

# Saratoga Warren Washington Workforce Development Board

## Board Meeting

October 23, 2019

1. Welcome and New Member Introductions – 3 min

**Mike Irish**

Fort William Henry Hotel and Conference Center

**Kathy LaFond**

Glens Falls Hospital

2. Approval: Minutes (motion) – 2 min

a. June 12, 2019 meeting

### 3. Executive Director Items:

- a. The Role of “Intermediaries” in the Workforce System – 15 Min



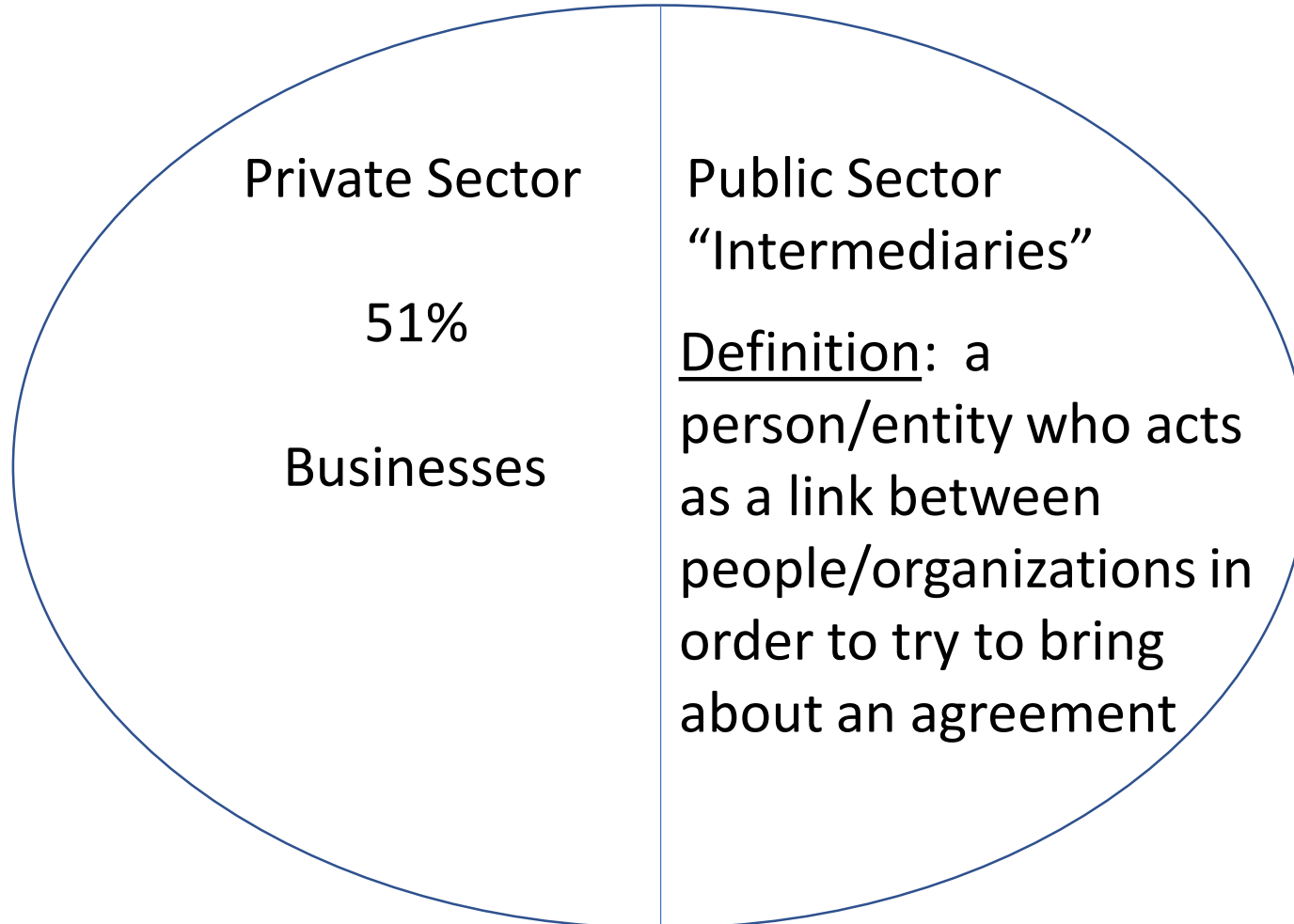
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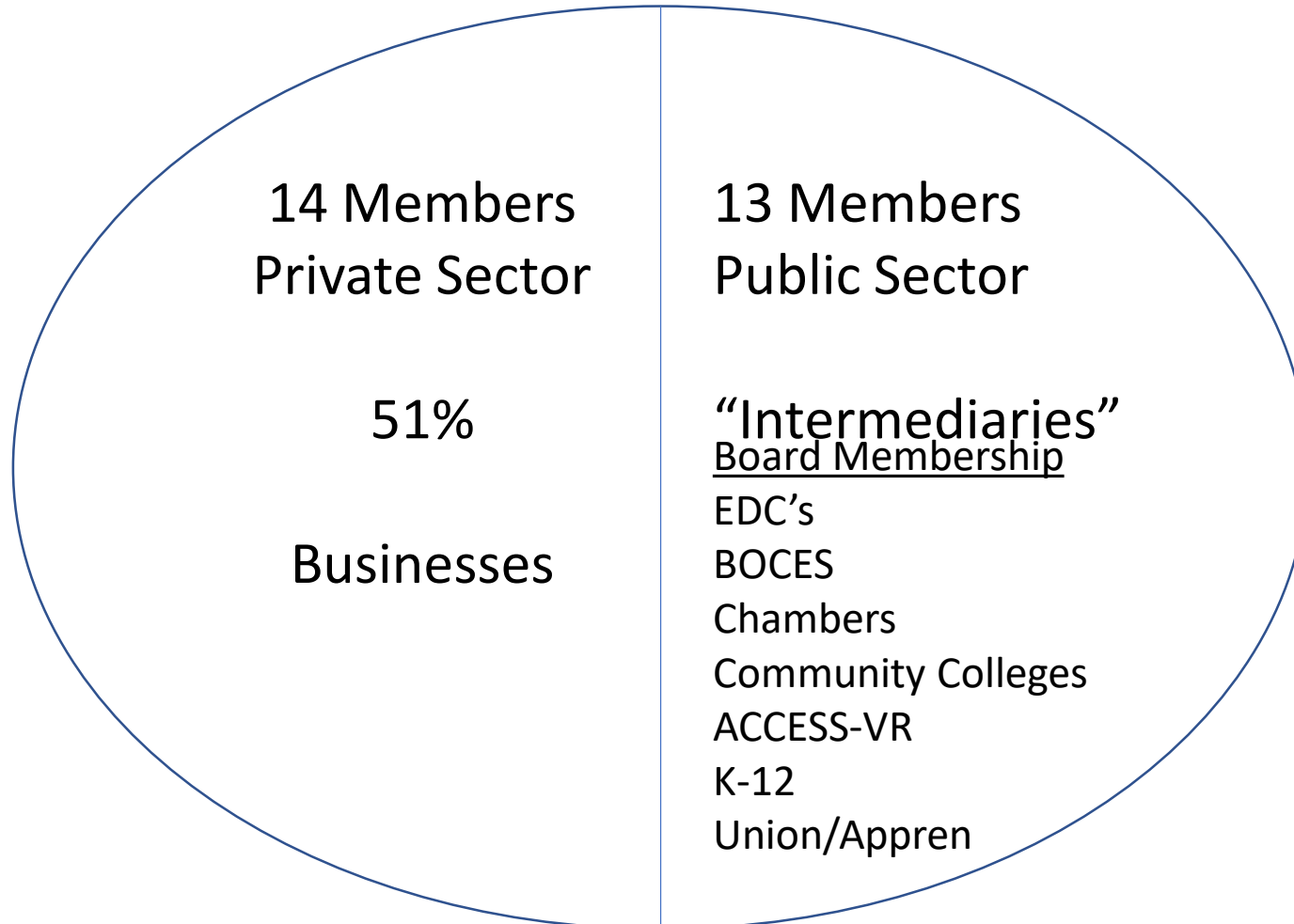
VS



# SWW Workforce Development Board 27 Members



# SWW Workforce Development Board





# Which One Are We Most Like Now?



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VS



4. Needs Team Report (Corbin Daugherty)

- a. Sector-based Work Plan Progress – Logistics and Warehouse Initiative – 20 Min

