 ensure that the during this period of influx  
25 of documentation during that summer work

1 program that someone's checking for those  
2 signatures, ensuring that management is  
3 following the internal controls that have been  
4 established. So, again, no noncompliance.

5 This is a nice, you know, easy fix. We  
6 have to call it out when it happens. But  
7 overall, a very good audit. Huge thank you to  
8 management for allowing for this process to be  
9 successful and tie things up for end of  
10 calendar year. Any questions?

11 MALE VOICE: Curious what the aggregate  
12 amount is that triggered that to be a  
13 deficiency.

14 KAYLEE: So it's quantitative, yes, but  
15 not based upon dollars, but rather the  
16 frequency of those missing signatures. So I  
17 believe it was -- I want to say maybe 1 was  
18 6 -- 6 of 40 on the form LDSS 4770 and 9 on  
19 the time cards. And so, the standards help  
20 drive some of that. And what we can do is if  
21 we had seen maybe 1 or 2, we could have tried  
22 to pull 20 more to see if we could get 20 more  
23 clean time cards that were, in fact, signed.  
24 At that level of missing signatures, testing  
25 20 or 30 more or even 40 more is not going to

1 change the fact that they require us to report  
2 that out if the number is that high.

3 ROSEMARY: One thing I do want to  
4 highlight on that is that, one, I take  
5 ownership for it even though I wasn't here.  
6 But, we would have -- we're mitigating, the  
7 situation by making sure that the controls are  
8 from the workforce advisers who are  
9 responsible for collecting those signatures or  
10 signing those documents to being overseen by  
11 the youth director and then the deputy  
12 director. So we'll have different controls in  
13 place but also monitoring internally our  
14 documents. And so, once we're fully staffed  
15 in that department right now, I'm doing that  
16 with Erin. But once we were fully staffed, we  
17 foresee not having this issue again. Thank  
18 you.

19 JEANNE MORELLI: Any other questions?

20 DICK: I just want to call out the  
21 timing of the audit, too, and the completion  
22 of it. And I know Kaylee said that by the end  
23 of the year, but, you know, with transitions  
24 internally, new CFO, throw a pandemic in the  
25 mix, you know, other staff turnover, we're

1 back to where we were, so congratulations on  
2 that. And that has to be a good feeling.  
3 Didn't probably come out without a lot of  
4 sweat equity going into that process. But,  
5 it's good to get back on track, so  
6 congratulations.

7 JEANNE MORELLI: And thank you for  
8 saying that, honestly. And I really do want  
9 to commend Sue and her team because it is a  
10 lot of work to go through an audit. I'm sure  
11 most of you have been through one. If you  
12 haven't, it can be excruciating because you  
13 also have your day job to do. And then you  
14 have auditors constantly asking you --

15 DICK: Program audit is kind of  
16 (inaudible) --

17 (Overlapping voices)

18 JEANNE MORELLI: And going through  
19 program audits state audits and grant audits  
20 and so there's a lot that happens. It's  
21 tough. So I hope now at the end of the year,  
22 you can take a little bit of a breather and go  
23 into the New Year and start again. So thank  
24 you.

25 ROSEMARY: Thank you, sir.

1           JEANNE MORELLI:  Yep.  And thank you to  
2  Bonadio.  You do really do make this process  
3  pretty easy.  You're good to work with, and we  
4  appreciate that.

5           KAYLEE:  Thank you.

6           DICK:  Usually, people say, take a  
7  breather, but don't take your foot off --

8           (Laughter)

9           (Overlapping voices)

10          DICK:  Thank you for your efforts.

11          JEANNE MORELLI:  Great.  Thank you.  
12  Appreciate that.  All right.  Thank you, both,  
13  very much.

14          DICK:  Enjoy the rest of your meeting.

15          JEANNE MORELLI:  Thank you.  And happy  
16  New Year to you both.

17          ROSEMARY:  Happy holidays.

18          JEANNE MORELLI:  All right.  With that,  
19  we're coming to the end of our session.  We  
20  have just five minutes left.  Any committee  
21  updates that we want to mention while we're  
22  here today?

23          RANDY:  We need more people on the  
24  audit committee.  So it's so exciting you saw  
25  (inaudible.  The good news is we're in great

1 shape. So it won't be as a tough task and  
2 tough (inaudible).

3 JEANNE MORELLI: Any inclusive updates,  
4 Erin?

5 ERIN: No, we had a few events with the  
6 Inclusive Opportunities Committee where we  
7 hosted a job fair and a community resource  
8 fair. I think it was a good first try. I  
9 think we learned a lot on how to make it  
10 better for our future events.

11 ROSEMARY: Great. Thank you.

12 MALE VOICE: I do have a question. I  
13 was just looking at the screen. Thank you for  
14 the screens for us.

15 JEANNE MORELLI: Well, thank  
16 (inaudible) so thank you.

17 MALE VOICE: But I was just looking at  
18 some of the names under the camera, and the  
19 camera says Huseby Global Litigation Services.

20 ROSEMARY: In lieu of -- so remember  
21 how in the board retreat, because we don't  
22 have a minute -- someone taking minutes?  
23 We've hired this company again. I'm sorry.  
24 We failed to communicate at the beginning of  
25 the meeting. They're just taking -- they're

1 recording to make minutes for us for  
2 transcripts.

3 So it's the gentleman here who is  
4 joining Zoom, but he's here. Thank you for  
5 pointing that out to me. Thank you.

6 MALE VOICE: I wouldn't want to call it  
7 (inaudible).

8 RANDY: (Inaudible).

9 JEANNE MORELLI: And Cheryl, I am sure,  
10 will say this, as well, and Rosemary wanted me  
11 to make sure to remind there are conflict of  
12 interest forms. It is really, really  
13 important that everyone on the board sign a  
14 conflict of interest form. There are some  
15 right over here on the table.

16 So please, please, if you haven't  
17 already, if you could please sign that before  
18 you leave. Oh, yeah. Yeah. Okay. Perfect.

19 And you can just leave it here right on  
20 the table for collection. Really appreciate  
21 that.

22 FEMALE VOICE: If we signed it for  
23 October, if we're a new board member, do we  
24 need to re-sign it again?

25 ROSEMARY: Good question. No.

1           JEANNE MORELLI: The answer is now.

2           ROSEMARY: Because it's for the year.

3           (Overlapping voices)

4           ROSEMARY: And you can feel free to  
5 send it to Cheryl via email or just fill it  
6 out now and leave it at your table.

7           JEANNE MORELLI: I want to thank  
8 everyone on this board for your service this  
9 year. Again, it's been quite a year and  
10 really looking forward to starting off 2024.  
11 Our next meeting will be in February.

12           ROSEMARY: Yes, and Cheryl's working on  
13 the -- so Cheryl's working on a schedule.  
14 Please be on the lookout for an email from  
15 her.

16           JEANNE MORELLI: Yes. I wish everyone  
17 here, your friends, your family, wish them all  
18 a very Happy Holiday and a Happy New Year.  
19 And be safe, happy, and healthy. Thank you,  
20 all.

21           (End of Meeting.)

22

23

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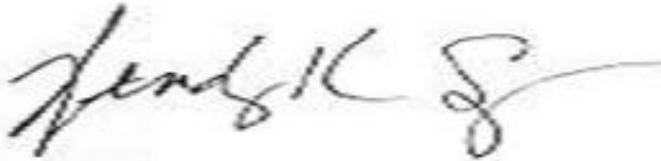
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CERTIFICATE

I, Wendy Sawyer, do hereby certify that I was authorized to and transcribed the foregoing recorded proceedings, and that the transcript is a true record, to the best of my ability.

DATED this 20th day of December, 2023.



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WENDY SAWYER, CDLT

**CNY WORKS  
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Index: \$1,000..53

	10 16:17	2.62 77:10	
\$	100 7:13	20 47:22	3
\$1,000 36:14	37:17	81:22,25	30 8:6 23:9
\$1,000,000	11/23/23	20,000 6:20	27:25
36:7 74:18	33:9	2020 5:8	28:6,8
\$1,500,000	12 45:7	2021 34:13	66:13
77:19	13202 36:24	48:1,12	68:11
\$400,000	13206 37:2	74:8	70:22
33:10	13208 49:1	2022 74:6	71:10
\$500 38:9	13210 49:1	78:7 79:25	78:16
43:4	13214 37:3	2023 2:5	81:25
\$914,000	14 47:21	34:17	30th 34:16
36:13	148 36:9	47:24	31st 55:13
	15 55:22,23	52:17	3500 29:15
-	158 36:8	59:11	360 30:3
-honestly	16 53:21	68:11	3rd 54:19
32:13	16th 51:16	75:12 76:9	
-it 35:8	173 36:5	78:6,11	4
	38:20	2023001	
0	39:12	69:23	4,500,000
0.87 77:22	176 39:12	2024 49:7	50:7
	18 47:21	55:13	40 23:9
1	199 38:18,	56:3,12	81:18,25
1 36:21	20 39:11	58:6 59:20	463 48:2,21
38:25		78:16	4770 81:18
46:21	2	2025 46:15	49 38:25
77:11		21 39:1	
81:17,21		23 71:10	5
1,153,000	2 36:21	74:5	
47:25	37:3 39:1	25 80:20	500 48:21
1.1 77:10	46:21	26 38:21	51 38:6,7
	55:14		5200 36:14
	81:21		53 55:14

**CNY WORKS  
Transcription**

Index: 55..agenda

55	36:10	8500	6:19	72:3,15	74:25
59	76:11, 14,24 77:7	86	36:9	73:8 74:21 76:5 78:15	<b>adoption</b> 71:10,21
<hr/>		<b>9</b>	<hr/>		
	6			<b>accounts</b> 35:12 63:6	<b>Adrienne</b> 64:20
6	45:7 77:25 81:18	9	51:9 60:24 81:18	<b>accumulate</b> 80:15	<b>adult</b> 17:25 38:17 51:9
6/30	74:1	90	38:8	<b>acknowledge</b> 47:8	<b>advanced</b> 7:24
6/30/2023	73:20	91	36:7	<b>action</b> 80:22	<b>advice</b> 45:24
6/30/23	74:1	92	38:23	<b>activity</b> 74:12	<b>adviser</b> 48:16
<hr/>		<b>A</b>	<hr/>		
60	29:1 66:8,9	<b>absolutely</b> 14:1		<b>actual</b> 70:18 72:8	<b>advisers</b> 35:22 40:3,11 53:12
61	49:3	<b>acceptance</b> 68:17		<b>add</b> 40:7	<b>advocacy</b> 46:1 51:7
<hr/>				<b>addition</b> 72:7	<b>affect</b> 72:5
	7	<b>access</b> 22:18 63:24 64:5,10		<b>additional</b> 24:14 79:7	<b>afternoon</b> 2:2 68:9
7	78:13	<b>accomplish</b> 59:6		<b>address</b> 72:3	<b>afternoons</b> 28:13
75	55:23	<b>accomplished</b> 59:18		<b>adequate</b> 69:18	<b>afterward</b> 6:23
77	36:17	<b>accomplishment</b> s 52:17		<b>adhere</b> 72:15	<b>age</b> 19:14 21:6,9,11 23:17 31:3 41:3
<hr/>				<b>adjusted</b> 9:4 70:15	
	8	<b>accordance</b> 69:1,4		<b>adjustments</b> 70:9,24	
8	60:21 61:2	<b>accountants</b> 73:6		<b>administrators</b> 6:7 12:20	
80s	18:9	<b>accounting</b> 69:1 71:11,22		<b>adopting</b>	<b>agenda</b> 2:13 65:1,5
81	27:12				
82	38:24				
83	36:10				
842	71:10				
85	38:23				

