

**TOWN OF HEMPSTEAD WORKFORCE DEVELOPMENT BOARD**  
**MINUTES OF THE OCTOBER 30, 2015 EIGHTH ANNUAL**  
**LONG ISLAND REGIONAL WORKFORCE DEVELOPMENT BOARD MEETING**

**Call to Order/Welcome Remarks and Introductions**

The Long Island Regional Workforce Development Board (WDB) Meeting was held on Friday, October 30, 2015 at the LaunchPad in Huntington, New York. The meeting was called to order at 9:05 A.M. James DiLiberto, Chair of the Suffolk County WDB, introduced himself along with Alan Nachman, Hempstead/Long Beach WDB Vice-Chair and Harold Mayer, Chair of the Oyster Bay-North Hempstead-Glen Cove WDB. The meeting is a result of a collaborative effort of the three Long Island WDBs: Hempstead-Long Beach WDB, Oyster Bay-North Hempstead-Glen Cove WDB and Suffolk County WDB. The WDB Directors for each of these WDBs meet regularly throughout the year to share best practices and formulate unified policies that will benefit Long Island's workforce. Once a year, we like to bring the members of all three WDBs together to meet our colleagues and to network with company and agency representatives that we typically don't get to meet with.

The transition from the Workforce Investment Act to the Workforce Innovation and Opportunity Act requires more intensive regional collaboration. Most recently, we worked together to develop the Program Year 2015 Regional Workforce Plan as well as the Local Workforce Development Area's Demand Occupation List. 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 Consolidated Funding Applications which have been designed with a regional approach.

In Suffolk County, the Department of Labor is expanding County Executive's Steve Bellone's Community Based Initiative. Starting this October, the Department in conjunction with the Suffolk County Department of Social Services will open their fifth satellite location in Brentwood through a partnership with Adelante, which is a nonprofit multiservice community resource center. Additional satellite offices are currently located in Wyandanch, Huntington, Bellport and Central Islip.

As part of the County Executive's Fresh Start Program to reduce recidivism, the Department will also be launching a pilot program in December at the Yaphank Correctional Facility in cooperation with the Sheriff's Office. Department staff will provide comprehensive assessments, employability workshops and job placement assistance to incarcerated individuals within 90 days of their pending release.

In coordination with the County Executive's Office, our Business Services and Suffolk County Veteran Services Agency hosted a successful veteran career fair and expo on October 9, 2015 at St. Joseph's College. Ninety-five companies, six schools, ten service organizations and Congressman Steve Israel and Lee Zeldin came together to offer employment opportunities and related services to over 130 job seekers. Several sponsors including St. Joseph's College, Dignity Memorial, Telephonics, Bethpage FCU, Petro Home Services, and United Way helped make this a successful event.

The Department is in the 2<sup>nd</sup> year of the New York State Labor funded Disability Employment Initiative Grant. This three year one million dollar program is dedicated to helping disabled individuals find a pathway back into the labor force while slowly transitioning from Social Security Disability. The three Disability Resource Counselors receive continuous training and are now Certified Work Incentive Practitioners which enables them to assist Social Security Disability Beneficiaries transitioning to work and training. Over 1,100 individuals with disabilities have been WIA registered since October 2014 and 240 of those participants have either entered employment or have begun vocational training.

## **I. Hempstead/Long Beach WDB Remarks and Introduction of Speakers**

Hempstead/Long Beach WDB Vice-Chair Alan Nachman commended the three local Workforce Development Boards for continuing a long history of successful collaboration under the new workforce legislation. One of the first tasks on a regional basis this year was to collaborate on the development of the Regional Workforce Plan. The Plan identifies the priority industries for Long Island, establishes goals for regional workforce development and describes how our goals are aligned with those of the Regional Economic Council. A copy of the Regional Plan can be accessed at [www.HempsteadWorks.com](http://www.HempsteadWorks.com).

Vice-Chair Nachman introduced Rosalie Drago, Regional Director for the Long Island Workforce Development Institute (WDI) who was the host of the meeting.

## **II. Workforce Development Institute (WDI) – Multi-employer Training Initiatives for the Manufacturing Industry – LI Maker Marketing Committee & Millennials in Manufacturing Video**

Ms. Drago welcomed everyone and gave an overview on WDI. WDI is a state-wide non-profit and their mission is to assist people with identifying and addressing skills gaps. This is done by going door-to-door to employers to meet with them to discuss their issues and then work together to find ways to help. Within this year of Ms. Drago working at WDI, they have funded 30 Long Island businesses and organizations and over \$350,000 has been invested in the region.

One of the things they have noticed is the manufacturing industry has a few issues. One being people are not aware of the jobs that are available in manufacturing. WDI produced and funded a video about young people in manufacturing jobs on Long Island to help with the problem. They highlighted the companies that are staying here, growing here and investing in the local economy. The video can be viewed at <http://longislandmaker.com/>.