## **Needs – Corbin Daugherty**

**Establish the needs of the business community in our region by sector.**

- 1. Develop a systematic approach to obtain information from the private sector (businesses and companies) to identify human capital needs and “business friendly” assistance mechanisms to help them succeed in this region.**
- 2. Utilize the information collected in a sector based format to guide the R&D Team in the development and strengthening of the workforce system in this region.**

**A. Identify Multiple Methods to Determine Business Needs.**

- I. Review existing approaches to determine the needs of businesses.
- II. Utilize the review to develop a specific set of on-going methods to collect and array “needs” information that is actionable by the R&D Team.
- III. Longitudinal data sets are to be developed that allow for trends to be determined.

**B. Initiate & Oversee the Business Engagement Services Team (BEST) Effort.**

- I. BEST approach is reviewed by Team allowing to tweaks to the system.
- II. Approach is vetted with private sector Board members for reaction, comment and adjustments as necessary.
- III. Sectors are prioritized to determine which sectors are convened.
- IV. Team leadership convenes BEST group to review process.
- V. Identified sector groups are convened by Team leadership and BEST group to obtain needs information.
- VI. Needs Team makes decisions about information passed along to the R&D Team.

**C. Prioritize BEST Feedback.**

- I. Information is collected, prioritized and *recommendations* sent to the full Needs Team for review.

**D. Needs as Identified are Provided based on prioritized feedback to the R & D Team for use.**

- I. Needs Team makes decisions about recommendations received and passes information to R&D Team.
- II. A report form needs to be developed for use by BEST group and Needs Team for consistent documentation between Teams.

**E. Hand-off BEST Feedback to Match Needs to Existing Resources.**

- I. Needs Team recommendations are used to see how they match the current system and approaches are developed to address recommendations where gaps exist.





STATE OF THE SARATOGA COUNTY ECONOMY  
**SARATOGA COUNTY  
ECONOMIC INDEX**



# Warehouse + Logistics Index

July 23, 2019, 11:30am – 1:00pm

Prime at Saratoga National

Attended by 60+ stakeholders



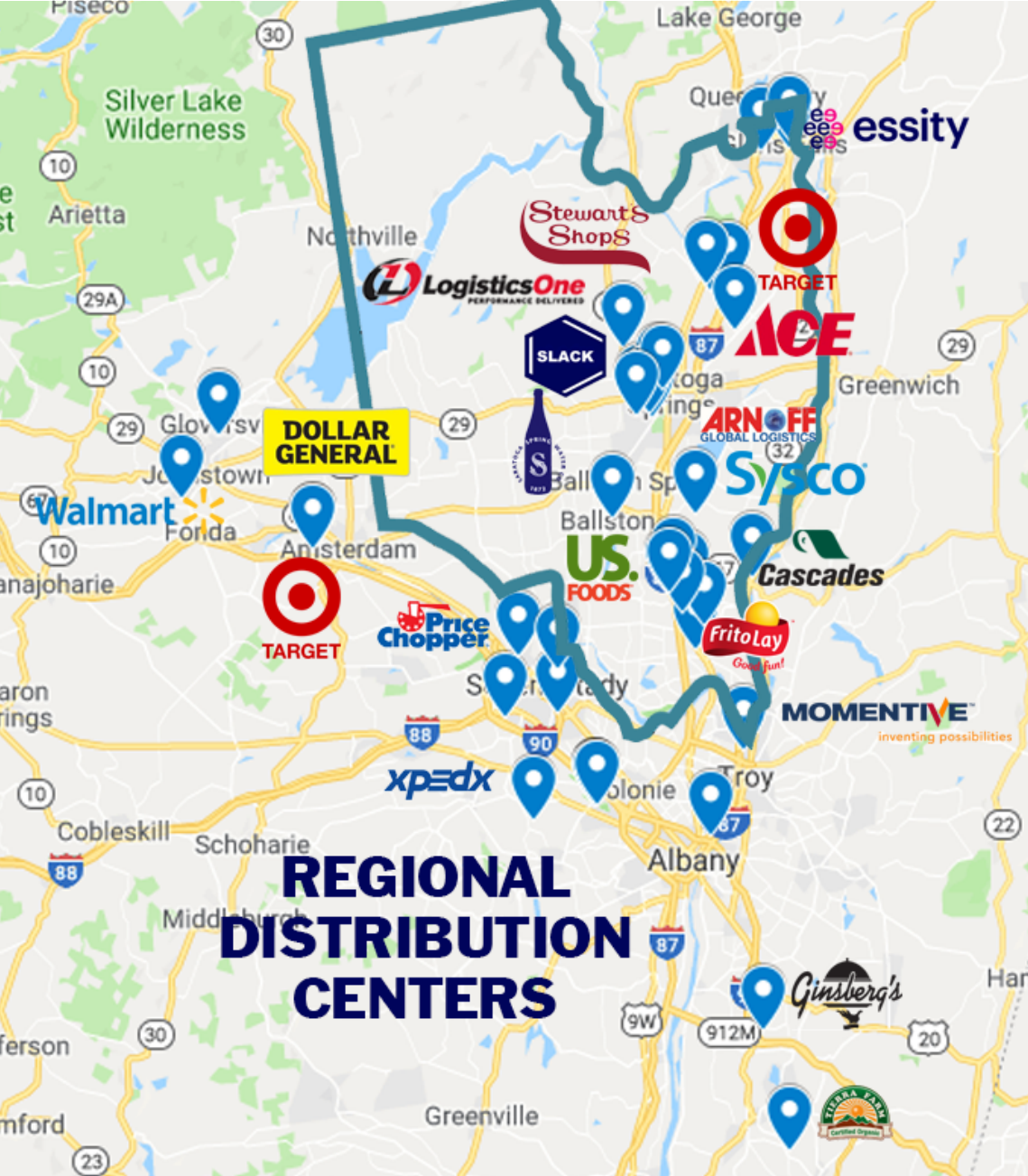
# Transportation + Warehousing - % of GRP 2017