**CNY WORKS  
Transcription**

Index: agendas..attendees

66:19	<b>American</b>	<b>application</b>	14:10
<b>agendas</b> 68:5	53:10	36:2 49:8	<b>artificial</b>
<b>aggregate</b>	<b>Americans</b>	<b>apply</b> 33:7	20:24
81:11	53:9	<b>applying</b>	<b>aspirations</b>
<b>agree</b> 27:19,	<b>amount</b> 30:13	15:17	62:16
21 45:23	48:4 63:3	35:25	<b>assessed</b>
<b>ahead</b> 34:2	81:12	<b>appreciated</b>	35:19
49:18	<b>amounts</b>	30:9	<b>assessing</b>
78:13	75:10	<b>apprentice</b>	39:18
<b>aid</b> 63:5	<b>analog</b> 14:19	38:10	<b>assessment</b>
<b>aids</b> 22:24	<b>Anastasia</b>	<b>apprenticeship</b>	35:20
<b>algorithms</b>	61:3	7:20 18:3	<b>asset</b> 75:1,
9:5	<b>anecdotally</b>	38:6 66:9	11,13
<b>align</b> 63:10,	15:13	<b>approach</b>	<b>assets</b> 72:9
13 65:12	23:22	69:10	74:16,19
<b>aligned</b>	<b>anecdotes</b>	78:18	77:10,15
26:23	15:19	<b>appropriately</b>	<b>assist</b> 53:3
<b>alignment</b>	<b>announce</b>	73:3	<b>Assistance</b>
63:16	54:15	<b>approval</b>	47:21 71:8
<b>Alliance</b>	<b>announcements</b>	66:19	<b>assistant</b>
50:15	64:2	<b>approved</b>	36:3 51:24
<b>allowable</b>	<b>annual</b> 58:10	33:9	<b>Association</b>
80:7	<b>answers</b> 27:1	<b>AR</b> 76:11	53:10
<b>allowed</b> 50:3	<b>anticipate</b>	77:8	<b>assurance</b>
53:1	79:5	<b>area</b> 21:4	68:21
<b>allowing</b>	<b>anymore</b>	26:11	71:19
81:8	14:1,16	34:22 35:3	<b>ASU</b> 71:10
<b>amazing</b> 4:12	18:9 38:2	37:8 39:23	<b>attend</b> 51:10
<b>ambassadors</b>	<b>apologize</b>	56:1 57:8	55:7
41:14	48:25	59:3	<b>attended</b>
<b>Amber</b> 5:10	<b>applicable</b>	<b>areas</b> 41:10	51:8
	79:10	<b>arm</b> 60:1	<b>attendees</b>
		<b>article</b>	

**CNY WORKS  
Transcription**

**Index: attorneys..bound**

55:5	73:4 80:2	21:19 22:3	48:25 54:5
<b>attorneys</b>	<b>awareness</b>	26:3 37:5,	<b>blank</b> 25:17
52:10	7:15 51:6	7	<b>Blue</b> 6:8
<b>audit</b> 54:4	<b>awesome</b> 3:4	<b>based</b> 2:12	<b>board</b> 6:5
57:15,19	28:5 31:6	9:9 68:23	8:2 10:10
60:17,19	42:23	81:15	11:22
64:17	<b>Aye</b> 66:23	<b>basic</b> 23:19	41:8,12,19
67:19		<b>basically</b>	47:7 49:5
68:10,11,	<hr/> <b>B</b> <hr/>	52:5	52:21
12,16,24		<b>basis</b> 76:6	54:25 55:9
69:4,9,14	<b>back</b> 2:15	<b>bearing</b>	56:14,15
70:2,9	5:7 10:21	75:18	57:5,10
71:6,13,15	19:24	<b>begin</b> 54:23	58:9,23,25
72:12,17,	33:18	<b>beginning</b>	62:18
21,24	34:7,13	2:1 41:13	63:23
73:10	52:7 58:5,	57:20,25	64:2,21,24
79:17 81:7	24 66:10	58:6	<b>boards</b> 28:11
<b>auditing</b>	69:24	<b>benchmarked</b>	<b>BOCES</b> 12:20
69:5	70:12 74:9	78:2	18:1
<b>auditors</b>	79:12 80:9	<b>big</b> 7:2	37:20,21
67:16	<b>bad</b> 26:5	9:13 10:2	55:21,22,
73:16	27:23	14:9,25	25
<b>audits</b> 67:7	<b>Baird</b> 49:4	17:5 20:17	<b>Bonadio</b>
<b>automation</b>	<b>balance</b>	21:8 31:11	58:15
8:7,10,11,	70:14 72:9	38:3	60:17
12,15,20	74:15	<b>biggest</b> 16:9	67:1,2,17
<b>average</b> 78:5	<b>balances</b>	22:2 25:24	<b>book</b> 79:13
<b>avoid</b> 52:12	70:11	26:2,19	<b>booklet</b> 68:4
<b>awarded</b>	<b>Bank</b> 33:8	49:2	<b>booth</b> 29:16
34:12	<b>barrier</b> 17:5	<b>bit</b> 11:10	<b>bottlenecking</b>
47:24,25	20:15,16	19:1 20:2,	11:3
50:6	21:8 26:2	19 25:22	<b>bottom</b> 75:14
<b>awards</b> 73:23	<b>barriers</b>	26:7 30:7	<b>bound</b> 79:13
<b>aware</b> 13:22	15:2,23	43:19	
	18:13 20:9		

**CNY WORKS  
Transcription**

Index: breakdown..childcare

<b>breakdown</b> 6:25 19:13 23:17 30:15,20	<b>bullets</b> 49:25	56:16 74:16	<b>Central</b> 6:21 9:19 15:3 23:7 24:7 30:14,22 43:25
<b>breakdowns</b> 24:15 30:20	<b>bunch</b> 6:10 13:23 24:21	<b>captured</b> 42:4	<b>certificate</b> 21:22
<b>breakout</b> 30:10	<b>business</b> 5:10 9:8 74:13 76:5,22	<b>car</b> 53:2 <b>cards</b> 79:24 80:4 81:19,23	<b>chain</b> 64:1 <b>chains</b> 59:4
<b>briefly</b> 47:15 52:3	<b>businesses</b> 5:14 6:19 8:5,6,13, 16 9:13,14 12:1,10 15:14,24 16:2 17:7, 9 20:21 24:2 25:12 26:1 28:15 30:22 56:25	<b>care</b> 7:24 8:20 44:3, 10 50:6, 14,15 61:23,24 <b>career</b> 18:7 29:14,17 34:23,24 35:21,23 44:9 61:9 62:4,7,14, 16,21	<b>challenges</b> 9:13,17 48:13,19 54:10,11 59:11,24 <b>chance</b> 18:15 <b>change</b> 13:3, 4 27:14 28:24 44:6 <b>changed</b> 14:16 32:14
<b>bright</b> 60:10	<b>busy</b> 56:12	<b>careers</b> 27:18 36:4 62:8,9	<b>changing</b> 6:1 27:3 28:20 75:17 76:3
<b>bring</b> 19:5 45:20 55:3 58:5,22,24	<hr/> <b>C</b> <hr/>	<b>case</b> 19:12 71:2	<b>charts</b> 23:11
<b>broadly</b> 43:2	<b>calendar</b> 81:10	<b>cash</b> 33:4, 6,16,18	<b>checking</b> 81:1
<b>broke</b> 36:20 37:10	<b>call</b> 12:7 51:8 73:17 76:10 81:6	<b>caveat</b> 9:2 18:21	<b>Cheryl</b> 2:21 52:9
<b>brought</b> 30:4 57:25 65:10	<b>cap</b> 52:25	<b>CDL</b> 34:25 36:11 37:20 46:17	<b>chief</b> 51:20 <b>Child</b> 50:13, 15
<b>budget</b> 49:21 70:18	<b>capacity</b> 44:25 45:13 50:7	<b>CDLS</b> 23:25	<b>childcare</b>
<b>bug</b> 45:12	<b>capture</b> 6:1		
<b>build</b> 19:19 26:13,17 45:13 46:14,25 53:8 54:21 65:4,15			
<b>building</b> 45:2 50:7 55:17 75:3			

**CNY WORKS  
Transcription**

Index: choice..community

11:1 15:23	<b>clean</b> 81:23	41:1	<b>college's</b>
44:15	<b>clear</b> 63:2	<b>codes</b> 36:23,	61:15
50:17 53:4	72:14	24 37:19	<b>column</b> 16:1,
<b>choice</b>	<b>clients</b> 57:9	48:23	3 76:9
22:21,25	63:1,17	<b>coding</b> 23:15	<b>combing</b>
<b>Chris</b> 3:1,4,	73:10	<b>cognizant</b>	20:23
6,8,11 7:6	<b>close</b> 34:16	21:17	<b>comfortable</b>
25:11	<b>closes</b> 55:12	<b>cohort</b> 66:8,	4:4
27:19,22	<b>closest</b> 30:1	13	<b>comment</b>
30:17	<b>CNA</b> 62:10	<b>cohorts</b>	59:10
31:7,13,17	<b>CNC</b> 8:18	55:14	<b>comments</b>
32:17,19,	<b>CNY</b> 3:17	65:20	56:2 59:8
22,23,24	4:5 27:8	<b>collaborate</b>	<b>Commission</b>
45:16	30:10	45:25	6:9
46:12,13,	34:13	<b>collaborating</b>	<b>Commissioner</b>
15,17	35:11,18	53:12 57:4	3:12 51:2
65:14,22,	38:19 39:9	<b>collaboration</b>	<b>committee</b>
24 66:1,4,	40:4 41:7,	47:12	49:24 54:7
5	10,14	<b>Collaborative</b>	56:11
<b>Chris's</b>	43:10	50:21	57:16,19,
43:24	44:12 47:6	<b>colleague</b>	22
<b>chunk</b> 8:24	51:15	28:2	<b>committees</b>
38:3	52:11,15	<b>collect</b> 77:3	54:13
<b>city</b> 36:22,	55:20 56:5	<b>collecting</b>	57:17
23 37:2,21	59:5 65:10	79:1	<b>communicate</b>
40:21	75:16	<b>collections</b>	68:14
55:24	76:3,8,18,	76:16	<b>communications</b>
<b>claim</b> 76:15	21 78:2,4,	<b>college</b> 6:7	49:12
77:6	21 80:12,	13:16	<b>communities</b>
<b>claims</b> 76:23	16	17:25 18:6	32:8
<b>clamoring</b>	<b>coaster</b>	37:22	<b>community</b>
29:3	52:19 58:2	61:16	6:7 17:24
<b>classes</b>	<b>code</b> 41:3	63:11	22:15
53:18,19,	<b>code-related</b>		
23			

