

SUFFOLK COUNTY WORKFORCE DEVELOPMENT BOARD  
MINUTES OF THE OCTOBER 25, 2024 LI REGIONAL WDB MEETING

Members Present:

Ed Bonahue  
Suffolk Community College

Gerard Cairns  
F.R.E.E

Sal Ferrara  
Electrical Training Center

Tricia Folliero  
SMM Advertising

Jay Fund  
Hunter Business School

Selman Kurtoglu representing  
Haugland Group

Jasmine Ortiz representing  
Job Corps

Derek Peterson  
Soter Technologies

Christine Ponzio  
Winters Center for Autism

JoAnna Schwaner  
NYS Department of Labor

Youth Standing Members:

Gerard Cairns  
F.R.E.E

Gail Lamberta  
Saint Joseph's University

Disability Standing Members

Gerard Cairns  
F.R.E.E

Tim Carew  
S.C. Dept. of Labor, Licensing & Consumer Affairs

Sal Ferrara  
Electrical Training Center

Karen Gross  
Brentwood UFSD

Frank Krotschinsky  
Suffolk Office for People with Disabilities

Christine Ponzio  
Winters Center for Autism

Gregory Runfola  
SILO

Guests:

Shital Patel  
Jeff Lowther  
Constantine Ioannidis  
Jasmine Ortiz  
Kerryanne Angelo  
Ed Eisenstein  
Bill Kurz  
May-Whei Lin  
Dawn Nolan  
Myesha Arvon  
Nick Appice  
Deirdre Duke  
Rosa Murciano  
Phil Fortuna  
Maria Lombardi  
Penny Chin  
Mr. Rosen  
Dr. Timothy Sams  
Tamara Morrison  
Phil DePaul

Ravin Atetram  
Michael Todisco  
Jeanne Bynes  
Kurt Rockensies  
Su Chen  
Nene Alameda  
Glen Wolther  
Elizabeth Thomas  
Jeffrey Johnson  
Gina Reddock  
Elizabeth Dovell  
Subrina Oliver  
Sara Griffith  
Michele Oliva  
Don Kurz  
LaVonne Entreo  
Maria Arianas  
Mario Martinez  
Elizabeth Ajasin

WDB Staff:

Joanna Margiotta  
Jennifer Stavola

SCDOLLCA Staff:

Marc Bossert  
Jack Calla  
Tim Carew  
Craig Horowitz  
Barbara Kiley  
Diane LaChapelle  
David Stewart  
Donna Worshoufsky

**I. WELCOME REMARKS AND INTRODUCTIONS**

Sara Griffith, Chair of the Town of Hempstead/City of Long Beach Workforce Development Board and Coordinator of Training at the Cerebral Palsy Association of Nassau County was joined today by William Kurz, Chair of the Town of Oyster Bay-North Hempstead-Glen Cove Board, as well as Derek Peterson, Vice Chair of the Suffolk County Workforce Development Board. Ms. Griffith stated it was a pleasure to see so many dedicated individuals sharing a common goal: empowering our communities through effective workforce

development. Ms. Griffith said through the collaborative efforts of our three Long Island Boards, we are working diligently to implement the principles of the Workforce Innovation and Opportunity Act. She said the mission is to enhance the skills of our workforce and ensure that our local businesses have access to the talent they need to thrive. She stated they have the opportunity to share insights, discuss challenges, and celebrate our successes in serving our diverse communities.

Ms. Griffith said the WDB is privileged to have representatives from each of the three local workforce development areas with us. Their commitment and contributions are vital as they navigate the ever-evolving landscape of employment and skills training. Together, they can leverage their collective resources to create a stronger and more inclusive workforce.

Ms. Griffith introduced the next speaker, William Kurz, Chair of the Oyster Bay Board.

## **II. REMARKS & INTRODUCTION OF SPEAKERS**

William Kurz, Chair of the Oyster Bay-North Hempstead/Glen Cove Workforce Development Board, stated that it was a pleasure to be here as they continue their legacy of collaboration that has defined the Long Island Workforce Development Boards for many years. He said that during the regional meetings the members have a platform to exchange ideas and harness the power of collective synergy to achieve their common goals addressing the needs of jobseekers and employers on Long Island. He explained that the regional meeting is where they invite esteemed speakers who are true experts in their respective fields. He introduced the first speaker, Dr. Timothy Sams, President, SUNY Old Westbury.