WDI, Stony Brook University, Suffolk Community College, Long Island Forum for Technology (LIFT) and Aerospace and Defense Diversification Alliance in Peacetime Transition (ADDAPT) are working in partnership with the three Workforce Development Boards to do manufacturing pre-employment training. It is a pilot program that involves employers, designing curriculum, being part of the assessment and screening and interviewing the candidates.

Ms. Drago gave the members information on Innovate Long Island which lists the future employers of Long Island. It is important to work with them now to see what they are going to be looking for in the future as they start to grow. She also gave a book to the meeting attendees from the Executive Director of WDI called "Working Stories".

Ms. Drago introduced Phil Rugile who is the Director of Launchpad and is the human capitalist strategist for E-gifter. Mr. Rugile explained what Launchpad is and its significance. There are two components to Launchpad. The first being an event space with approximately 80 events being held there this year which will bring 3,000 people into the Town of Huntington. The other aspect of Launchpad is they are a co-working space and currently they house 23 start-up companies. The significance of the start-up companies is they are trying to build an ecosystem that supports entrepreneurs. They have found in their almost two years there that technology is the key component. They are partnering with universities on the island to help fill the skills gap. Launchpad is a hotspot which means they can offer a five year tax break to tenants if they qualify. They are hosting the STEAM Innovation event on November 17, 2015. All events can be found on [www.meetup.com](http://www.meetup.com).

Ms. Drago introduced Edison Reyes from the Federal Reserve Bank. He works within the Communication and Outreach group at the agency. He spoke of the different programs the Federal Reserve Bank is focusing on. They have community roundtables where they invite organizations to hear what's going on in the communities that they serve. They serve the second district of the Federal Reserve System which covers all of New York State, the 12 counties of New Jersey, Fairfield County Connecticut, Puerto Rico and the Virgin Islands. They are interested in Workforce Development. The Federal Reserve has a free book available that's a great resource titled Transforming US Workforce Policies for the 21<sup>st</sup> Century.

### **III. Workforce Development Update**

Vice-Chair Nachman introduced the next presenter Scott Martella, the Commissioner of Labor's Long Island Representative. Mr. Martella gave a brief personal introduction. He gave the members his email address which is [scott.martella@labor.ny.gov](mailto:scott.martella@labor.ny.gov) to contact for any issues. He was appointed to his position this past July. He spoke of the NYS Workforce Development System Annual Report. The reports illustrates the range of workforce development programs, program participation levels and outcomes, career center service initiative, grant opportunities, regional plans and strategies to align with REDC effort. He shared the website for the last WIA Annual report to be issued within the next month. It can be found at: <http://www.labor.state.ny.us/agencyinfo/annualrpt.shtm>. Mr. Martella also gave an update on the A&P bankruptcy situation that is currently going on. Over 5,100 affected workers at the 51 stores on Long Island. There were two resource fairs held for the affected workers which 279 participants attended. He explained how the rapid response team at Department of Labor helps unemployed people with resume workshops, transferrable skills workshops, provides information on unemployment insurance and benefits package.

### **IV. Overview of the Implementation of the Workforce Innovation and Opportunity Act (WIOA) of 2014 and Other Workforce Issues**

Vice-Chair Nachman introduced Melinda Mulawka Mack, Executive Director for the New York Association of Training and Employment Professionals (NYATEP). Ms. Mack gave a presentation on WIOA and issues to watch for in 2016. She gave a brief description of NYATEP. They are a non-profit that represents the statewide workforce network. Their members include Workforce Boards, educational institutions, adult education, community based organizations, unions, training providers, and career centers. They provide leadership, vision and advocacy in New York State. Ms. Mack explained what the goals are for WIOA. Some of the goals include an increase in access to education, training and employment particularly for people with barriers, to create a high quality workforce development system by aligning workforce investment education and workforce development systems, to improve the quality of labor market relevance, reduce dependency, meet employer needs, and enhance productivity and competitiveness in the nation. She informed the members the timeline for WIOA implementation and gave a WIOA cliff notes for what's in the law. WIOA has to be fully implemented by July 1, 2016. Ms. Mack described WIOA's impact on the Workforce Boards. The intent is for the boards to be smaller and more business driven. It reduces mandated partners required to serve on the board to the following: Title II, Higher Education, Economic Development, the Rehabilitation Act and Wagner Peyser. The intention of WIOA is for all Titles to work together to create a seamless system for jobseekers, workers and employers. The Boards and One-Stops need to work together as well. There are big changes in training. There is a major focus on apprenticeship and providing more work experience opportunities. Another change is with Youth. Under WIA, most of the funding went to In-School Youth and now under WIOA the main focus is Out-of-School Youth. Another main focus is serving people with disabilities. The One-Stop Centers will now be known as American Job Centers as this will keep uniformity across the country.