**CNY WORKS  
Transcription**

Index: comparable..counselors

28:14 29:4	19:22	20:25	<b>control</b>
37:21	23:19		69:12,22
40:11	<b>conceptualizat</b>	<b>connections</b>	72:1 80:13
45:12	<b>ion</b> 45:19	16:25	
46:1,5,23		<b>consent</b>	<b>controls</b>
51:5 52:22	<b>concerned</b>	64:25 65:4	69:6,18
53:5 57:1	77:16	66:19	70:8 79:21
58:8,12	<b>conclude</b>	<b>conservative</b>	80:17,23
<b>comparable</b>	51:21	78:17	81:3
74:6 78:7	<b>concluded</b>	<b>consistent</b>	<b>conversation</b>
<b>compared</b>	34:15	72:14	55:2,4
48:12	<b>conclusion</b>	77:23	<b>conversations</b>
<b>comparisons</b>	50:25	<b>construction</b>	12:24
48:1	72:23	35:1 37:11	28:16 47:9
<b>competition</b>	<b>conduct</b>	56:1 61:11	54:25
7:8	69:9,14	78:25	58:24 59:1
<b>complete</b>	70:10	<b>consulting</b>	60:20
40:1	<b>conducting</b>	73:5	61:19
<b>completed</b>	69:4 71:6,	<b>contact</b>	65:21
2:16 36:8	13,14	24:17	73:10,13
38:23	79:17	<b>contingent</b>	<b>cool</b> 4:21,
55:14	<b>conference</b>	73:15	25 28:20
<b>completion</b>	51:8,11	<b>continue</b>	29:18 31:2
37:16,18	<b>confident</b>	5:18 11:21	<b>cooperative</b>
<b>compliance</b>	39:15	15:23	71:3
69:11,12,	<b>conflict</b>	20:20	<b>core</b> 34:23
15,22 70:8	2:12 52:13	32:16 55:1	35:3
79:19	<b>Congrats</b>	64:8 75:20	<b>Correct</b> 41:6
<b>complied</b>	28:2	<b>contract</b>	65:14
80:7	<b>congratulation</b>	54:22	<b>cost</b> 21:25
<b>comprehensive</b>	s 60:5	<b>contract's</b>	22:22,23
35:20	<b>connect</b>	33:14	36:13
<b>computer</b>	63:18	<b>contributions</b>	37:15 38:9
13:10,17	<b>connection</b>	35:14	<b>council</b> 5:10
			<b>counselors</b>

**CNY WORKS  
Transcription**

**Index: count..deputy**

28:19	<b>creative</b>	<b>data</b> 5:1,2,	<b>deck</b> 6:22,
<b>count</b> 48:18	73:8	21 6:11	23
<b>county</b> 34:19	<b>credential</b>	9:3 10:4	<b>deficiencies</b>
50:10	21:22	19:8 20:3	69:7
<b>couple</b> 2:9	<b>credentials</b>	34:15	<b>deficiency</b>
8:13	20:12	39:2,10	81:13
13:13,24	<b>credit</b> 33:8	42:16	<b>degree</b> 21:23
18:12	54:2 78:18	45:16	<b>degrees</b>
25:18	<b>criteria</b>	78:8,11	20:12 30:4
52:23	41:5	<b>data's</b> 23:22	<b>DEKA</b> 30:8
76:7,9	<b>critical</b>	<b>date</b> 56:10	31:6 45:15
<b>court</b> 50:1	44:16	<b>David</b> 53:15	46:20
<b>cover</b> 68:10	45:22	59:9	<b>delay</b> 65:20
<b>covered</b>	<b>curious</b> 10:3	60:15,16	<b>delivery's</b>
34:25	15:9,15,19	64:15	19:5
35:15	25:9 81:11	<b>day</b> 3:20	<b>demand</b> 61:4
<b>COVID</b> 10:20	<b>current</b> 16:7	14:10	<b>demanding</b>
14:13	17:10	28:22 45:8	20:1
25:20 26:4	21:25	<b>days</b> 5:14	<b>demographic</b>
<b>craft</b> 45:10	65:16 72:6	14:23	30:15,23
<b>craving</b> 24:9	<b>curriculum</b>	23:21	<b>demographics</b>
<b>crazy</b> 9:4,9	13:4	28:14	31:9 41:25
<b>create</b> 35:6	<b>customer</b>	76:10,14,	42:1
46:24	8:10	24 77:8	<b>department</b>
47:3,12	56:12,13	<b>deal</b> 10:2	3:2,13,22
54:7 58:10	<b>Cuyahoga</b>	<b>dealt</b> 31:8	9:24 28:7
<b>created</b>	37:20	<b>debt</b> 21:25	34:20
65:18	<hr/> D <hr/>	<b>December</b>	48:17
<b>creating</b>	<b>daily</b> 76:6	55:6	49:22
58:7	<b>DANCIL</b> 30:8	<b>decimated</b>	50:19,24
<b>creation</b>	31:6 45:15	26:4	<b>deputy</b> 3:12
53:6	46:20	<b>decisions</b>	51:12,15
		71:1 75:18	55:3

**CNY WORKS  
Transcription**

Index: design..education

<b>design</b> 55:16	<b>direct</b> 36:17 65:6	<b>drivers</b> 35:1
<b>designed</b> 80:12	38:9 79:11	<b>driving</b> 77:7
<b>desire</b> 23:16	<b>direction</b> 41:18	<b>drop</b> 25:15
<b>desk</b> 16:18	<b>director</b> 48:13	<b>drum</b> 67:9
<b>detail</b> 62:2	51:12,15, 17 55:4	<b>due</b> 52:2 75:10,21
<b>development</b> 5:11	<b>director's</b> 49:19	<b>Duh</b> 7:6
17:13,15, 17 53:25	<b>disability</b> 47:21	<b>durable</b> 12:6
56:7 57:10	54:10	<b>dynamic</b> 27:14
64:7		<hr/> <b>E</b> <hr/>
<b>Dick</b> 67:17	<b>disagreements</b> 72:20	<b>earlier</b> 78:18
68:6	<b>disclosed</b> 42:3,9	<b>early</b> 50:15 51:3
<b>dictate</b> 72:24	<b>disclosures</b> 72:14 79:8	<b>ease</b> 33:15
<b>dictates</b> 69:14	<b>disconnect</b> 43:19 44:5	<b>easy</b> 3:24 63:2 81:5
80:13	<b>discretionary</b> 34:12	<b>economical</b> 43:3
<b>difference</b> 9:19	38:21	<b>economy</b> 27:3 50:6
<b>difficult</b> 70:25	<b>discrimination</b> 21:6,10	<b>ecosystem</b> 47:2
<b>difficulties</b> 72:16	<b>discuss</b> 57:23	<b>ed</b> 6:8 11:1 12:21
<b>dig</b> 31:19	58:14	17:25 50:14
<b>digital</b> 8:7, 11 13:9	<b>discussed</b> 57:13 62:6	<b>education</b> 4:18 12:17,18
14:6,17,20	<b>discussion</b> 61:2,7	
23:8,9,14, 18		
<b>diminishes</b> 15:13		
	<b>dissimilar</b> 11:23 15:4 24:8	
	<b>diverse</b> 9:25	
	<b>documentation</b> 80:25	
	<b>documents</b> 80:5	
	<b>dollar</b> 73:25	
	<b>dollars</b> 40:19 70:4	
	79:18	
	81:15	
	<b>Dominic</b> 52:4	
	<b>door</b> 35:18	
	<b>doors</b> 63:17	
	<b>double</b> 43:7	
	<b>doubling</b> 28:25	
	<b>downs</b> 59:25	
	<b>downturn</b> 74:8	
	<b>draft</b> 62:17	
	<b>drafts</b> 62:6	
	<b>drive</b> 81:20	
	<b>driven</b> 73:25	
	<b>driver</b> 26:1	

**CNY WORKS  
Transcription**

Index: effect..exists

20:12	61:22 64:6	<b>ensure</b> 80:24	<b>evenings</b>
21:19,20	<b>employers</b>	<b>ensuring</b>	45:8
29:4 62:7	9:15,17	81:2	<b>everybody's</b>
<b>effect</b> 15:11	61:20	<b>entire</b> 48:16	2:4
<b>effective</b>	<b>employment</b>	51:9 77:7	<b>Everyone's</b>
33:9,15	15:2 18:13	<b>entities</b>	67:6
<b>effectively</b>	20:10 37:5	78:12,21	<b>evidence</b>
74:14	39:25	<b>entity</b> 79:21	71:15
<b>effectiveness</b>	42:22	<b>entry</b> 10:18	<b>evolve</b> 47:11
25:1	47:18	<b>environment</b>	<b>evolving</b>
<b>elaborate</b>	<b>encounter</b>	72:1 80:13	54:14
65:22	37:7 72:16	<b>equivalency</b>	<b>Excel</b> 13:13
<b>electrical</b>	<b>encourage</b>	21:21	<b>Excellent</b>
35:1 37:11	47:3 63:23	<b>Eric</b> 66:20	32:20
<b>electricians</b>	<b>end</b> 9:8	<b>error</b> 18:23	<b>Excels</b> 23:13
7:22	42:21 51:1	69:20	<b>excited</b> 4:24
<b>elements</b>	52:2 66:10	<b>Ertz</b> 61:3	60:10,17
39:21 40:7	69:24 81:9	<b>ES100</b> 35:19	67:7
57:11	<b>ended</b> 51:22	<b>ESD</b> 65:18	<b>exciting</b>
68:13	<b>engage</b> 39:14	<b>essentially</b>	34:6 67:7
<b>eligibility</b>	50:11	76:18	<b>excuse</b> 72:13
37:4 47:23	53:25	<b>established</b>	<b>executing</b>
<b>eligible</b>	<b>engagement</b>	81:4	57:11
53:3	39:15	<b>estimates</b>	<b>executive</b>
<b>email</b> 2:21	40:14	72:4,5	49:24
13:14 39:4	<b>engaging</b>	<b>etcetera</b>	51:24
64:1 65:3	57:4	4:22 35:23	68:11,15
<b>Empire</b> 5:11	<b>enhance</b>	36:25	<b>existed</b> 35:7
<b>employed</b>	50:11,22	<b>ethnicity</b>	<b>existing</b>
36:10	57:2	31:5 42:6	50:8
38:24	<b>Enjoy</b> 32:25	<b>evaluation</b>	63:11,13
<b>employees</b>	<b>enrolled</b>	56:21	<b>exists</b> 63:7
16:7 59:18	36:8 38:8		
	47:23		

