

**NORTH COUNTRY REGIONAL WORKFORCE INVESTMENT BOARD  
and NORTH COUNTRY WORKFORCE PARTNERSHIP, Inc.  
(HAMILTON, CLINTON, FRANKLIN and ESSEX COUNTIES)**

**Friday, May 8, 2009 8:30 a.m.  
Saranac Lake Educational Center**

**MEMBERS PRESENT:**

John VanNatten, Chair	Glens Falls Bank	Clinton
Joe Riccio, 2 <sup>nd</sup> Chair	Adirondack Medical Center	Franklin
Patty Bashaw, Secretary	Essex County for Aging	Essex
John Bernardi, Treasurer	United Way	Essex/Clinton
Allen Dunham, Past Chair	Kidsville (Denton)	Franklin
Carol Calabrese	Essex Co. IDA	Essex
Terry Gach	Trudeau Institute	Franklin
Peter Grosskopf	Clinton Community College	Clinton
Ray Hawksby	Service Employees Union	Clinton
Dr. Barry Mack	CV-TEC	Clinton
Elaine Leavitt	Upward Bound	Clinton
Elleen Gordon	ACAP	Essex
Garry Douglas	Chamber of Commerce	Clinton
Clifford Donaldson	NYS DOL	
Elaine Reynolds	Wyeth	Clinton
Dan Alexander	Denton Publications	Essex
Marie Benedict	St.Regis Mohawk Tribe	Franklin
Mark Moeller	C. Maroun Insurance	Franklin
Erin Hynes	The Development Corporation	Clinton
Joey Varin	Georgia Pacific	Clinton
Fred Fink	Attorney	Hamilton
Sylvie Nelson	Sar. Lake Chamber of Com.	Franklin
Thomas Millea	I.B.E.W.	Clinton
Rebecca Leahy	No. Co. Home Services	Franklin
Scott Wilson	Westelcom	Essex

**MEMBERS EXCUSED:**

Susan Manning, Vice Chair	NYCO	Clinton
Marie Benedict	St. Regis Mohawk Tribe	Franklin
Hope Coryer	ETS	Clinton
Patricia Lucia	Pl. Housing Authority	Clinton
Lynn Edmonds	Consultant	Essex
Gary Wagoner	Westaff	Clinton
Fran Wynnink	Belcam	Clinton
Steve Shafer	FEH BOCES	Franklin
Greg Wallace	Wallace Construction	Hamilton
Richard Witt	Witt Industries	Hamilton

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**Guests Present:**

Paul DeDominicas	NCWIB Business Services
Erica Exner	NCWIB Business Services
John Masella	NYS DOL
Alan Jones	ACAP
Greg Hart	Workforce Development Institute
Ed Murphy	Workforce Development Institute
Paul Shatsoff	Workforce Development Institute
Maureen Sayles	No. Country Com. College
Victoria Zinser Duley	PSUC Technical Assistance Center

**Staff Present:**

Paul Grasso, Executive Director  
Mary Beth McKee, staff  
Keri Mack, staff  
Ashley Cousens, staff

**CALL TO ORDER: John Van Natten**

Chairman John VanNatten called this meeting of the Regional Board to order at 8:35 a.m. Friday, May 8, 2009.

**Introduction:** Paul Grasso introduced Victoria Zinser Duley who is with the Technical Assistance Center of PSUC Plattsburgh. He advised Victoria will work with the Workforce Team regarding Green Jobs. He then stated he will later introduce three representatives who are here from Workforce Development Institute.

**Addition to Consent Agenda:** Paul Grasso explained that the addition of the Building Bridges Program to the Consent Agenda is that one of the ways a contract can be voted on, according to the Policies of the Franklin County and State and Federal guidelines, is to do it through a competitive proposal to which no one responds. That happened with the Building Bridges program and the recommendation is to sole source that contract to the North Country Workforce Partnership Inc. which is the 501C3 and we'll schedule first two classes of Building Bridges through that organization. That is the recommendation of the staff on which you will vote.

**Consent Agenda:**

John called for a motion to accept the Consent Agenda:  
Minutes of March 13, 2009 Meeting  
, Executive Director's Report  
Programmatic & Fiscal Reports  
Building Bridges Program

Correction to Minutes of March 13: Rebecca Leahy of No. Country Home Services noted she was not in attendance at that meeting but she was not listed as Excused.