## **III. OLD SUNY WESTBURY COLLEGE**

The host of today's meeting Dr. Timothy Sams, President of Old SUNY Westbury College welcomed the WDB Regional members. He stated the college occupies about 608 acres. He thanked Chairs Griffith and Kurtz for inviting him and for being here this morning and hosting the WDB Regional meeting at SUNY Old Westbury. He thanked Mr. Derek Peterson, Vice Chair for his role in bringing a collection of leaders to his university. He mentioned that Mr. Peterson is a member of their foundation. Dr. Sams said they are obliged to respond to the country's emergent workforce needs. He believes that certain institution types are better suited than others to make this quick and required pivot toward providing workforce development opportunities. Dr. Sams stated that all universities or colleges are not designed the same, and those that are technology or technical in nature, in his opinion are better able because of their world view to shift to the dramatic demand for workforce development. Dr. Sams read the college's mission statement which stated that they are a dynamic and diverse public liberal arts college, that fosters academic excellence through close interaction among students, faculty and staff. He said that nowhere in the mission statement states the commitment to getting students jobs. He stated that liberal arts education has a longstanding tradition of creating critical thinkers and leaders who seek lives of impact and consequence. Dr. Sams feels that critical thinkers are what businesses should seek out for their front line and throughout their organization. The college has an AACSB accredited school of business which Dr. Sams said is the most prestigious accreditor in the world, representing 6% of all business schools in the world. Dr. Sams stated that Old SUNY Westbury will be breaking ground mid-November on a \$90 million STEM center.

## **IV. APPRENTICESHIPS**

Mr. Jeff Lowther, Apprenticeship Business Developer, Mid-Hudson, Long Island & NYC for The State of New York presented his PowerPoint.

# What is Registered Apprenticeship(RA)?

New Hires / Incumbent Workers

On-the-job training (OJT) / On-the job learning (OJL)

Related Instruction (RI)

Time Based, Competency, Hybrid

Programs conducted by employers(sponsors)

Community Based Pre-Apprenticeship

## Internship vs. Apprenticeship

	Internship	Apprenticeship
<b>Length of Time</b>	Typically, shorter term (Less than a year)	Longer term (1-4 years)
<b>Structure</b>	Less structured/ entry-level work experience	Structured training plan / mastering specific skills managed by DOL
<b>Mentorship</b>	Does not always include mentorship component	Individualized training with experienced mentor
<b>Pay</b>	Often unpaid and may or may not lead to a full-time job	Paid full time employee day one at company or organization
<b>Credential</b>	Typically, do not lead to a credential on it's own	Leads to a nationally-recognized industry credential
<b>College Credit</b>	May lead to college credit	College credit, with a debt-free college degree

## Key Stats for Employment on Long Island

### Job Seekers

40% of job seekers surveyed identified not having enough experience being an issue

44% of job seekers surveyed identified not having the right degree, certificate or credential being an issue

### Employers

**Two of the most common barriers that prevent a business from hiring a job candidate:** Lack of experience (48%), Insufficient education/training (35%).

23% of companies surveyed on Long Island said they wish they could provide education/tuition asst. or reimbursement but cannot.

## Job Seekers

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44% of job seekers surveyed identified not having the right degree, certificate or credential being an issue.

## Sectors Focus for Long Island

Advanced Manufacturing  
Healthcare  
Education  
Hospitality, Travel & Tourism  
Digital and Creative Media

## Sample Occupation Titles

Certified Nursing Assistant – Healthcare  
Medical Assistant – Healthcare  
Teacher Assistant – Education  
Childcare Assistant - Education  
Cook (Chef) – Hospitality  
Housekeeper (Commercial, Residential, Industrial) - Hospitality  
Visual and Graphic Arts Associate – Various  
Marketing Coordinator – Various  
Project Manager and Junior Accountant – Various

<https://dol.ny.gov/apprenticeship/apprenticeship-trades>

## Funding Opportunities at SUNY

Pre-apprenticeship training up to \$1000 per participant  
Related Instruction (RI) between \$6,000 - \$8,000 per apprentice

**Up to \$1000 (per Apprentice\*) hire or designate an incumbent worker as a NYS Registered Apprentice**

\*Maximum of 10 apprentices eligible per company regardless of occupation/trade.