**CNY WORKS  
Transcription**

**Index: expand..findings**

<b>expand</b> 43:22 45:22	<b>expressing</b> 62:16 71:16	<b>figure</b> 13:3 19:20
<b>expanded</b> 52:24 53:4	<b>extend</b> 51:21	<b>fantastic</b> 27:16 28:20
<b>expanding</b> 16:13,14, 24 60:7 61:5,18	<b>extended</b> 48:5,8 60:23	<b>FASB</b> 76:2 78:13 76:24
<b>expectation</b> 15:8	<b>extent</b> 66:11	<b>fast</b> 58:1 59:12
<b>expended</b> 48:5 55:10	<b>extra</b> 2:23 77:19	<b>favor</b> 66:22
<b>expenditure</b> 36:12 48:4	<b>eye</b> 29:6	<b>fear</b> 19:25
<b>expenditures</b> 73:22,25	<b>eyes</b> 12:10	<b>feasible</b> 66:10
<b>expenses</b> 36:15 74:7 75:6 76:19 79:24	<hr/> <b>F</b> <hr/>	<b>February</b> 55:2
<b>experience</b> 15:7 20:11 48:8	<b>face</b> 2:5 72:7	<b>federal</b> 5:21 73:22,25 79:18 80:8
<b>explanation</b> 74:23	<b>faces</b> 3:11	<b>feedback</b> 62:20
<b>exploration</b> 29:14 34:24 35:21	<b>facing</b> 54:10	<b>feel</b> 4:3 27:23 68:24 73:2
<b>explore</b> 29:17 30:6	<b>fact</b> 73:17 76:21 77:4 81:23	<b>feeling</b> 7:9
<b>exposition</b> 55:22	<b>factory</b> 30:3	<b>female</b> 2:17 31:3 38:11 40:16,18 41:4 42:8 44:21,24 58:17 67:5,8 75:25
	<b>fair</b> 29:15 71:23	<b>fields</b> 45:13 61:9,10 62:22,23
	<b>fairly</b> 68:25 74:2	<b>filled</b> 51:19
	<b>familiar</b> 3:11 68:20	<b>finally</b> 55:9
	<b>Families</b> 71:8	<b>financial</b> 68:17,19, 25 70:11, 21 71:17, 24 72:6,8, 10,19 73:2,20,21 74:3 79:12
	<b>family</b> 60:7	<b>financials</b> 74:5
	<b>family's</b>	<b>find</b> 6:18 7:5 26:1 56:1
		<b>finding</b> 9:20 27:21 69:21,23 79:14
		<b>findings</b>

**CNY WORKS  
Transcription**

Index: fire..good

25:5	46:13 54:6	74:1	
<b>fire</b> 19:10	55:16	<b>Foundries</b>	<hr/> <b>G</b> <hr/>
<b>firm</b> 67:17	68:14	29:25	<b>gaining</b>
<b>fiscally</b>	76:12	<b>frame</b> 77:7	42:21
71:2	77:1,12	<b>frequency</b>	<b>game</b> 10:12
<b>fitters</b> 35:2	<b>folks'</b> 10:18	81:16	<b>gap</b> 15:8
37:12	<b>follow</b> 68:5	<b>Friday</b> 53:11	<b>gaps</b> 28:16
<b>fix</b> 81:5	69:13	<b>friends</b> 5:9	<b>gather</b> 77:5
<b>fleshed</b>	<b>follow-up</b>	7:21 12:20	<b>GED</b> 53:18
25:21	30:19	17:24	<b>gender</b>
<b>flexibility</b>	<b>footnotes</b>	<b>fulfill</b>	42:11,12
19:2	72:11	64:23 79:4	<b>giant</b> 74:18
<b>flip</b> 10:9	<b>footprint</b>	<b>full</b> 19:11	<b>give</b> 27:17
12:2 23:3	9:1	24:14	45:6,7
24:6	<b>forefront</b>	30:19 36:3	46:9 77:24
<b>floor</b> 54:19	58:6	45:6 53:11	<b>glad</b> 14:2
<b>floored</b> 14:1	<b>form</b> 35:19	<b>fully</b> 20:1	<b>Global</b> 29:25
<b>flow</b> 33:4,	81:18	<b>funded</b> 47:20	<b>goal</b> 31:18
6,16,18	<b>forms</b> 2:17,	<b>funders</b>	71:14
35:17 39:9	20,22	33:20	<b>goals</b> 56:3
<b>focus</b> 19:17	<b>Formula</b>	<b>funding</b> 4:5	<b>god</b> 14:16
22:4 50:4	38:13,17	38:16	19:9 26:7
63:16	<b>forthcoming</b>	40:23	<b>gold</b> 68:22
<b>folks</b> 2:8,9	73:1	55:19	<b>good</b> 2:2
3:24 7:16	<b>forward</b>	63:7,14	8:24 9:5
8:24 9:16	31:16	79:3	14:2 16:15
12:17	33:11	<b>funds</b> 38:17	17:19
13:22	55:17	55:11	26:21 35:9
16:14	59:21 60:6	<b>future</b> 8:16	43:12 44:7
30:15,25	<b>forwards</b>	20:19	46:7 54:3
34:6 35:18	3:21	24:16	65:11 68:9
41:9 43:10	<b>found</b> 29:5	27:18 60:9	69:8 81:7
45:5,9	72:12,20	61:4 75:9	

**CNY WORKS  
Transcription**

Index: goodness..high

<b>goodness</b>	24:3 27:5		<b>health</b>	7:24
77:2	28:12 29:2	<b>H</b>	8:20 44:3,	
<b>goods</b> 78:24	30:2 32:18		10 61:23,	
<b>gosh</b> 24:3	33:23 34:4	<b>half</b> 77:25	24	
<b>governance</b>	44:25 45:1	<b>hall</b> 58:17,	<b>healthcare</b>	
57:16,21	53:22	18	44:16	
<b>government</b>	59:21	<b>hand</b> 16:1,3	<b>hear</b> 13:18	
9:23 69:5	60:6,11	<b>hands</b> 54:18	14:1 45:21	
80:8	64:14	<b>happen</b> 41:5	54:4,5	
<b>graduate</b>	66:18,21	46:3 73:13	66:3	
6:11	67:15	78:23	<b>heard</b> 6:19	
<b>graduates</b>	<b>group</b> 6:6	<b>happened</b>	12:24	
66:8	41:24,25	58:4	15:13	
<b>grant</b> 4:8	42:1 46:25	<b>happening</b>	21:12	
34:12,16,	60:17	4:17 13:6	<b>hearing</b>	
25 36:6,7,	70:17,25	15:6 24:24	15:19	
12,18	80:2	28:21	<b>held</b> 53:19	
38:21	<b>groups</b> 19:17	46:10 47:9	62:1	
43:23	<b>grow</b> 8:25	50:10	<b>helped</b> 5:4	
49:20	26:13	61:12	6:11 36:1	
50:4,12	44:24 57:2	76:19	<b>helpful</b> 2:25	
63:7 65:4,	62:15,16	<b>happy</b> 24:12,	15:16 34:8	
19 80:7	64:8	13,15	70:22	
<b>grants</b> 44:15	<b>growing</b> 27:4	54:15,24	<b>helping</b>	
59:4	54:15	<b>hard</b> 2:5	45:19	
63:11,13	<b>growth</b> 43:6	7:5 10:7	<b>helps</b> 20:25	
<b>graphic</b>	61:9	22:9	<b>hey</b> 5:12	
55:16	<b>guidance</b>	<b>hat</b> 63:11	80:9	
<b>grassroots</b>	69:13 79:9	<b>head</b> 30:21	<b>high</b> 6:11	
46:1	<b>gun</b> 38:15	46:15	13:15,23	
<b>great</b> 3:10	40:25	<b>headline</b>	18:7 21:21	
5:13,21,23	55:11	14:9	37:18	
7:6 16:20	<b>guys</b> 67:25	<b>headsets</b>	39:25	
18:8,25		29:16	51:13	

**CNY WORKS  
Transcription**

**Index: higher..incredibly**

<b>higher</b> 11:1	<b>horizon</b>	<b>identified</b>	38:11,12
21:11	73:12	34:21,25	40:18,20
39:16	<b>hospitality</b>	<b>identify</b>	41:23
66:15	8:21	40:22	42:22
<b>highest</b>	<b>hour</b> 68:7	69:7,21,25	44:21
68:20	<b>hours</b> 45:7	70:3 72:4	45:16
71:18	<b>house</b> 8:18	<b>impact</b> 22:11	46:4,18
<b>highlight</b>	19:6	74:24	48:24
10:24	<b>housing</b> 59:2	75:16 77:4	50:10
52:17,23	<b>huge</b> 9:18	78:22,23	51:8,11
62:18	10:2 11:21	79:6	60:5 65:10
<b>highlights</b>	12:4,12	<b>impacting</b>	66:1,5,6,
68:16	18:4 21:4	7:7	11 67:17
<b>hindered</b>	23:16 81:7	<b>implement</b>	<b>included</b>
48:20	<b>human</b> 19:7	39:21	78:6 79:13
<b>hire</b> 36:20	20:25	80:23	<b>includes</b>
38:25 39:1	<b>hungry</b> 13:2	<b>implementation</b>	68:15
<b>hired</b> 27:25	<b>hybrid</b> 52:8	71:21	72:11
28:6,8		<b>implemented</b>	73:21
51:13		74:22	77:17
<b>hiring</b>	<b>I</b>	78:15	<b>including</b>
12:11,13	<b>I-81</b> 34:1,	<b>implementing</b>	36:14
29:1	12 46:21	71:25 73:7	38:13 53:7
<b>historical</b>	49:20 65:3	<b>important</b>	<b>inclusion</b>
77:23	<b>I81</b> 4:8	16:12 24:5	31:9
<b>historically</b>	<b>IBW</b> 38:6	31:12 55:3	<b>inclusive</b>
78:4	<b>idea</b> 5:7	58:11	54:8
<b>hold</b> 62:5	13:25 35:9	<b>improved</b>	<b>income</b> 63:3
<b>home</b> 19:6	47:5	44:18	<b>increase</b>
<b>honor</b> 52:20	<b>ideal</b> 44:14	<b>in-demand</b>	52:25
<b>hope</b> 6:17	<b>ideas</b> 11:11	56:23	74:12,18
<b>hoping</b> 15:12	24:18,19	<b>inaudible</b>	<b>incredible</b>
42:19	26:20	24:25 30:8	24:23
		31:12	<b>incredibly</b>