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**Motion to accept the Consent Agenda with the correction to the March 13, 2009 Minutes as noted above by Al Dunham, seconded by Cliff Donaldson and unanimously approved by all members present and voting.**

### **Budget: Paul Grasso**

Regarding the RWIB fiscal Year 2010, Paul, Mary Beth and Jim Calnon have been working to develop and finalize the Corporate Budget. To date no information has been received from the New York State Department of Labor on the allocation of Formula Workforce Investment Act funds. Looking at the Federal budget and the level of funding for WIA in the federal budget, we are moving forward to develop a budget, which we will present to the Budget/Finance Committee based on level funding for this year. We can move forward and then make adjustments.

### **Green Collar Jobs: Paul Grasso**

Paul noted that staff has been trying to schedule various topics at Board meetings so there is a good understanding of the workforce issues in this region. Part of the Stimulus package relates to the Green Initiative—how do you make companies and jobs green? DOL is concerned that Unemployment is increasing and many of the lost jobs will never be returned to. State and Federal agencies are putting a lot of pressure on us to train people and we are trying to determine what are the jobs---what do we train them for?

With the focus on clean jobs and energy independence, a lot of the jobs will be green jobs. What are the middle skill jobs we can train them for and for which the candidates can qualify? How do we define Green, Green Industry and Green Jobs? The focus of our money is jobs for lower income individuals to get them the training and skills they need to receive a sustainable wage, health benefits and retirement

Paul noted we've done two things. Part of the Building Bridges program which you have just approved is to train older youth 18-24 in the building trades which hopefully will lead to jobs in the building trades as Pre-Apprenticeship and/or Apprenticeship programs to do some of the construction work that will make existing buildings Green or Greener.

With the support of the North Country Chamber of Commerce and within their 2<sup>nd</sup> Round 13N Grant Proposal, we have submitted a component that we call North Country Green Collar Jobs Initiative which would bring together a broad group of individuals and a Consultant who has experience to identify Green Jobs would be hired and together they would look at the jobs related to our region. What are the jobs and industries in our four county region we need to focus on? We would then be able to identify the middle-skill jobs, determine if there is curricula to train people and then develop career paths. We would then be able to market to middle and high school students.

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Paul then identified and introduced the guests today to talk about Green, Green Industry and Green Jobs who represent the Workforce Development Institute and the Apollo Alliance Mr.

Edward Murphy who is the Executive Director and Founder of WDI. He is also the Co-Founder of Apollo Alliance. WDI works on public policy, organized labor issues, workforce development and education, international trade. The Apollo Alliance brings together labor, business organizations, environmental groups, and education to discuss clean energy and the related jobs. They promote investments in energy efficiency, mass transportation, and power. Ed was a Military Intelligence Agent in Viet Nam, he and his daughter just published a book on their recent trip to Viet Nam.

With Ed Murphy is Paul Shatsoff, WDI Director of Public and Government Relations and he's been a CIO, a Finance Director and Human Resources Director. And also with Ed is Greg Hart who is a Regional Director for WDI. Greg is our good friend and we have enjoyed working with him. He is a problem solver and has a real "can-do" attitude..

### **Ed Murphy:**

Ed thanked members for the invitation to attend the meeting in the beautiful Adirondacks today. He also acknowledged Tom Millea and Ray Hawksby and their representation and contributions for organized labor on the WIB. He advised he'd like to present what is happening around Green Jobs and he made the following points:

Dennis Hughes is the President of New York State AFL/CIO and during the last 18 hours he is now the Chairman of the New York State Federal Reserve. When Dennis became President of NYS AFL/CIO in 1999, Ed Murphy was one of the planners with him to determine the role of organized labor in the 21<sup>st</sup> Century and from that the Workforce Development Institute was started.

Labor has a meaningful role in the work world but they need to expand their horizons and become more involved—get ahead of the curve.

Their focus is to be on Green Jobs and organized labor needs to get ready. He said they need to have the capacity to help labor councils and community colleges to reachout. WDI has reached out in other areas such as Rochester, Buffalo, Albany, etc. and when Greg Hart became available, they reached out for the Adirondack area. He is the Regional Director of WDI in this area.

Many years ago President Kennedy said that we'll put a man on the moon within ten years with no knowledge of how it would be done. The concept for Apollo Alliance resulted because there is a need to make changes, to deal with climate change and jobs. It brings together organized labor, business, education, environmental justice to determine how they talk to each other about these important issues

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and changes.