## Role: SUNY Community Colleges

Promote and conduct pre-apprentice training  
Offer Related Instruction (RI)  
Develop and administer assessment for hybrid& competency-based programs  
Host Industry Roundtables  
Promote opportunity to develop new trades  
Develop and conduct social media and marketing outreach

## **Benefits of Apprenticeship for Companies**

- Obtain highly skilled workforce
- Increase efficiency and productivity
- Recruitment driver
- Train workers without losing valuable work time
- Transfer institutional knowledge
- Helps local communities
- Follow consistent and structured training program
- Increase employee retention and attendance
- Improve employer/employee relations

*80% of apprentices that finish the program stay at a company for minimum of 5 years*

## **Real World Benefits of Apprenticeship for Companies**

- Related Instruction allowed apprentice to excel in key software used at company, helping them show others how to use it
- Program/SUNY offers flexibility for specific courses and training that relate to the company
- Financially it has helped - NYSDOL offer tax incentives and grants
- Has helped with team building
- Keeps employer on track for developing internal training for whole company
- Drives accountability and loyalty for Registered Apprentices

## **Benefits of Apprenticeship for Apprentices**

- Upskill
- Company is investing in them
- Formal education
- Formal qualification
- Can travel with qualification
- Chance to earn degree
- Pay increase included in program

## **Real World Benefits of Apprenticeship for Apprentices**

- Continuous structured feedback to help improve quickly
- Learning by doing – OJT and RI
- Apprentices feel empowered
- Offers personal and professional growth Apprentices improve in other, non-course focused areas – e.g., public speaking
- Way back into education for those that traditionally didn't see themselves following that path

## **Why the focus on this now?**

- Companies struggling to hire
- Many people are scheduled to retire
- RAP allows for a structured training pathway for new and incumbent employees
- Helps local communities
- Helps community colleges
- Funding available
- Investment in industry across New York State

## V. Labor Market Information for Long Island

Ms. Shital Patel, Principal Economist for the LI Region, New York State Department of Labor – Division of Research & Statistics presented her PowerPoint.