**CNY WORKS  
Transcription**

Index: incurred..job

12:8	50:1 56:16	8:23	<b>ITAS</b> 35:12,
<b>incurred</b>	64:3 71:5	<b>interesting</b>	15
76:19	73:19	8:3 13:7	<b>item</b> 71:9
79:25	75:23 77:5	15:18 25:5	<b>iteration</b>
<b>independent</b>	<b>infrastructure</b>	27:1,20	11:12
73:5,16	4:7 50:5	44:5,8	<b>iterations</b>
<b>individual</b>	<b>infuse</b> 13:5	<b>interim</b>	5:2
35:12	<b>initially</b>	48:15	
50:12	35:19	70:18	<hr/> J <hr/>
51:14	77:12	<b>internal</b>	
<b>individuals</b>	<b>Initiative</b>	69:6,12,	<b>January</b>
40:9,20	55:12	18,22 70:7	51:16
43:14 54:9	<b>initiatives</b>	72:1 79:21	54:23
79:3	33:12 59:3	80:13,17	<b>Jeanne</b> 2:2,
<b>industries</b>	<b>inside</b> 30:4	81:3	19 3:5,7
8:22 61:6,	38:15	<b>interviews</b>	32:17,20,
8	79:13	51:21	23 33:1,17
<b>industry</b>	<b>instance</b>	<b>introductions</b>	34:4 43:18
10:16 11:4	75:3	67:13	52:3 59:10
26:9	<b>instances</b>	<b>invite</b> 29:7	60:3,15
<b>inflation</b>	70:3 80:16	31:1 49:6	64:13,16
9:21	<b>insurance</b>	<b>invited</b> 51:1	66:2,17,24
<b>inflation's</b>	5:22	55:22	67:2,6,11,
14:14	<b>intelligence</b>	<b>involved</b>	15,22
<b>influence</b>	20:25	45:18	<b>jeez</b> 77:13
6:13	<b>intentionally</b>	52:12 56:6	<b>job</b> 5:16,24
<b>influx</b> 80:24	32:8	<b>involvement</b>	6:20 11:17
<b>inform</b> 58:8	<b>interest</b>	37:6	13:11
<b>information</b>	2:12 8:20	<b>irrelevant</b>	14:18,22
12:22 14:3	12:21	15:18	15:13
24:18	17:16,23	<b>issue</b> 13:21	17:1,4,19
31:16 32:1	52:13	68:18	18:15,16,
39:3,11	<b>interested</b>	<b>issues</b> 33:7,	17 19:13,
42:2 49:25		18	20 20:1,3,
			9 21:15
			23:5,12

**CNY WORKS  
Transcription**

**Index: jobs..literally**

24:3 26:3, 8,9 27:5, 10,15 30:22 34:18 35:25 41:16 44:7	<b>key</b> 70:6 71:9 <b>keyboard</b> 13:17 <b>kids</b> 48:3, 21 49:16 55:16	<b>laurels</b> 26:6 <b>law</b> 15:11 <b>LDSS</b> 81:18 <b>lead</b> 17:20 <b>leadership</b> 17:13,17 35:10 59:16 60:12	58:13 66:15 68:21 71:19 81:24 <b>levels</b> 62:7 63:3 74:9 <b>leveraged</b> 38:14 <b>leveraging</b> 53:13 <b>liabilities</b> 74:17,19 75:2,13,15 77:9,14,20
<b>jobs</b> 7:25 10:18,19 12:9 14:16,19 15:17 26:23 27:13,18 41:10 43:7,15 44:8 46:7 61:4,22	<b>kind</b> 5:17 8:7 17:9, 11 26:17 31:2 46:6, 8 63:5,6 74:10 77:24 <b>knew</b> 58:1 <b>knowing</b> 27:1	<b>learn</b> 27:2,7 28:17 55:24 <b>learned</b> 39:5 <b>lease</b> 71:11 75:3,6,12, 20 77:18	<b>license</b> 36:11 <b>life</b> 62:15 <b>lightly</b> 6:14 <b>limits</b> 36:22 37:3 <b>list</b> 10:8 25:15 34:20 56:23 59:25
<b>joining</b> 2:8	<hr/> <b>L</b> <hr/>	<b>leases</b> 74:22 <b>leave</b> 11:4 52:5,6 66:15 <b>led</b> 61:2 80:3 <b>left</b> 16:1 48:14 <b>leg</b> 21:1 <b>lessons</b> 39:5 <b>letter</b> 72:25 <b>letting</b> 46:6 <b>level</b> 10:18 17:25 26:10 37:18	<b>listed</b> 75:11 <b>lists</b> 10:9 <b>literacy</b> 13:10 14:6,17,20 23:18 <b>literally</b>
<b>joy</b> 52:20 <b>jump</b> 25:6 <b>June</b> 34:16 68:10 70:22 71:10 78:16	<b>labor</b> 3:2, 13,22 4:16 5:22 9:24 28:7 49:22 50:24 <b>laborers</b> 7:23 35:1 <b>lacking</b> 24:1 <b>language</b> 25:22 <b>large</b> 46:2 47:2 <b>Latino</b> 51:5 <b>launched</b> 5:15	<b>justice</b> 37:6	
<hr/> <b>K</b> <hr/>			
<b>Kaylee</b> 67:18 68:9 76:1 81:14 <b>keeping</b> 15:16 21:14			

**CNY WORKS  
Transcription**

**Index: loan..meeting**

4:11 27:11	<b>lots</b> 11:11	53:5 55:5	<b>maps</b> 62:4,
<b>loan</b> 21:25	12:13	56:9,18	7,14
<b>local</b> 28:11	59:11	57:3,11,13	<b>March</b> 52:2
36:20 37:3	<b>love</b> 24:18	61:13,14,	55:12
38:25 39:1	<b>low</b> 22:23	20 64:9	<b>margin</b> 18:23
61:19,20	<b>lower</b> 11:20	67:12	<b>market</b> 21:15
<b>locked</b> 28:21	<b>LPN</b> 62:11	70:25	<b>marketing</b>
<b>logo</b> 57:24		75:19	23:15
<b>long</b> 42:15	<hr/> <b>M</b> <hr/>	76:12	<b>masters</b> 45:9
60:1 77:2	<b>machine</b> 75:4	<b>making</b> 4:18	<b>material</b>
<b>long-term</b>	<b>machines</b>	<b>male</b> 31:3,	69:8
75:8	8:18	8,14 41:23	<b>maternity</b>
<b>longer</b> 48:8	<b>made</b> 59:23	42:11,14	52:5,6
64:20	70:24	65:8 67:9	<b>meaning</b>
<b>looked</b> 65:11	<b>magic</b> 17:22	81:11	69:15
<b>losses</b> 78:19	<b>maintain</b>	<b>manage</b> 17:21	<b>meaningful</b>
<b>lot</b> 5:11	14:22	<b>management</b>	6:3,18
6:21,24	<b>maintaining</b>	8:11	32:4
8:1,11,15,	9:25	17:12,13,	<b>means</b> 35:14
22 9:15	<b>maintenance</b>	17 23:25	68:23
12:21	35:2 37:12	70:13	70:1,10
13:19	55:17	71:3,20,24	<b>meant</b> 14:4
17:4,14,	<b>major</b> 70:2	72:21,23,	<b>meaty</b> 5:3
16,23 18:1	71:6	25 73:4	<b>media</b> 23:21
21:13	<b>make</b> 3:24	79:9 80:20	<b>meet</b> 41:4
24:2,9,10	13:21	81:2,8	44:19
25:9 27:3,	14:21	<b>managing</b>	<b>meeting</b>
10 29:13	22:25	74:13	29:21
31:17,22	26:25	<b>manufacturer</b>	32:25 37:4
39:2 40:6	39:3,17	78:25	55:2,5
43:4 48:19	41:9,19	<b>manufacturing</b>	57:18 61:1
65:9	43:14,21	7:25 8:18	62:1,6
<b>lot's</b> 8:12	47:2 52:10	<b>map</b> 36:22	
		62:23	
		<b>mapped</b> 62:22	

**CNY WORKS  
Transcription**

Index: meetings..needed

<b>meetings</b> 33:5 50:19 58:25	<b>Microsoft</b> 23:14	<b>mode</b> 62:17	<b>motion</b> 66:18
<b>member</b> 49:5 54:14 63:12 64:21	<b>middle</b> 48:14	<b>model</b> 18:7 52:8	<b>motivation</b> 15:8
<b>members</b> 25:8 54:12 56:14 58:9	<b>midway</b> 77:9	<b>models</b> 18:4, 5	<b>move</b> 31:16 33:1,11 62:11
<b>members'</b> 47:7	<b>mild</b> 20:14	<b>Mohawk</b> 37:21	<b>moved</b> 26:11
<b>membership</b> 57:16,21	<b>mimic</b> 44:13	<b>mom</b> 19:4	<b>moving</b> 64:21 66:12
<b>mention</b> 2:11 64:18	<b>mind</b> 2:24 26:18 70:23 74:11	<b>Monday</b> 53:11,19	<b>MULTIPLE</b> 66:23
<b>mentioned</b> 20:8 21:25 33:6 55:10 71:18 74:20	<b>minds</b> 5:14, 24 15:24	<b>money</b> 22:22 48:4 66:11 69:16 76:22	<b>mutual</b> 57:9
<b>mere</b> 39:8	<b>mindset</b> 44:6	<b>monitor</b> 71:1	<hr/> N <hr/>
<b>message</b> 41:15 64:3	<b>minute</b> 52:16	<b>monitoring</b> 50:24	<b>naive</b> 18:20
<b>messenger</b> 18:19	<b>minutes</b> 13:13 54:5	<b>month</b> 28:9 48:9 55:7	<b>Napier</b> 50:14
<b>met</b> 4:15 35:21 50:13	<b>misappropriati on</b> 69:20	<b>months</b> 34:14 48:10	<b>narrative</b> 6:12
<b>Micron</b> 4:12 29:24 61:5,17	<b>missing</b> 11:24 12:1 49:25	<b>MORELLI</b> 2:2, 19 3:5,7 32:17,20, 23 33:1,17 34:4 43:18 59:10 60:3,15 64:13,16 66:2,17,24 67:2,6,11, 15,22	<b>nationwide</b> 47:19
<b>Micron's</b> 29:24	<b>misstatements</b> 72:18	<b>morning</b> 53:21	<b>Native</b> 53:9, 10
	<b>mitigate</b> 69:19 79:22 80:22		<b>nature</b> 73:12
	<b>mitigating</b> 80:23		<b>navigate</b> 79:9
	<b>mix</b> 60:25		<b>necessarily</b> 25:13
			<b>need's</b> 10:23
			<b>needed</b> 14:17 51:19 59:15