The sequence of services has been eliminated at the Centers. The customers will now receive an assessment and then be directed to the services they need. This will help streamline things at the Centers. Ms. Mack advised the Boards what else they needed to be aware of with WIOA. There is very little state funding for workforce development. She advised everyone to contact appropriate congress/state representatives to make sure funding is available. Federal funding has big issues as well. She stated a two year budget deal was reached with \$50 billion in 2016 and \$30 billion in 2017. It will be split 50/50 between defense programs and non-defense non-discretionary programs. The good news out of the funding deal is they stopped deducting 2% for sequestration. Perkins is up for reauthorization as well as the Higher Education Act and Temporary Assistance for Needy Families (TANF).

## **V. Labor Market Information for Long Island**

Vice-Chair Nachman introduced Shital Patel, Labor Market Analyst for the Long Island Region New York State Department of Labor Division of Research and Statistics. Ms. Patel gave a presentation of the Labor Market Information for Long Island. She stated that the unemployment rate continues to improve and is at 4.5% which is the lowest rate since 2007. Over the last five months the labor force has been growing. The number of employed residents is at the highest level in eight years. The private sector jobs on the island have been growing by about 1.5% per year or about 16,000 jobs. During the first quarter of 2014-2015 Long Island added 15,340 jobs with the largest area being Healthcare and Social Assistance which added 5,821 jobs. Construction jobs have also been booming across the region as well. The sector has added nearly 3,000 jobs this past year. Retail and restaurants have added 3,100 jobs as well. Ms. Patel showed the change in job sector from 2010-2015. Over the past five years, Long Island has added 73,500 jobs which is the most jobs of the last three recession recoveries. The bad news is that most of these jobs have been in retail and restaurants which are mostly low wage jobs. This accounted for 35% of gains or 25,500 jobs. One area that will hopefully grow is finance and insurance which is the highest paying sector on Long Island which has only added 1,500 jobs. The good news is that Professional, Technical and Scientific Services added 8,241 jobs over that time frame. Ms. Patel compared the last two recession periods and showed the job changes from 2002-2007 and 1992-1997. The recovery from the 2001 recession was the smallest one in the terms of numbers. Long Island only created 45,680 jobs over the five year period and half of those jobs were in the healthcare industry. Retail and restaurants accounted for a fairly large amount of jobs as well. The recovery out of the 1991 recession created 67,500 jobs and once again healthcare was the leader creating 1 in 4 jobs. Manufacturing lost approximately 10,000 jobs during that period. Manufacturing is a hot topic and has been struggling. New York State was one of 10 states that lost manufacturing jobs in 2014. There was a huge loss in manufacturing jobs from 2000-2010 but from 2010-2015 the pace has slowed down considerably to approximately 400 losses and there was a gain of 1,200 jobs from 2011-2012. One area that has been growing especially in Suffolk County is pharmaceutical manufacturing which has grown by more than 50% over the last 10 years. Ms. Patel gave an outlook for selected occupations in pharmaceutical manufacturing for 2012-2022. She spoke of the aging of the workforce and the number of workers over the age of 55 has more than doubled on Long Island. As of the fourth quarter of 2014, there were 74,000 people over the age of 65 working which means over the next few years we will need to find 74,000 people to fill those jobs. There needs to be initiatives in place to keep the younger youth on Long Island. Most of the 30,000 manufacturing jobs lost between 2000 and 2014 were between the ages 25-44. As of 2014, there were 6,300 manufacturing workers over the age of 65. The older workers in these jobs need to mentor and train the younger workers while they are still there working. In the healthcare field, the number of workers over 55 has more than doubled since 2000 and currently more than 13,000 healthcare workers over the age of 65 are working.

## **VI. CLOSING REMARKS**

Harold Mayer, Chairman of the Oyster Bay-North Hempstead-Glen Cove WDB and Director of Municipal Services for Cashin, Spinelli and Ferretti thanked the hosts and Glen Wolther from All Around Bakery Products and a member of their Board for providing the delicious breakfast. He remarked that the morning's presentations included a great deal of information on topics of regional workforce development significance. He thanked each of the presenters. Chairman Mayer also discussed the labor market information provided by Shital Patel, in particular the data on the aging of the workforce by industry sectors. He spoke on the shift of the age of the workforce and that it provides opportunity for the younger workers. With regard to the presentation by Melinda Mack, NYATEP Executive Director, he commented her on the valuable information and guidance presented and noted the good news about Congress having a deal and that things will start to move forward. He said we will do the best we can with the resources available. He appreciates all the work Scott Martella is doing and looks forward to working with him. He stated how important it is to work together in groups such as this as a regional approach for regional problems. He thanked Melinda Mack, Shital Patel, Scott Martella and Rosalie Drago for presenting and their dedication and he also thanked everyone for attending. The meeting was adjourned at 10:25 A.M.