### UNEMPLOYMENT RATES NEAR RECORD LOWS

UNEMPLOYMENT RATE, LONG ISLAND, NSA

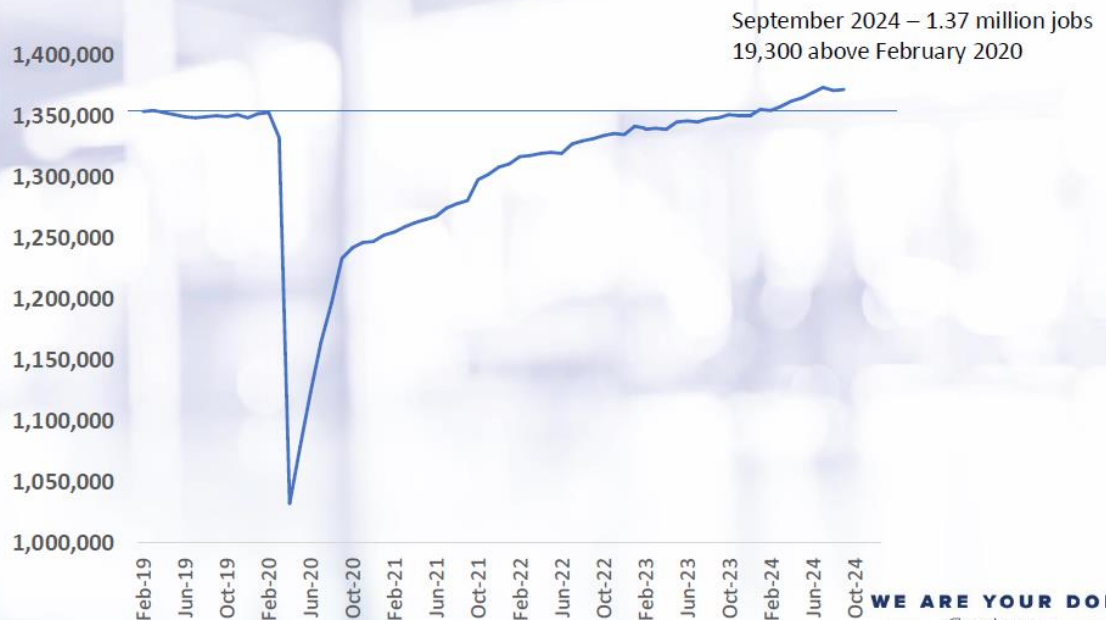


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### LONG ISLAND HAS REGAINED THE JOBS LOST DURING THE PANDEMIC

TOTAL NONFARM EMPLOYMENT, SEASONALLY ADJUSTED, LONG ISLAND

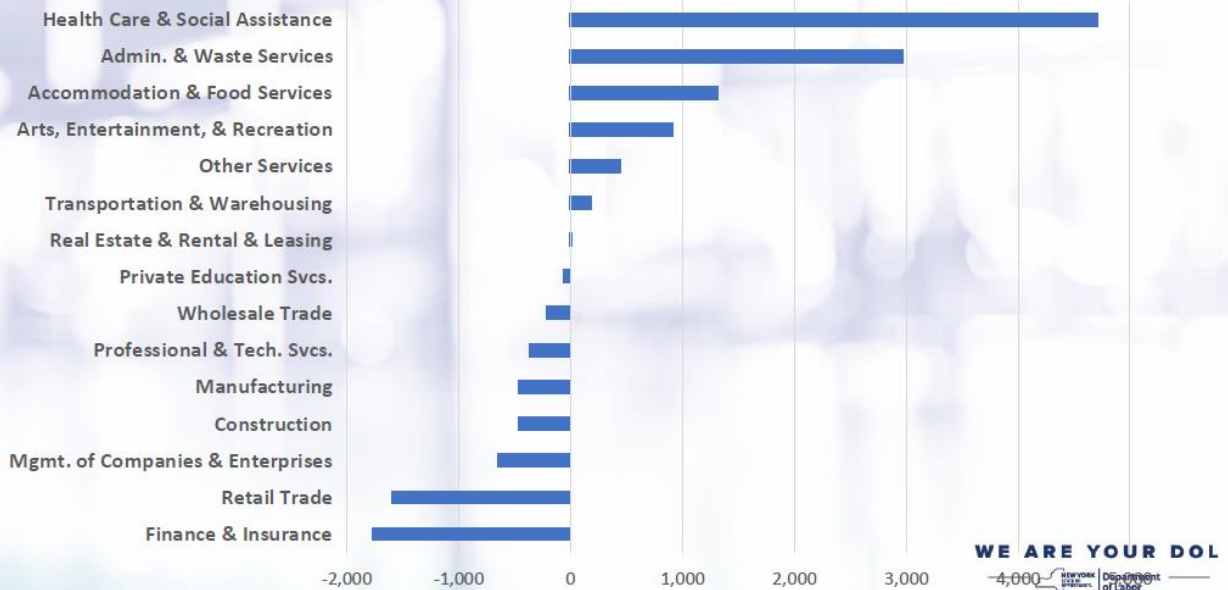


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## TWO INDUSTRIES ACCOUNTED FOR MOST OF THE JOB GAINS OVER THE PAST YEAR