**CNY WORKS  
Transcription**

Index: Needy..order

<b>Needy</b> 71:8	33:17 34:5	<b>OCC</b> 53:15	<b>opening</b> 29:6
<b>net</b> 72:9	<b>noted</b> 61:7	60:19 61:3	<b>openings</b>
77:10,15	<b>November</b>	63:12	27:10
<b>network</b>	51:3	64:13	<b>operate</b>
20:16,17	<b>NTTS</b> 37:25	<b>occupation</b>	28:12
25:25	38:1	34:22	<b>operating</b>
26:13,14	<b>nuisance</b>	<b>occupations</b>	51:20
<b>networking</b>	75:23	56:23	75:12 76:4
16:7,24	<b>number</b> 5:4	<b>offer</b> 51:22,	<b>operator</b>
17:4	6:20 9:20	23 57:7	58:21
<b>networks</b>	11:17	<b>offerings</b>	60:23
19:19	23:11	43:17	<b>opinion</b>
<b>neutral</b>	44:21	<b>office</b> 23:14	68:19,23
72:14	76:13,25	47:20	71:16
<b>news</b> 60:6	77:17	53:8,14	73:7,18
<b>newsletters</b>	<b>numbers</b>	74:13	<b>opportunities</b>
58:8	28:25	76:5,22	4:2 11:8
<b>nice</b> 2:4	37:13	<b>officer</b>	22:14 23:2
67:3 81:5	39:16	51:20	24:20
<b>night</b> 3:20	70:15,19	<b>offices</b>	26:15
<b>nimble</b> 5:25	<hr/> O <hr/>	40:12 57:3	29:18,22
<b>NOA</b> 49:23	<b>obligations</b>	<b>OJTS</b> 17:14	43:6 54:8
50:1	77:18 79:4	<b>older</b> 19:16	62:8 64:7
<b>noncompliance</b>	<b>observation</b>	23:17 31:4	66:9
69:25	26:25	<b>one's</b> 23:7	<b>opportunity</b>
79:22 81:4	<b>obtain</b> 39:10	<b>online</b> 30:18	18:1,4
<b>nonprofit</b>	40:6 54:2	<b>Onondaga</b>	21:5 29:3
78:3,21	71:15	50:15	32:10
<b>nontechnical</b>	<b>obtained</b>	<b>Oops</b> 47:16	<b>opposed</b>
11:25	36:11	<b>open</b> 11:11	66:24
<b>normal</b> 73:13	<b>obtaining</b>	27:13	<b>options</b>
<b>note</b> 2:14	73:6	65:16	22:23 63:1
			<b>order</b> 14:22
			31:1 66:1

**CNY WORKS  
Transcription**

**Index: organization..people**

<b>organization</b>		35:15	35:23
2:25	<b>P</b>	36:6,17,19	40:23
59:16,17		37:13,23	<b>Paul</b> 54:12
78:24	<b>P-12</b> 6:6	38:3,7	<b>pay</b> 33:21
	12:19	40:1 53:2	53:1 66:15
<b>organization-wise</b> 56:5	<b>P-2</b> 11:1	56:17	75:6,20
<b>organizations</b>	<b>pack</b> 66:5	<b>participated</b>	<b>payments</b>
46:2 63:8	<b>packet</b> 69:24	38:19	75:7,21
74:25	<b>pages</b> 79:15	<b>partner</b> 3:25	<b>PEACE</b> 50:14
78:3,9	<b>paid</b> 19:1	57:6 61:1	<b>peak</b> 5:8
<b>OSOS</b> 42:4,7	33:19 38:9	62:1 64:14	<b>peek</b> 79:14
<b>outlined</b>	76:20	<b>partnered</b>	<b>pending</b>
80:20	<b>palletizers</b>	55:21	49:22
<b>outlines</b>	8:19	<b>partners</b>	54:18
73:24	<b>pandemic</b> 5:8	3:16 28:11	<b>pendulum</b>
<b>outreach</b>	10:15	33:22 35:6	19:24
39:15	26:16 74:9	40:13 50:8	<b>penny</b> 48:2
40:14	<b>panelist</b>	57:5 59:18	<b>people</b> 4:20
41:11 51:6	51:2	<b>partnership</b>	9:4,6
57:2	<b>paperwork</b>	3:19 4:24	10:20,22
<b>outstanding</b>	25:2	24:19	11:4,12
43:5	<b>parents</b> 37:5	46:5,22	12:8,9,13
<b>overdue</b> 56:8	<b>part</b> 9:16	47:12	13:2,5
<b>overlap</b>	14:25	53:17	14:7,10,21
36:22 37:1	32:10	<b>partnerships</b>	15:16
<b>overlapping</b>	41:12 63:8	47:4	17:18
68:8	65:19	<b>past</b> 5:2	19:7,14,18
<b>oversaw</b>	68:12	6:18 29:15	21:8,14,20
34:13	72:23	31:22	22:17 23:1
<b>overview</b>	<b>participant</b>	32:15 48:1	24:3,10
67:19	36:14	51:3 52:11	25:18
<b>owed</b> 76:22	37:15	<b>Pat</b> 54:12	26:1,23
	<b>participants</b>	<b>path</b> 44:9	27:14,17
	29:8 33:22	<b>pathways</b>	29:3,14,

**CNY WORKS  
Transcription**

Index: percent..presentation

16,20	27:12	80:18	<b>populations</b>
30:5,10,13	40:22 41:2	<b>places</b> 24:2	37:8 41:20
31:20,25	51:22	80:14	<b>position</b>
32:4 39:9,	53:10	<b>plan</b> 39:21	64:22,24
12 44:1	<b>personally</b>	52:4,5,14	<b>positions</b>
46:6,25	22:13	57:12	10:8,20,22
<b>percent</b> 8:6	42:18	<b>planning</b> 8:5	44:8 51:18
23:10	<b>perspective</b>	50:19	65:16
27:13	27:17	<b>play</b> 6:11	<b>possibly</b>
36:7,9,10,	61:15	22:20 27:8	48:9
18 37:18	74:11	<b>plays</b> 23:13	<b>postpone</b>
38:7,8,18,	75:24	<b>pleased</b>	55:8
23,24 39:1	76:13	42:18	<b>power</b> 12:5
<b>percentage</b>	77:24	<b>pleasure</b>	22:13
8:17 21:11	<b>Peter</b> 27:24	32:19	<b>practice</b>
39:25	<b>phlebotomy</b>	<b>plumbers</b>	52:11
<b>percentages</b>	55:15	7:22	<b>practices</b>
18:22	<b>phonetic</b>	<b>point</b> 9:6	52:15
<b>perception</b>	5:10	14:4 16:13	<b>pre</b> 26:15,
18:14	38:14,18	28:18	16 74:9
21:15	49:4 53:2	76:15	<b>pregnant</b>
22:17	58:15	<b>policies</b>	52:2
<b>Perfect</b>	<b>physical</b> 9:1	53:7 56:9,	<b>preparation</b>
58:19	<b>piece</b> 45:24	10 71:22	35:24
<b>perform</b>	75:9	<b>policy</b> 51:7	<b>prepared</b>
33:21	<b>piecemeal</b>	52:10	43:16
<b>performance</b>	28:23	<b>pool</b> 16:14	<b>prepay</b> 77:4
56:21	<b>place</b> 35:5	<b>pools</b> 17:1	<b>present</b> 25:8
<b>performing</b>	39:19	<b>population</b>	<b>presentation</b>
72:17,21	44:18 46:4	31:4 39:14	34:7 43:24
<b>period</b> 80:24	50:17	40:8,10	62:18 68:4
<b>person</b> 2:10	53:15	44:20	71:23
13:15	54:16,23	54:17	
16:23	69:19		
	79:22		

**CNY WORKS  
Transcription**

Index: presentations..putting

<b>presentations</b>	13:25 17:1	38:22	56:24,25
34:1		40:21,22	
<b>presented</b>	11:6,14	47:1 50:22	<b>providing</b>
68:25	13:18	53:14 54:1	17:12
<b>presenting</b>	15:22	66:6	40:2,3
67:19			49:11
<b>presidents</b>	<b>process</b>	<b>progressing</b>	56:19
6:7	28:16	66:13	61:16
	35:17		75:23
<b>pretty</b> 5:3	39:19 81:8	<b>project</b>	<b>provost</b>
15:4 18:23		23:25	61:3,14
30:1 49:14	<b>processed</b>	<b>projections</b>	<b>public</b> 9:15
60:10 74:6	76:18	5:22	51:7
<b>prevention</b>	<b>professional</b>	<b>projects</b>	<b>pull</b> 3:9
38:16 41:1	12:5	59:2,4	24:16
55:12	20:16,17	61:11	81:22
<b>prevents</b>	25:25 56:7	<b>promise</b>	<b>purpose</b>
15:6	64:7	56:12	34:18,23
<b>previous</b>	<b>Professionally</b>	<b>promote</b>	62:13
33:5 35:9	22:12	17:18	71:16 73:6
65:17	<b>program</b>	<b>prove</b> 43:12	<b>pursued</b>
<b>previously</b>	34:14	<b>proves</b> 44:17	38:19
57:12	36:9,16	<b>provide</b>	<b>push</b> 4:4
<b>principals</b>	40:15	61:21	5:5 31:12
13:24	43:20	62:9,24	<b>pushed</b> 31:10
<b>principles</b>	44:13	68:21	<b>put</b> 29:16
69:2 72:15	45:19	71:19	45:12 46:4
<b>print</b> 57:5	46:10,24	73:18 78:9	55:13
<b>prior</b> 25:4	47:18,19	<b>provided</b>	63:14
65:4 77:11	48:14,15,	34:21	76:23
	22 49:17	35:11 71:4	80:18
<b>priority</b>	56:11 70:3	73:1	<b>putting</b>
40:10	71:7 81:1	<b>provider</b>	42:25
<b>problem</b> 11:2	<b>programs</b>	36:2 38:4	80:21
12:15	7:15 22:7,	<b>providers</b>	
	8 35:3,7	35:5	
	37:24		