WDI has developed a partnership with NYS Building and Construction Trades Council and WDI is providing training for workers. Current training doesn't provide for green jobs so they will have to be educated for the changes.

On the State level, Ed advised there are tremendous amounts of money under the Stimulus plan. He said the state doesn't have the capacity to spend the amount of money provided. WDI has been told to spend the money, do the training but Ed suggested they we don't have the internal capacity to do all that. The role of WDI currently is to be in conversation with DOL, NYSERTA, the Governor's office, the Legislature and to help broker these conversations so WDI can effectively help people.

Ed Murphy then called upon Paul Shatsoff.

### **Paul Shatsoff:**

Paul thanked the Board members for the invitation to attend this meeting. He noted:

Paul advised that in the Apollo Mission Statement they talk of Green Jobs as being anything that will mitigate or reduce the impact of Climate Change.

At WDI they want to create jobs, sustain existing jobs and want to know where are the jobs going to be and it seems it is going to be wind, solar and nano technology will factor into all of it. It may be geo-thermal and off shore wind. There is also a lot going on in labs that no one knows about.

As to Energy, Paul reported he is an optimist and it could be that over the next 20 years it may be too available and cheap.

Ed and Paul have a meeting at the Wild Center because they don't believe Albany knows enough about the resources in New York State particularly the Adirondack Park. They will discuss with Wild Center personnel the possibility of a forum in Albany to discuss issues and a briefing about a Climate Change Plan for the Adirondacks.

It is important for people to understand the principles of Green Construction. WDI learned through LEED (Leadership and Energy in Environmental Design) there are standards developed by the U.S. Green Building Council which indicate different levels of sustainable building As to how you make a building green and more green. He emphasized how important it is for people who are doing the actual work understand all of

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the aspects of building design.

Yesterday in Rochester WDI started a program to train trainers so that Unions can be incorporated for this training in apprenticeship programs or their continuing education. The Rochester is a pilot program and we will go around the entire state for this training. They plan to develop several Modules for Electricians, Plumbers, etc. It is planned to involve Trade Unions with the U.S. Green Building Council and it is believed workers will have to be credentialed in some manner before they get to a job site where the construction has something to do with LEED standards.

Paul said the bottom line is how does WDI create, attract and sustain jobs into New York State. There are great natural resources and a fine work force and with regard to training WDI wants to stay ahead of the curve. It is important for people to continue to learn and WDI believes it is important to continue to build these partnerships. Paul asked Greg Hart to present.

**Ed Murphy:** Ed stressed the point that WDI doesn't have all the answers and experience but Ed encourages everyone to continue interest in training and in education. Everyone is learning and inventing as we go along.

### **Greg Hart:**

Greg noted we are all interested in finding jobs, creating jobs and it will probably be in the area of Renewable Energy and Energy Efficiency and how can we build a workforce and a transitional workforce for the Green Jobs and the Green components of those jobs. Community colleges have been helpful to try to get the concept of the training programs, without a workforce in place that the graduates can funnel into. It is a quantum leap for community colleges to develop programs when there aren't jobs in place. Jobs will be in demand but we don't know when.

Greg advised he learns a lot from the Apollo Alliance forums. Greg has been working with SUNY CANTON to deliver the training that people need across the region, whether it be Elizabethtown, Racquet Lake or Plattsburgh, and they have been helpful. He's also worked with Community Energy Services to recruit people that can go into the training and then get their certificates. They need to have Building Analyst Training, Envelope Professional Training. WDI has been funding them through this program...four have completed, two are in process and four more are just starting. This helps contractor in Westport, one in Racquet Lake and one in Speculator.

Relative to Weatherization, Greg said there was a meeting yesterday with Alan and it seems as though they are ramping up with additional workers. That is a Green job in that they are delivering insulation, upgrading habitat so that it is more energy

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efficient. WDI has offered any help they can use. Greg believes there will be more jobs but right now it isn't completely connected.

**Ed Murphy:** Ed distributed a card which called attention to a program at Cornell University ILR School which was funded by WDI. The program was called UNSEEN AMERICA They provided people with cameras, film, developing and training in photography and it was to provide workers to take pictures of themselves and their lives. Banners were made to promote this which is exhibited at Cornell University and a film was also made which explained who the people are and about their lives. Ed said the film proves the workers in our communities are the asset that we build on...they have such dignity and honor.