PRIVATE SECTOR EMPLOYMENT, LONG ISLAND



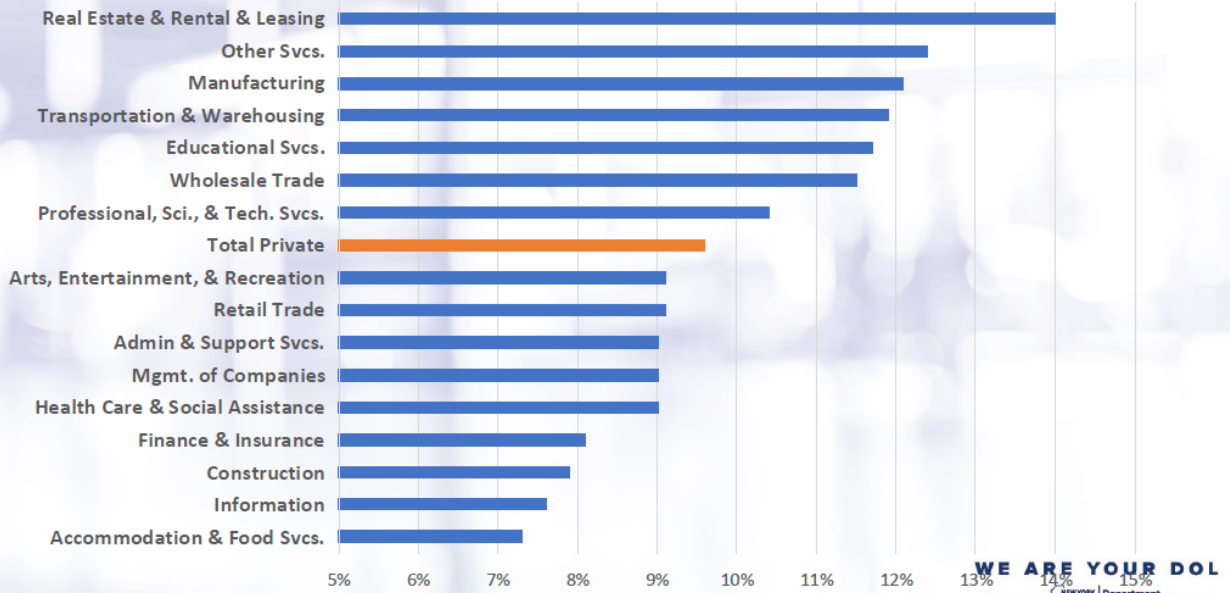
## THE POPULATION & WORKFORCE HAVE AGED SINCE 2010





# MANUFACTURING, TRANSPORTATION & WAREHOUSING WORKFORCE OLDER THAN NATIONAL AVERAGES

LONG ISLAND



Source: LEHD, Census Bureau

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# WHITE COLLAR OCCUPATIONS HAVE THE LARGEST NUMBER OF WORKERS 65 AND OVER

