

LONG ISLAND WORKFORCE DEVELOPMENT BOARD
MINUTES OF THE FEBRUARY 23, 2018 TENTH LI REGIONAL WDB MEETING

I. CALL TO ORDER, SUFFOLK COUNTY WDB REMARKS AND INTRODUCTION OF SPEAKERS

The Long Island Regional Workforce Development Board (WDB) Meeting was held on Friday, February 23, 2018 at Farmingdale State College, Farmingdale, NY. Dr. John Nader, President of Farmingdale State College welcomed everyone to Farmingdale College. He gave a brief overview of the college. The meeting was called to order at 9:00 a.m. Jim DiLiberto, Chairman of the Suffolk County WDB introduced himself along with Harold Mayer, the Chair of Oyster Bay-North Hempstead-Glen Cove WDB and Elvira Lovaglio-Duncan, Program Director of Urban League Seniors Job Program, on behalf of Henry Graber, Chair of the Hempstead/Long Beach WDB. The meeting is a result of a collaborative effort of the three Long Island WDBs. The three Board Directors are in contact throughout the year to share best practices, work on the Regional Plan, discuss challenges, and formulate unified policies that will benefit Long Island's workforce. The regional meetings bring the members of all three Boards together for presentations on regional workforce development topics. It also provides us with an opportunity to meet our colleagues and to network with company agency representatives that we typically don't get to meet.

Each year we work on several projects together and this past year was no exception. We worked together to develop the Program Year 2017 Regional Workforce Plan as well as the Local Workforce Development Area's Demand Occupation List. Several members and staff of the Nassau and Suffolk Boards have participated on the Long Island Regional Economic Development Council's Workforce and Education Workgroup and contributed to the Council's planning process. All three Boards have submitted New York State Consolidated Funding Applications which has been designed with a regional approach.

The Hempstead/Long Beach WDB was awarded the New York State Department of Labor Regional Sector Partnership Development Grant on behalf of the Long Island WDBs. During the spring of 2017, members and staff of the Long Island Boards attended several training sessions on the development of career ladders in the Healthcare industry. The training was facilitated by a consultant, Humanity 2.0, and followed a model established by a Local Board member and business partner, Northwell Health. We anticipate collaborations among the three regional Boards to continue as we work together in the development of career mapping and pathways and other Workforce and Innovation Opportunity Act priorities.

II. HEMPSTEAD/LONG BEACH WDB REMARKS & INTRODUCTION OF SPEAKERS

Ms. Lovaglio-Duncan representing Chair Henry Graber, commended the three Boards for continuing their history of successful partnership. One of the tasks of the Boards was the collaboration of the development of the Regional Workforce Development Plan that was submitted to the New York State Department of Labor. The Plan identifies the goals for regional workforce development and describes how our goals are aligned with the Regional Economic Development Council. The copy of the plan is available at www.hempsteadworks.com under the heading of the Workforce Development Board related documents. Other collaborative projects involving the three Boards was the Long Island Sector Partnership funded under the Regional Sector Partnership Development Grant. The final report for this grant will be published in the near future and will be available at www.hempsteadworks.com

Ms. Lovaglio-Duncan introduced the first speaker, Deirdre J. Duke, Director H.R. Programs – Northwell Health Corporate Human Resources.

III. NORTHWELL'S HEALTHCARE CAREER PATHWAYS INITIATIVE IN PARTNERSHIP WITH THE HOPE STREET GROUP AND THE NATIONAL CAREER PATHWAYS TECHNICAL ASSISTANCE CENTER