**CNY WORKS  
Transcription**

Index: Q8..regional

	71:4 81:10	<b>read</b> 2:20	<b>record</b> 75:1,
<b>Q</b>		9:22 63:2	6,9
	<b>quick</b> 2:6		
<b>Q8</b> 60:21	33:25	<b>ready</b> 39:18	<b>recorded</b>
<b>Q9</b> 62:1,6	49:14 74:4	<b>reality</b>	76:21
<b>qualifications</b>	79:14	29:13 43:5	<b>Recording</b>
47:22	<b>quickly</b>	<b>Reardon</b> 51:2	2:1
<b>qualified</b>	64:18	<b>reason</b> 35:4	<b>records</b>
51:14		46:2 48:3,	72:19
	<b>R</b>	11	<b>recovered</b>
<b>quantitative</b>		<b>Rebecca</b> 45:4	74:8
81:14	<b>race</b> 31:4		<b>recruit</b>
<b>quarter</b>	42:6	<b>recap</b> 72:18	57:18
60:21,22,	<b>raise</b> 32:11	79:15	<b>recruitment</b>
24 61:2	51:6	<b>receivable</b>	15:25 16:4
<b>Quest</b> 4:7	<b>raised</b> 23:1	76:20	17:8
39:19,22	<b>ramping</b> 45:3	<b>receivables</b>	<b>reduce</b> 9:1
40:6	<b>Randy</b> 24:24,	78:19	<b>reducing</b>
43:16,23	25 26:25	79:2,5	25:1
49:20	27:20 43:1	<b>receive</b>	<b>referrals</b>
<b>question</b>	57:17	72:25	16:8
9:12 10:4	60:5,9,13	<b>received</b>	<b>reflect</b>
40:16	<b>ranked</b> 10:15	50:2	76:21
42:14	23:11	<b>receiving</b>	<b>reflected</b>
46:12	<b>rate</b> 37:15	70:17	13:11
65:2,6	42:17	<b>recently</b> 6:8	<b>reflective</b>
<b>questions</b>	<b>ratio</b> 66:14	<b>recognition</b>	31:5
18:12	77:20	78:18	<b>region</b> 8:8
24:12	<b>ratios</b> 76:7,	<b>recognize</b>	11:23
25:15	9	75:7	<b>regional</b>
31:10,15	<b>reach</b> 31:20	<b>recommendation</b>	6:24 10:9
32:21	63:24	<b>s</b> 6:10	11:19 23:4
41:20	<b>reaching</b>	<b>reconstitute</b>	24:15
42:13	32:8	57:15	
49:13,18			
56:2 64:12			
66:17,21			

**CNY WORKS  
Transcription**

**Index: regionally..risk**

<b>regionally</b>	74:20	<b>required</b>	11:19
8:4	77:16	68:13 69:1	25:4,5
<b>registered</b>	<b>remind</b> 50:5	74:21 75:1	37:10,22
7:19 18:3	<b>reminder</b>	79:18	42:20
<b>regular</b>	33:18	<b>requirements</b>	44:25 45:1
35:17	<b>remote</b> 19:11	63:4	68:10,24
<b>regulations</b>	20:1	<b>residents</b>	<b>resume</b> 20:23
9:23 79:20	<b>remotely</b>	34:19	<b>resumes</b>
<b>reinvent</b>	18:25	36:23	16:17,21
50:9	19:15	<b>resource</b>	<b>retaining</b>
<b>reiterate</b>	<b>remove</b> 77:21	53:24	9:21 73:15
16:15	<b>rent</b> 53:3	<b>resources</b>	<b>retire</b> 14:15
<b>reiteration</b>	<b>rep</b> 53:10	38:15	<b>retired</b>
7:17	<b>repairs</b> 53:2	43:13	14:13
<b>related</b>	<b>report</b> 24:14	53:13	<b>retiring</b>
78:12 79:8	30:19	<b>responded</b>	14:11
<b>relation</b>	41:21	9:7 30:10	<b>retreat</b>
73:19 74:2	60:21 62:3	<b>response</b>	55:1,9
77:15	68:22	80:21	56:15
<b>relationship</b>	<b>reports</b>	<b>responses</b>	<b>retreats</b>
8:10 30:2	58:10	23:10	58:23
73:14	<b>representation</b>	<b>responsibiliti</b>	<b>revamp</b> 58:7
<b>relationships</b>	70:20	<b>es</b> 71:13	<b>revenue</b>
26:4,17	<b>representation</b>	<b>responsible</b>	76:11,20
<b>remaining</b>	<b>s</b> 72:22	71:20,22,	77:8
40:19	<b>representative</b>	25	<b>revenues</b>
<b>remains</b>	30:24 31:2	<b>responsive</b>	74:7
13:21 14:7	<b>request</b>	71:4	<b>review</b> 56:9
<b>remember</b>	72:22	<b>rest</b> 15:4	65:3
3:15 16:12	<b>requested</b>	<b>rested</b> 26:6	<b>Ribbon</b> 6:9
27:24	52:14	<b>result</b> 36:5	<b>rise</b> 11:14
30:21	<b>require</b> 72:3	61:5 69:3	<b>risk</b> 69:19
34:11		<b>results</b> 9:9	79:1,22

**CNY WORKS  
Transcription**

Index: Rivera..serve

80:23	19 47:5	73:22,24	37:10
Rivera 51:2	58:18	74:2	44:14,17
RN 62:11	59:14	<b>school</b> 6:11	45:23 50:6
robotic	60:2,8,13	13:15,23	<b>secure</b> 23:25
8:15,19	65:14	18:7 21:21	<b>seeker</b> 13:12
robust 40:14	67:1,21,24	28:19,21	17:4 18:15
role 22:20	68:1,3	38:16	<b>seekers</b>
27:8	<b>rules</b> 79:20	53:18	5:17,24
roll 67:9	<b>run</b> 66:8	55:24	6:20 15:14
roller 52:19	<b>running</b> 28:3	<b>schools</b>	17:2 18:17
58:2	36:15,16	12:21	19:14
rolling 2:7	41:22	<b>scientifically</b>	20:4,9
rolls 70:21	48:15	9:3	23:5,12
Ronnell 5:10	66:12 79:1	<b>scope</b> 72:12	24:4 26:3
room 2:14	<b>runs</b> 47:18	79:23	30:22
3:15 12:18	_____	<b>score</b> 76:8	34:19 44:7
19:3 22:1	<b>S</b>	78:1,7	<b>SEFA</b> 73:21
24:21	<b>Sage</b> 37:25	<b>scratch</b>	<b>selling</b>
34:5,7	<b>salary</b> 15:8,	26:13	78:24
53:24	11,18	<b>screen</b> 34:2	<b>send</b> 30:18
ROSEMARAY	<b>sales</b> 8:9	<b>screens</b> 68:2	39:4 64:2
65:25	<b>sample</b>	<b>search</b>	<b>sense</b> 14:20
Rosemary	30:12,16	51:23,25	43:15
3:17,24	<b>sat</b> 13:16	<b>searching</b>	<b>senses</b> 43:11
6:23 24:17	<b>satellite</b>	27:15	<b>separate</b>
33:24,25	40:12	<b>seat</b> 59:5	57:17
34:9 38:12	53:14 57:3	<b>sections</b>	<b>separated</b>
40:17,25	<b>scale</b> 10:1,	56:4	56:4
41:6 42:2,	22 26:16	<b>sector</b> 9:16	<b>serve</b> 39:11
9,12,24	30:1 32:12	36:10	40:19
44:12,23	<b>scaling</b> 59:1	38:25	44:19
45:21	62:9	39:25	48:11
46:12,16,	<b>schedule</b>	<b>sectors</b>	52:20,21
			54:16

**CNY WORKS  
Transcription**

**Index: served..snapshot**

<b>served</b> 36:6	34:2,15	<b>signatures</b>	28:16
38:20	43:1 50:3	80:4,14	<b>skilled</b>
48:2,3	56:24	81:2,16,24	7:11,12,
49:16	63:17	<b>signed</b> 33:14	13,16,18
<b>serves</b> 47:21	<b>shared</b> 42:19	81:23	8:1 10:19
<b>service</b>	<b>Sharon</b> 45:17	<b>significance</b>	<b>skills</b> 11:25
33:21 36:3	<b>sheet</b> 74:15	70:16	12:5,6
<b>services</b>	<b>shelf</b> 6:15	<b>significant</b>	13:9 14:22
34:24	<b>shift</b> 12:4	54:11	23:9 24:11
35:13,16	<b>shifted</b>	68:16 69:7	28:18 32:2
38:5,13	25:20	71:9 72:5	49:11
40:2,4	<b>shock</b> 22:1	78:23 79:6	<b>skip</b> 18:14
48:13	<b>shoot</b> 18:19	<b>significantly</b>	67:9
51:13,17	<b>short</b> 48:22	33:20	<b>slide</b> 6:22,
52:24,25	80:2	77:14	23 7:2
56:19 57:6	<b>shout</b> 45:16	<b>similar</b>	10:7,10
63:19	<b>show</b> 42:20	78:21	12:22 13:8
<b>serving</b> 49:3	62:7,14	<b>simple</b> 74:23	18:19 24:6
50:12 53:5	<b>showed</b> 58:10	<b>simply</b> 75:5,	43:25 68:3
56:17	<b>showing</b>	20	<b>slides</b> 3:10
<b>set</b> 11:24	23:22	<b>single</b> 5:4	<b>slightly</b>
46:21	29:22	37:5 69:9	78:5
63:14	<b>shows</b> 44:12	70:2 71:6	<b>slot</b> 40:24
<b>sets</b> 10:17	63:3	79:17	<b>slowing</b>
24:1,9	<b>side</b> 4:16,	<b>site</b> 63:20	78:14
<b>severe</b>	18 8:18	64:11	<b>slowly</b> 51:17
20:15,16	12:17,19	<b>sitting</b> 6:15	66:12
22:2	17:4	<b>size</b> 30:12,	<b>small</b> 6:20
<b>shakes</b> 15:20	<b>sides</b> 12:2	16	48:25
<b>shaking</b>	<b>sign</b> 2:22	<b>skewed</b> 31:3	78:22
77:20	54:21	<b>skill</b> 10:17	<b>smaller</b> 8:16
<b>share</b> 6:22,	55:11	11:24	<b>snapshot</b>
23,25		24:1,9	49:15 62:4
24:13,17			

**CNY WORKS  
Transcription**

Index: soapbox..stop

<b>soapbox</b> 18:10	<b>spend</b> 43:4 57:8	74:21, 25 75:22	<b>statement</b> 57:24 70:12 72:9
<b>soft</b> 12:6 49:11	<b>spending</b> 55:18 65:9 69:16	<b>standards</b> 13:4 69:5 72:2, 24 73:11 75:4 78:15 81:19	<b>statements</b> 68:18, 19, 25 70:22 71:17, 24 72:6, 8, 10, 13, 19 73:3, 20, 21 74:3 79:12
<b>solid</b> 53:17	<b>spent</b> 28:13 36:13 48:2 70:4 80:9, 10	<b>standpoint</b> 16:1, 4	
<b>solution</b> 43:3		<b>start</b> 3:3 9:8 22:5 26:12 33:3 51:23 58:7 59:22 62:10, 15	<b>statewide</b> 9:18 10:8 23:4, 6 30:11
<b>Solutions</b> 50:14	<b>spiral</b> 79:13		<b>stating</b> 72:25
<b>Solvay</b> 33:8	<b>spoken</b> 57:13	<b>started</b> 2:11 5:7 35:24 54:25	<b>station</b> 13:17
<b>someone's</b> 81:1	<b>sponsor</b> 40:24	<b>starting</b> 16:13 51:16	<b>statistically</b> 27:11
<b>SOMOS</b> 51:3, 4	<b>sponsorships</b> 40:19	<b>state</b> 3:13 5:11 6:8 12:13, 21 15:5, 12 27:25 28:4, 7 29:15 30:24 33:19 47:19 51:6	<b>stay</b> 9:2 <b>stem</b> 33:18 <b>step</b> 2:14 48:15 <b>stepping</b> 59:14 <b>stipends</b> 35:13 <b>stood</b> 16:5 <b>stop</b> 58:21 60:23 62:24 63:9, 15
<b>sort</b> 13:20 54:9 70:17, 18 72:4 73:7 75:18 79:5	<b>spot</b> 65:12 <b>spread</b> 41:8, 15 <b>stable</b> 20:2 <b>stack</b> 16:17, 21 <b>stackable</b> 62:12 <b>staff</b> 10:1 34:9 56:6, 21 <b>staffing</b> 59:24 80:2 <b>stand</b> 16:5 67:20, 24, 25 <b>standard</b> 68:22		
<b>space</b> 8:24 53:9 54:19 57:8 75:4, 8			
<b>speak</b> 65:15			
<b>special</b> 29:19			
<b>specific</b> 8:4 65:6 80:5			
<b>specifically</b> 43:25 69:5 73:24 76:10			
<b>speed</b> 41:21			