LONG ISLAND

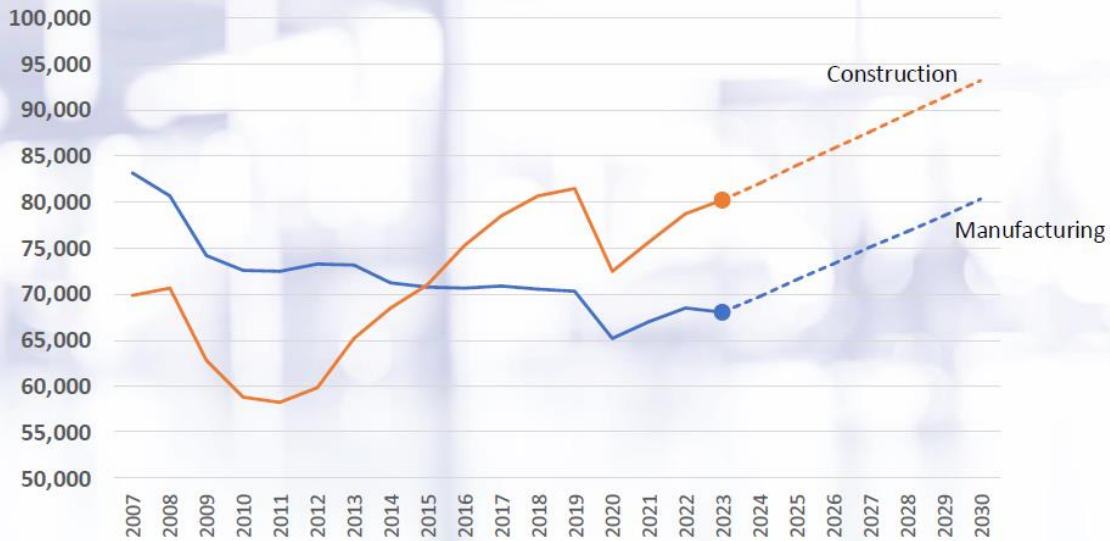


Source: Lightcast

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## POTENTIAL FOR GROWTH IN CONSTRUCTION & MANUFACTURING

PRIVATE SECTOR EMPLOYMENT, MANUFACTURING & CONSTRUCTION, 2013-2030



Source: Quarterly Census of Employment & Wages, New York State Department of Labor

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## PRODUCTION CLUSTER IN MANUFACTURING

JOB TITLES	JOBS	MEDIAN WAGE	ANNUAL AVG. OPENINGS
Laborers & Freight, Stock, & Material Movers, Hand	1,200	\$41,351	3,468
Packers & Packagers, Hand	740	\$37,166	613
Helpers – Production Workers	840	\$39,481	141
Shipping, Receiving, & Inventory Clerks	1,420	\$46,250	528
Packaging & Filling Machine Operators & Tenders	3,810	\$37,023	643
Chemical Equipment Operators & Tenders	1,300	\$43,307	182
Mixing & Blending Machine Setters, Operators, & Tenders	770	\$50,935	172
Welders, Cutters, Solderers, & Brazers	770	\$57,964	231
Cutting, Punching, & Press Machine Setters, Operators, & Tenders, Metal & Plastic	560	\$42,736	55
Structural Metal Fabricators & Fitters	340	\$45,761	42

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## PRODUCTION CLUSTER IN MANUFACTURING (CONTINUED)

JOB TITLES	JOBS	MEDIAN WAGE	ANNUAL AVG. OPENINGS
Electrical, Electronic, & Electromechanical Assemblers	1,880	\$45,271	399
Miscellaneous Assemblers & Fabricators	3,890	\$42,724	561
Computer Numerically Controlled Tool Operators	880	\$60,141	87
Welding, Soldering, & Brazing Machine Setters & Operators	50	\$45,954	11
Machinists	1,110	\$61,912	226
Tool & Die Makers	190	\$71,740	24
Industrial Machinery Mechanics	1,000	\$64,843	339
Electricians	110	\$91,184	958*
Supervisors of Production & Operating Workers	2,400	\$80,261	509
Production, Planning, & Expediting Clerks	670	\$64,203	736
Buyers & Purchasing Agents	760	\$79,407	386

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## MANUFACTURING PRODUCTION PROCESS DEVELOPMENT CLUSTER

JOB TITLES	JOBS	MEDIAN WAGE	ANNUAL AVG. OPENINGS
Inspectors, Testers, Sorters, Samplers, & Weighers	2,400	\$50,192	499
Electrical & Electronics Engineering Technicians	370	\$77,154	111
Industrial Engineering Technicians	170	\$65,625	35
Mechanical Engineering Technicians	70	\$73,964	23
Calibration & Engineering Technologists & Technicians	30	\$63,558	35
Network & Computer Systems Administrators	180	\$98,861	201
Industrial Engineers	1,110	\$103,221	188
Mechanical Engineers	580	\$101,465	91
Electrical Engineers	430	\$126,779	87
Electronics Engineers, Except Computer	160	\$114,124	61
Purchasing Managers	100	\$160,188	38
Industrial Production Managers	1,030	\$135,600	94
Chemists	690	\$84,857	140
Computer & Information Systems Managers	270	\$178,882	222

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## TOP TITLES THAT REQUIRE A HIGH SCHOOL DIPLOMA (EX HEALTH CARE)