Ms. Duke spoke about Northwell Health's efforts and collaboration with the Hope Street Group. The goal and vision of Hope Street was to create career pathways primarily focusing on entry to middle level, middle skills jobs particularly focusing on disadvantaged populations. Approximately a year and a half ago, Northwell Health became connected with Hope Street and Northwell Health was invited to participate as one of eight regional cohorts around the country to create jobs for the underserved individuals to allow them to enter the healthcare field. Since then they have had support from Hempstead Works, local schools and organizations and the Economic Opportunity Council of Nassau County and have had monthly meetings to help facilitate the main project they focused on. Hope Street has an idea of collective impact where it is important for employers to design an employer driven program to facilitate entry into the workforce segment. This can't be done without engaging the local boards, local community based organizations, the academic communities and other employers. The employer needs to identify what their current and future workforce needs are as well as the skills the workforce requires. Ms. Duke spoke of the future of healthcare and the aging population. While hospital employment sees single digit increases, the main increase in healthcare employment in the future is in homecare and in ambulatory settings. The main reason is due to how the government reimbursement is changing how they are paying the providers. During the meetings with Hope Street, they discussed the different career paths where an individual can enter into the healthcare field in a good paying job and then work their way up to a mid-level job and then possibly a bachelor's and master's level job. They created some career pathways for nurses starting out as a nursing assistant/home health aide and EMT, as well as IT and healthcare administration jobs. They came up with one job title, care coordinator. A care coordinator takes care of the patient as they move from the hospital to the rehabilitation center to living at home. The entry level job in the care coordination pathway is called a community health worker. A grant was received from JP Morgan Chase to create a development program called From the Community for the Community. Ms. Duke explained the different pathways the community health worker can work their way up into a higher paying job. The grant allows the community health worker to help serve patients better especially in underserved communities and at the same time provide employment opportunities in these underserved areas. The first cohort started January 16, 2018 after an intensive selection process where individuals were recruited for the community health worker positions. The first group of ten individuals began their eight weeks of training which involves two days a week in the classroom located at EOC in Roosevelt and three days a week out in the field doing an intern/apprenticeship with either Northwell Health or a community based organization. The individuals learn motivational interviewing, housing, health literacy and medical terminology. Under the grant, they will run three classes of community health workers and Northwell will employ half of the individuals and the other half will be employed by community based organizations. They learn on the job the skills they are taught.

Ms. Duke also spoke about Hope Street's multiple cohorts throughout the country and that they are all doing different things because different parts of the country have different employment challenges. Some of the cohorts are working on hospital based jobs and others are focusing on nurse programs. All of the cohorts are focusing on nursing and the different specialties within nursing due to the national data showing that from 2014 through 2024, the United States will need a million nurses. This is due to baby boomers retiring as well as market growth. She spoke of another new development program involving a community based organization in New York City that focuses on recruiting 18-24

year old underserved individuals who can go back to school and get their high school diploma and receive training to become EMT's. The goal is to teach these individuals the classroom portion of the EMT test and then bring them from New York City area to Northwell Health's state of the art simulation center in Syosset and receive hands on EMT training. If the State approves this program it will provide job opportunities and education for underserved individuals.

IV. LABOR MARKET INFORMATION FOR LONG ISLAND

Ms. Lovaglio-Duncan introduced Shital Patel. Ms. Patel, Labor Market Analyst for the LI Region for New York State Department of Labor – Division of Research & Statistics.

Ms. Patel gave a presentation on the labor market information for Long Island. She advised that there has been moderate private sector job growth and extremely low levels of unemployment on Long Island. Hiring activity is the highest it has been since 2007 with 142,000 new hires during the first quarter of 2017. The aging workforce is still an issue with 75,000 people still working over the age of 65. Millennials continue to move away from our region. A recent survey revealed that nearly half of our 18-34 year olds plan to leave Long Island within the next five years. In 2010, the Long Island unemployment rate was at 7.5 % and has steadily declined through 2016 to a low of 4.1%. Over that time, the number of unemployed residents was reduced by 48,700 and the number of employed residents increased by 56,000. As of December 2017, our unemployment rate was 4.2% up from 3.9% the previous year. All three of the WDB's had small increases in their unemployment rates between 2016 and 2017. The Hempstead/Long Beach WDB which has an overall workforce of 419,000 had an unemployment rate of 4.2%. The Oyster Bay/North Hempstead/Glen Cove WDB has a labor force of 282,000 had an unemployment rate of 3.8%. The Suffolk WDB had a labor force of 787,000 had an unemployment rate of 4.4%. She spoke about the unemployed by educational attainment in Nassau and Suffolk County. The census bureau data showed in 2016, nearly 40% of unemployed people in Nassau County had their Bachelor's degree or higher while only 29% had a high school diploma or less. In Suffolk County nearly half of the unemployed residents had a high school diploma or less and 24% had a Bachelor's degree or higher. She spoke about the overall job growth on Long Island in the private sector from 1995 through 2017. The region has had growth over the last six years adding an average of 18,500 jobs per year. Ms. Patel reported on the changes in job sector for Long Island in 2016-2017 as well as what fields were hiring in the first quarter of 2017. Healthcare and Social Assistance along with Retail Trade had the most new hires. She also spoke about challenges due to the aging workforce. There are currently over 75,000 people that are working over the age of 65 whose jobs will need to be filled when they retire.