Next week Ed said he will be meeting with the Governor and he will communicate his knowledge of this area to the Governor.

Paul Shatsoff distributed a couple of informational pages.

There was continuing discussion and comments about programs in other places in the state, circumstances of funding and partial funding of some of the programs. Tom Millea noted it is an honor to have these gentlemen as our guests and he thanked them for all their effort on behalf of the union personnel in our area. Garry Douglas noted the message from our area is the knowledge that we believe our green jobs are with the mass transit business Nova Bus, Bombardier and Curtis Door. Also, there will be an Aerospace component. Garry suggested the folks from WDI could be Ambassadors for the North Country. Ed Murphy said he will take this information to Albany and will provide information to Garry about a relevant conference to be held in the Fall.. Dr. Barry Mack asked for additional Electrical training for CV-TEC to include Alternative Energy. And, Dr. Mack invited Ed Murphy to schedule one of the Apollo Alliance forums here in the North Country and Mr. Murphy said they are scheduling them other places and they could include our North Country and he will send Dr. Mack the video about Apollo Alliance.

Ed said we know we want to protect the Earth and we want to change but there is no blueprint. Rebecca Leahy suggested starting education about Climate Change and a Green Initiative early in grade school. NYSERTA does have a curriculum on the web that is available for teachers and students they provide free of charge. Teachers advise there isn't time to have classes but they try to work it in daily classes.

## **BRIEF BREAK**

### **Youth Council Summit II: Elaine Leavitt**

Elaine reported the Summit was attended by a variety of in-school personnel, folks from many kinds of service organizations and she attributed the success of the varied attendance to Ashley Cousens, Paul's assistant, who made every effort in every way to assure the success

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of this Summit. She also thanked Paul Grasso and Mary Beth for their support.

Elaine advised that 1/3 of the attendees represented schools from Principals to Teachers to Counselors and 2/3 represented our of school service providers. Additionally and probably the most effective part of the Summit was the attendance of 5 young people who left school before they graduated. They were wonderful and intense with their participation. They had a full range of reasons why they didn't want to be in school.

Everyone had an opportunity to express opinions and they emphasized the hope there will be another summit and we should include politicians. There also seems to be a need to develop a Resource Guide. We'll have to see where we are going. Elaine thanked Board members for their support of this Summit and she said it was a very good day. Paul advised that the Summit was "powerful" and suggested that was brought about by the fact that Elaine facilitated the student panel and had developed questions that were effective and made the young people comfortable. Elaine noted there was no effort on the part of the schools to keep students in school and after they left they GED and OWS on their own

There were three primary issues that evolved from the Summit:

1. To develop alternative setting for kids who are heading out the door.
2. Provide services for unclassified students.
3. Peer group mentoring program.

**Finance:** John Bernardi said that Paul had covered the Financial Report. All is in order.

**Executive Committee:** John reported there was a meeting last month and the focus was on the Stimulus funding and OJTs. Mary Beth and Paul plan to look at the productivity at the Centers as it relates to people looking for assistance and services. The Centers are there for the people.

Mary Beth and Paul met with Jim Feeley relative to the plans to replace Fred Boardway when he retires. Franklin County will require some sort of indemnification and Paul said the plan is being developed.

**Leadership Program:** John Masella said there has been another survey done and there were 5 responses. There doesn't seem to be enough interest for this year. The Leadership Committee has been advised and the program is on sabbatical for this next year.

**Motion to place the Leadership Program on sabbatical for one year by Elaine Leavitt, seconded by Dan Alexander and approved by all members present and voting.**

**Adirondack Young Professionals:** John advised there was a Speed Networking for not-for-profits a couple of weeks ago. There was a good mix of the not-for-profit organizations and people who want to volunteer.

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**Ed Murphy:** Ed advised he gets around the state to many kinds of meetings. He understands serving on boards and committees are a lot of work and he complimented this Regional Board on their service and dedication.

**Cliff Donaldson:** Cliff advised there are 33 WIBs in the state and he sits on three of them. He believes this WIB is effective and works well because of the strong professional association between Paul and John Masella and himself. In most parts of the state the teamwork that exists here does not exist with them. This sound relationship between the three is a benefit to the WIB.

## **Adjournment by Cliff Donaldson**

Claire Norris Goineau