NEW UNIQUE JOB POSTINGS BETWEEN OCT. 18, 2023 & OCT. 16, 2024, LONG ISLAND

JOB TITLES	JOB POSTINGS	MEDIAN WAGE
Retail Sales Associate	2,298	\$38,071
Client Svc./Customer Svc. Representative/Associate	1,295	\$48,109
Retail Associate Manager/Retail Store Manager	1,060	\$59,866
Office/Administrative Assistant	1,024	\$51,357
Receptionist	906	\$42,913
Teacher Assistant	769	\$39,063
Security Officer (General)	742	\$42,215
Laborer/Warehouse Worker	653	\$41,854
Personal Banker	513	\$104,248
Administrative Clerk/Coordinator	506	\$42,913
Building & General Maintenance Technician	443	\$60,100
Janitor/Cleaner	413	\$39,465
Sales Representative	383	\$77,685-\$127,637
Tractor-Trailer Truck Driver	354	\$63,067
Automotive Service Technician/Mechanic	351	\$49,795

Source: Lightcast

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## TOP TITLES THAT REQUIRE A HIGH SCHOOL DIPLOMA (HEALTH CARE)

NEW UNIQUE JOB POSTINGS BETWEEN OCT. 18, 2023 & OCT. 16, 2024, LONG ISLAND

JOB TITLES	JOB POSTINGS	MEDIAN WAGE
Medical Assistants	797	\$48,800
Pharmacy Technicians	573	\$46,740
Direct Support Professionals	521	\$47,333
Medical Receptionists	530	\$42,913
Phlebotomists	327	\$55,044
Home Health Aides/Personal Care Aides	314	\$37,610
Nursing Assistants	148	\$51,465
Dental Assistants	146	\$47,279
Licensed Practical Nurses	130	\$69,098
Patient Care Technicians	116	\$51,465
Medical Scribes	110	\$41,496
Patient Care Coordinators	107	N/A
Patient Service Representatives	98	\$48,109

Source: Lightcast

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## TOP TITLES THAT REQUIRE A BACHELOR'S DEGREE (EX HEALTH CARE)

NEW UNIQUE JOB POSTINGS BETWEEN OCT. 18, 2023 & OCT. 16, 2024, LONG ISLAND

JOB TITLES	JOB POSTINGS	MEDIAN WAGE
Accountant	676	\$101,227
Account Manager/Executive	562	\$82,735
Restaurant/Food Service Supervisor/Manager	537	\$81,026
Project Manager (General)	405	\$107,187
Sales Representative (General)	384	\$77,685-\$127,637
Retail Store Manager	314	\$80,272
Personal Banker	305	\$104,248
Accounts Payable/Receivable Clerk	242	\$58,565
Case Manager	231	\$47,333
Financial Analyst (General)	224	\$117,754
Social/Human Services Specialist	208	\$47,333
Software Developer/Engineer	204	\$134,514
Mechanical Engineer	202	\$105,661
Tax Manager	200	\$190,956
Electrical Engineer	193	\$127,951

Source: Lightcast

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## TOP TITLES THAT REQUIRE A BACHELOR'S DEGREE (HEALTH CARE)

NEW UNIQUE JOB POSTINGS BETWEEN OCT. 18, 2023 & OCT. 16, 2024, LONG ISLAND

JOB TITLES	JOB POSTINGS	MEDIAN WAGE
Registered Nurses	2,700	\$115,035
Physical Therapists	605	\$106,265
Nurse Manager	393	\$134,066
Physician Assistant	284	\$157,670
Pharmacy Technician	254	\$46,740
Intensive Care RN	245	\$115,035
Emergency Room RN	239	\$115,035
Occupational Therapist	214	\$116,260
Nurse Practitioner	205	\$155,241
Retail Pharmacist	203	\$141,528
Nurse Case Manager	186	\$115,035
Dietitian/Nutritionist	163	\$84,204
Healthcare Administrator (General)	140	\$164,352
Clinical Laboratory Specialist	107	\$99,449

Source: Lightcast

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## HIRING BARRIERS FOR BUSINESSES AND JOBSEEKERS

LONG ISLAND, ALL INDUSTRIES

The most common barriers that prevent a business from hiring a job candidate or prevent the candidate from taking the job are:

Long Island	%
Gap in salary and wage expectations	48%
Lack of experience	38%
Insufficient education/training	36%
Transportation	23%
I can't validate their skills	21%
Child care	20%
Self-motivation, initiative	20%
Scheduling	18%

What barriers to employment do job seekers say they face?