**CNY WORKS  
Transcription**

Index: strategic..talking

<b>strategic</b> 57:12	<b>suddenly</b> 14:14	62:12 66:8 69:17 70:5	65:4,15
<b>strategy</b> 40:9	<b>Sue</b> 33:3,5, 23 49:21 66:25	<b>surely</b> 51:18 <b>surgery</b> 19:4	<b>system</b> 11:1 44:17 58:21 60:23
<b>stretches</b> 76:24	67:12,14, 16,25 68:2	<b>surprise</b> 20:14	62:25 63:9,15,19 64:9
<b>students</b> 28:17 53:21 63:18	<b>suite</b> 54:20 <b>summary</b> 68:12,15 74:4	<b>surprised</b> 7:4 25:4, 10	<b>systems</b> 21:13
<b>stuff</b> 4:13 5:20,25 9:5 13:3 30:18 32:14	<b>summer</b> 28:1, 8 29:2,9, 15 47:17 49:7 79:25 80:25	<b>surprising</b> 10:13 20:7 <b>surround</b> 61:12 <b>survey</b> 5:3, 5,15 9:7 11:15,18 13:12 14:4 16:6 25:7	<hr/> <b>T</b> <hr/>
<b>submission</b> 76:15	<b>supervision</b> 49:11	<b>surveyed</b> 30:13 <b>surveys</b> 31:10 32:11 56:13	<b>table</b> 4:11 47:10,11 59:5 <b>takeaway</b> 70:6 <b>takeaways</b> 7:3
<b>submit</b> 77:6	<b>substantial</b> 37:4 42:5	<b>supply</b> 59:4 <b>support</b> 14:15 36:17 41:18 50:16	<b>taking</b> 51:22 76:14 77:2 78:17 <b>talent</b> 16:14 17:1
<b>success</b> 42:16,20 43:11 45:20 48:18 49:16	<b>supported</b> 38:5 <b>supportive</b> 35:13,16 38:5,13 40:2 52:24	<b>sustaining</b> 62:15 <b>swinging</b> 19:24 <b>Syracuse</b> 36:24 46:14 50:20 53:7,18 54:20	<b>talk</b> 4:25 17:5 31:25 33:3 37:9 45:4 47:15 57:21,23 58:23 70:7
<b>successful</b> 5:16 29:5 39:20,24 43:21,22 47:3 54:4 59:20 81:9	<b>successfully</b> 46:9	<b>supposed</b> 28:19	<b>talked</b> 5:16 9:11 35:22 52:3 <b>talking</b>

**CNY WORKS  
Transcription**

Index: talks..total

4:12,17	23,24	<b>thing</b> 5:17	<b>Thursdays</b>
5:9 13:24	<b>technical</b>	13:20	53:20
15:1 17:24	12:2 13:9	16:12 17:7	<b>tie</b> 81:9
21:9 49:19	61:6,8	21:1,6	<b>tier</b> 36:21
58:25 80:1	<b>technician</b>	23:3,12	37:3,19
<b>talks</b> 55:15	35:2	24:5 30:1	38:25 39:1
<b>TANF</b> 34:1	<b>technicians</b>	31:23,24	46:21
41:21	61:17	<b>things</b> 4:21	<b>time</b> 9:6
47:14,16,	<b>technology</b>	15:6,25	19:1,12
17	20:22,23	16:4,9	22:21,23
<b>target</b> 34:18	44:4,10	17:10	32:18
40:9 43:12	<b>telling</b>	22:10	33:10
44:19	18:18	24:14	41:22
<b>targeted</b>	<b>Temporary</b>	25:2,6,21	42:15
37:7 39:14	47:20 71:8	26:12,19,	45:5,6
40:8	<b>tended</b> 8:17	21 27:22	48:6 49:3
<b>taught</b> 28:9	<b>terms</b> 74:6	28:20	53:11 57:8
<b>teach</b> 17:20	75:15	31:21 39:7	58:3 59:15
45:10,11	78:20	43:19 46:3	67:10 77:7
<b>teacher</b>	80:21	47:2	79:24 80:4
10:25	<b>terrific</b>	58:14,21	81:19,23
11:13	32:21 65:7	61:11	<b>times</b> 7:14
<b>teachers</b> 6:6	<b>test</b> 69:15	64:17 72:2	14:9 48:6
11:5,12	79:19	73:12 80:3	<b>timing</b> 79:23
28:1,6,8,	<b>tested</b> 70:1	81:9	<b>today</b> 2:4,9,
19 29:1	71:7 80:5	<b>thirties</b>	13 3:1
44:22 45:2	<b>testimony</b>	21:9	4:25 27:13
<b>teaching</b>	43:10	<b>thought</b>	58:11 61:8
13:5	<b>testing</b>	25:19	<b>Tom</b> 45:17
<b>team</b> 12:12	70:11	31:22 35:8	<b>Tony</b> 49:4
42:20,24	81:24	44:4,11	<b>top</b> 30:21
49:21 51:9	<b>that'll</b>	58:3	36:5 46:15
53:16	33:15	<b>thoughts</b>	<b>total</b> 36:5,
<b>tech</b> 61:9,		15:15	12 74:16
		<b>Thursday</b>	
		53:20	

**CNY WORKS  
Transcription**

Index: touch..Valente

77:9,15	<b>traits</b> 34:22	<b>type</b> 15:5	<b>uniform</b>
<b>touch</b> 69:23	39:23	18:3 24:11	69:13
<b>trade</b> 7:18	<b>transactions</b>	26:23	<b>union</b> 66:9
61:10	70:2 71:23	32:10	<b>unions</b> 61:19
<b>trades</b> 4:16	76:6,17	<b>types</b> 17:15	66:7
7:12,13,17	80:6	<b>typing</b> 13:14	<b>unit</b> 38:6
8:1 37:11,	<b>transformation</b>		<b>united</b> 51:5
14 38:4	25:1	<hr/> U <hr/>	<b>unmodified</b>
43:3 45:5	<b>transparency</b>	<b>ultimately</b>	68:18
55:21,23	15:11	71:14,20	71:18
61:18	<b>Transportation</b>	77:3 79:2	<b>update</b> 33:4,
65:21	15:22	<b>un-</b> 14:10,	24 49:19
<b>train</b> 45:2	34:21	14	56:23
<b>training</b>	50:20	<b>un-retiring</b>	<b>updated</b>
7:15 11:2,	<b>treated</b> 19:7	14:8	63:22
3,7 17:11,	<b>tremendous</b>	<b>un-spending</b>	<b>updates</b> 33:3
13,17 18:5	4:2	65:19	<b>ups</b> 59:25
20:13	<b>trends</b> 77:23	<b>underneath</b>	<b>upscaling</b>
22:14,16	<b>tricky</b> 55:6	68:4	62:13
23:5,19	<b>triggered</b>	<b>understand</b>	<b>upskill</b>
24:4 32:2	81:12	76:13	14:23
35:12	<b>trouble</b>	<b>understanding</b>	<b>upstairs</b>
36:1,2	10:14	31:11	32:25
37:9 38:4,	<b>true</b> 70:20	42:16 53:8	53:24
20 46:17	<b>Tuesdays</b>	<b>underway</b>	
49:12	53:20	50:23	<hr/> V <hr/>
55:15	<b>tuition</b> 36:2	51:25	<b>vacancies</b>
56:24,25	<b>turn</b> 59:9	<b>undetected</b>	65:17
61:17,21	<b>turned</b> 49:20	69:20	<b>vacated</b>
62:8 63:4	<b>TVS</b> 34:5	<b>unemployed</b>	10:20
66:6	<b>two-pronged</b>	27:12	<b>Valente</b>
<b>trainings</b>	69:10	<b>unemployment</b>	64:20
35:3,4		5:22	
44:1			
55:19,25			
63:5			



**CNY WORKS  
Transcription**

Index: working..Zoom

57:10 59:1	19 19:21	70:21	41:1, 2
<b>working</b> 12:9	20:22	<b>years</b> 5:18	48:23
20:21	<b>world's</b>	6:19 8:13	<b>Zoom</b> 2:9
34:10 38:1	19:10	11:15	
39:7 40:2,	<b>worse</b> 20:20	12:25	
5,21 46:8		14:11	
47:2 52:8,		15:22	
9 62:5	<hr/> <b>x</b> <hr/>	19:25	
73:14	<b>Xerox</b> 75:4	25:19	
<b>works</b> 3:17		32:15	
4:5 16:3	<hr/> <b>y</b> <hr/>	<b>York</b> 3:13	
17:8 27:9		6:21 9:19	
28:10	<b>year</b> 2:6	14:9 15:3,	
34:13	5:4 9:11	12 23:7	
35:11,18	10:5 12:3	24:7	
38:19 39:9	15:10 16:5	30:14,23	
40:4 41:7,	21:7 25:5	34:20	
11,14	27:23	43:25	
44:13 47:6	28:24 29:9	49:22	
51:15	41:13	50:19,24	
52:11,15	47:18 48:2	51:5	
53:8 55:20	51:1 55:20		
56:5 59:5	57:20,25	<b>young</b> 13:15	
65:11	58:22	19:14,18	
75:16	59:13,19	29:14,19	
76:4,8,18,	60:11,22,	30:5	
21 78:2,4,	24 70:19	<b>youth</b> 38:16	
21 80:12,	71:7,10	47:17,23	
16	72:6 73:9,	48:13	
<b>worksite</b>	20 74:1	49:2,13	
49:6	76:12	51:16,17	
<b>worksites</b>	77:11	55:14,21,	
49:3,10	78:10 80:1	23	
<b>Worksmart</b>	81:10		
50:20	<b>year's</b> 10:3	<hr/> <b>z</b> <hr/>	
<b>world</b> 12:18,	25:4	<b>ZIP</b> 36:23,	
<b>year-end</b>	<b>year-end</b>	24 37:19	