Ms. Patel's power point presentation was emailed out to all SCWDB members after the meeting.

V. FEDERAL & STATE WORKFORCE DEVELOPMENT OUTLOOK FOR 2018

Ms. Lovaglio-Duncan introduced Melinda Mack, Executive Director for New York Association and Employment Professionals (NYATEP).

Ms. Mack gave a presentation on the state of New York's workforce system. She advised that there has been 15 years of disinvestment in workforce development statewide with more than 60% of cuts in federal funding. There have been massive investments in economic development through REDCs on Long Island. Since the inception in 2011, over \$5.4 billion has been awarded to more than 6,300 projects that are projected to create and retain more than 220,000 jobs statewide. We currently have the lowest unemployment rate in decades. The three biggest issues facing New York's workforce is educational attainment, low wage jobs and labor participation rates and this is due to 41% of New Yorker's across the state have a high school diploma or less. Education is a key factor in competitiveness in moving forward and Long Island tends to have higher education rates compared to

other parts of the state. Most of the state has seen significant shortages in labor due to retirements or moving out of the labor force. New York's workforce is changing with healthcare, manufacturing and education seeing the biggest retirement. Ms. Mack spoke about needing to train outside of the traditional pipeline and the top 10 most common WIOA funded training. She reported on the unpredictable federal climate and the Fiscal Year 2018 appropriations as well as the President's Budget and Fiscal Year 2019 appropriations. Ms. Mack said NYATEP has submitted a letter to congressional appropriators urging them to fund WIOA titles at fully authorized levels for FY2018 and that they have a request out to local workforce boards to do the same with their congressional representatives. Letters signed by Workforce Board Chairs and businesses are critical and timely as the debate on the broader spending package is expected to begin before the March 23, 2018 deadline.

Ms. Mack provided information on the Governor's announcement on workforce and also about Invest in Skills NY, a statewide campaign for a skills strategy in New York. It is an advocacy partnership between the employers, economic and workforce development community with the message that it is vital that the Governor and New York State Legislature to make a skilled workforce an economic priority. It establishes \$175 million Consolidated Funding Application for Workforce Investments in Emerging Fields through the REDCs, creates the Office of Workforce Development to oversee State's investments and executions headed by a new Director of Workforce Development, launches a One-Stop Shop to help workers and businesses navigate Workforce Development Programs and enforces accountability standards for program performance and employs state-of-the-art data analytics to strategically target local workforce needs across New York. Additional investments in the Executive Budget include expanding the New York Youth Jobs Program. Governor Cuomo proposes to increase the maximum credit available to certified New York employers by 50% raising the maximum tax credit from \$5,000 to \$7,500 for certified youth employed full-time and from \$2,500 to \$3,750 for those employed part-time. The Budget increases funding for the Summer Youth Employment Program by \$4 million, bringing this year total to \$40 million. She explained what makes up the \$175 million CFA money and how it is being spent. She explained that the CFA money has been capped at \$100,000 and it is believed that it will increase to a minimum of \$250,000 with the maximum between \$1.5 million to \$2 million. Ms. Mack gave a background on how Invest in Skills NY got started, the guiding principles of the program and what they hope to accomplish with Invest in Skills NY.

Ms. Mack's power point presentation was emailed out to all SCWDB members after the meeting.

VI. CLOSING REMARKS

Chair Harold Mayer thanked the speakers, Dr. Nader for allowing the meeting to be held at Farmingdale State College and his co-chairs from Suffolk and Hempstead/Long Beach WDB. He thanked everyone for all their work with all the different agencies and trying to align the educational system with the needs of the workforce. He looks forward to these Regional Meetings where we can come together and share ideas and to continue to work together for years to come.

VII. ADJOURNMENT

The meeting was adjourned at 10:15 a.m.