Barrier (2024)	Long Island	
	Mild	Severe
I don't have enough experience in the field	38%	18%
I don't have the right degree, certificate or credential	35%	21%
I don't have a large professional network	35%	26%
I face discrimination due to my age	39%	33%
I have insufficient education or training	33%	14%
I don't have enough modern / digital skills	35%	12%
I have gaps in employment	34%	16%
I'm unable to practice for potential job interview questions	28%	8%
I'm unable to create cover letters and resumes	26%	8%
I don't have access to reliable transportation	22%	10%
I'm unable to access technology to work remotely	20%	12%
I'm unable to access the Internet to search for jobs	19%	5%
I have a disability	16%	7%
I don't have a driver's license	10%	11%

Source: 2024 Business Workforce Survey, NYS Department of Labor

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## WORK FLEXIBILITY STILL IMPORTANT TO JOB SEEKERS

STATEWIDE, 2024

What work options/incentives would you like employers to offer?

Incentive (Statewide, 2024)	%
Paid time off	60%
Ability to work remotely full-time	60%
Higher pay / higher starting pay	59%
Ability to work remotely some of the time	53%
Health and wellness benefits	50%
Flexibility to choose my own hours	49%
Fewer days of work per week with same overall pay	45%
Training opportunities to up-skill for future growth	43%
Ability to only work during the week	41%
Ability to work early in the morning	34%

Source: 2024 Business Workforce Survey, NYS Department of Labor

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## WHAT DOES GEN Z WANT?

- 82% of graduates are confident they will receive a job offer shortly after graduating, although two-in-three believe employers have more leverage in today's job market, although
- Graduates still have core requirements that they are unwilling to compromise on
  - Work flexibility
  - Mental health
  - Career development
- Graduates weigh politics heavily in job decisions

Source: Monster 2024 State of the Graduate Report

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## VI. ARTIFICIAL INTELLIGENCE

Mr. Ed Eisenstein, CEO of United Network Associates, Inc., and Ms. Tamara Morrison, CEO & Founder of Premier HR Consulting presented their PowerPoint which discussed the transformative potential of Artificial Intelligence (AI) in enhancing human work rather than replacing it. Key AI systems were introduced, including GPT, Copilot, and open-source alternatives like Meta's Lama, highlighting their capabilities and applications. Concerns were raised about AI trend in the workforce. The transformation towards AI should be strategic and successful, leveraging existing expertise. Non-technical skills are less likely to be replaced by AI, highlighting the importance of human collaboration and communication. Mr. Eisenstein said new roles such as Chief AI Officers are emerging in academia and industry to manage AI integration. He stated there is a strong emphasis on the necessity for every child to learn coding and robotics. AI could enhance communication and care for the elderly, potentially preserving valuable generational information. Mr. Eisenstein emphasized the importance of AI improving healthcare communication for the elderly. He feels the U.S. must prioritize coding education to remain competitive with countries like Singapore and China. He highlighted the urgency of equipping American youth with coding skills to secure future job opportunities. Mr. Eisenstein brought the Unitree robot dog which serves as an educational tool to teach children coding and robotics. The robot's capabilities include self-balancing, Python coding and promoting hands-on learning experiences.

## VII. CLOSING REMARKS

Derek Peterson, Vice-chair for the Suffolk WDB wanted to thank Dr. Timothy Sams, President of SUNY Old Westbury, for speaking today and for hosting this event. He also thanked the Chairs from Nassau County, Sara Griffith and Bill Kurz as well as Jeff Lowther, Shital Patel, Ed Eisenstein and Tamara Morrison for sharing their wisdom in their respective fields.

Mr. Peterson stated that the annual Long Island Workforce Development Board Regional meeting allows us to share ideas, meet other professionals, and learn valuable knowledge. Throughout the year our three

workforce directors work on various projects including the regional plan, policies and initiatives. These projects keep the Boards well connected on a regional level. He appreciated the commitment and contributions of all the attendees here today and looks forward to working together for many years to come.

**VIII. ADJOURNMENT**

The meeting was adjourned at 11:05 a.m.

DRAFT