## Capital Region Counties

COUNTY	TOTAL GRP	T + W GRP	%
Saratoga	\$12,564,941,966	\$166,472,615	1%
Warren	\$4,282,658,639	\$32,077,501	1%
Washington	\$1,950,763,400	\$22,873,693	1%
Albany	\$31,911,419,846	\$515,398,153	2%
Rensselaer	\$8,673,444,839	\$168,994,104	2%
Schenectady	\$8,411,774,396	\$170,295,022	2%
Schoharie	\$9,497,812,053	\$55,665,444	.58%
<b>TOTAL</b>	<b>\$77,293,815,139</b>	<b>\$1,131,776,532</b>	





# Capital Region Transportation + Warehouse

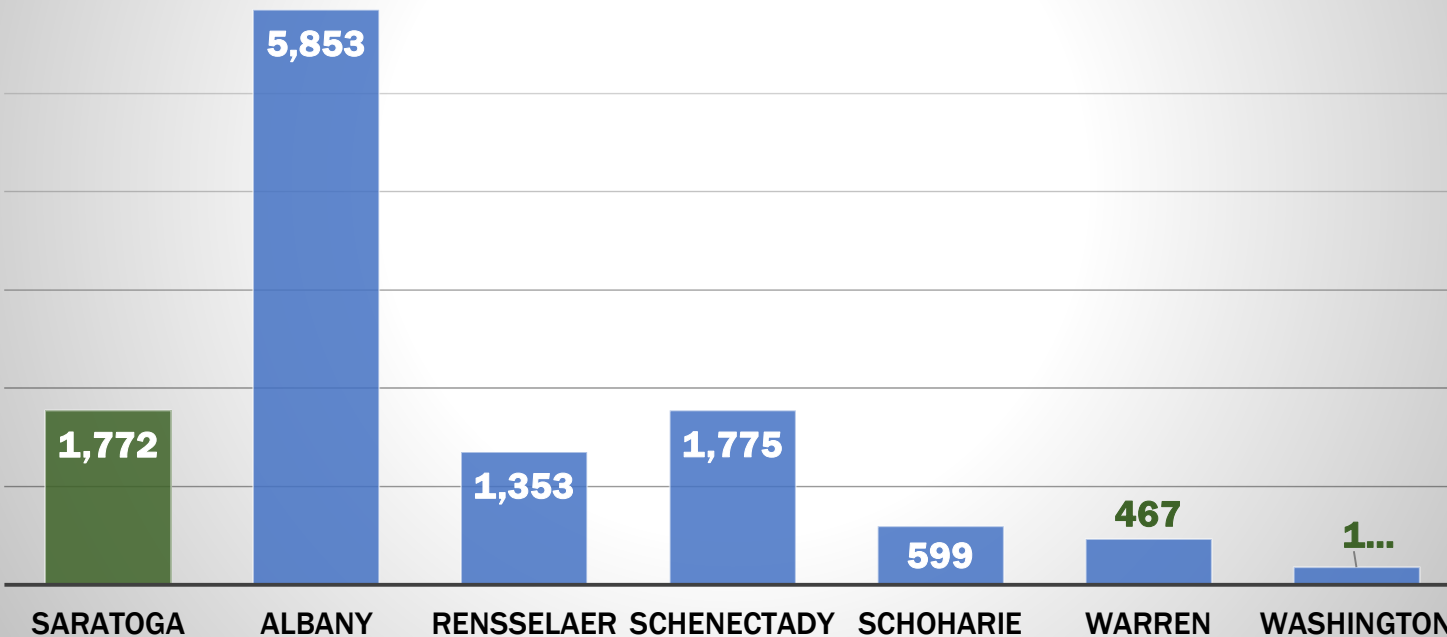
# 595

**Businesses in  
the Capital  
Region 2017  
Transportation +  
Warehousing  
Classification**

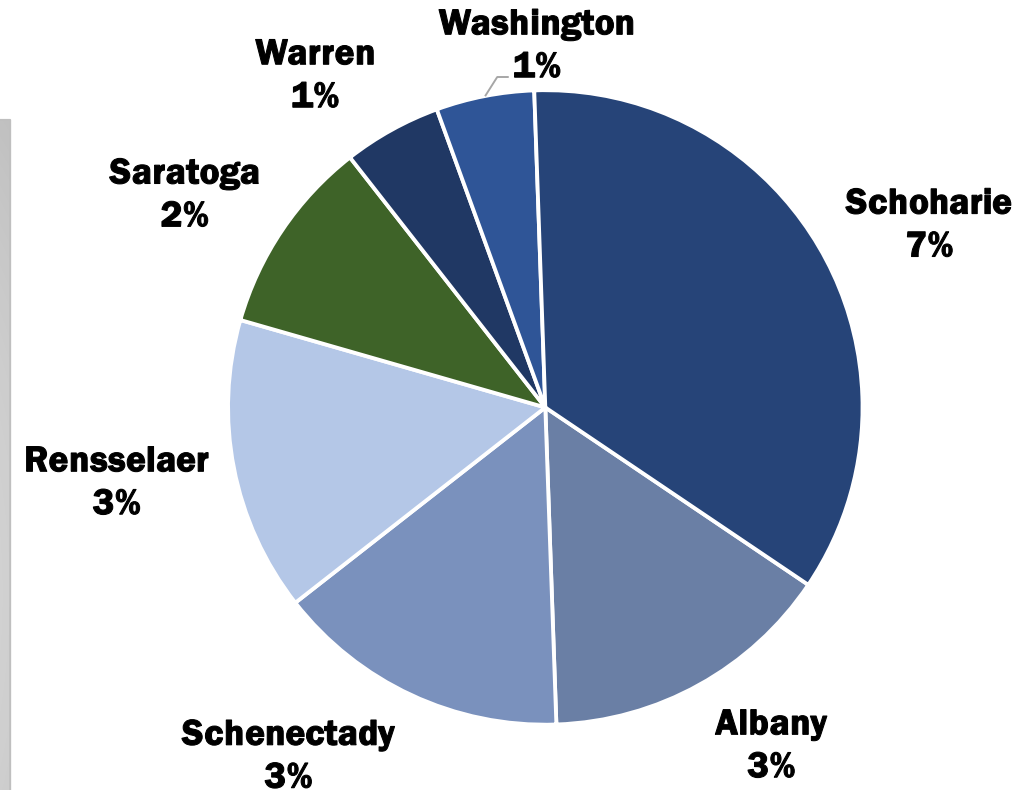


# Regional Employment Transportation + Warehousing

## Transportation & Warehousing Employment by County 2017



## Transportation & Warehousing Percentage of Total Regional Employment

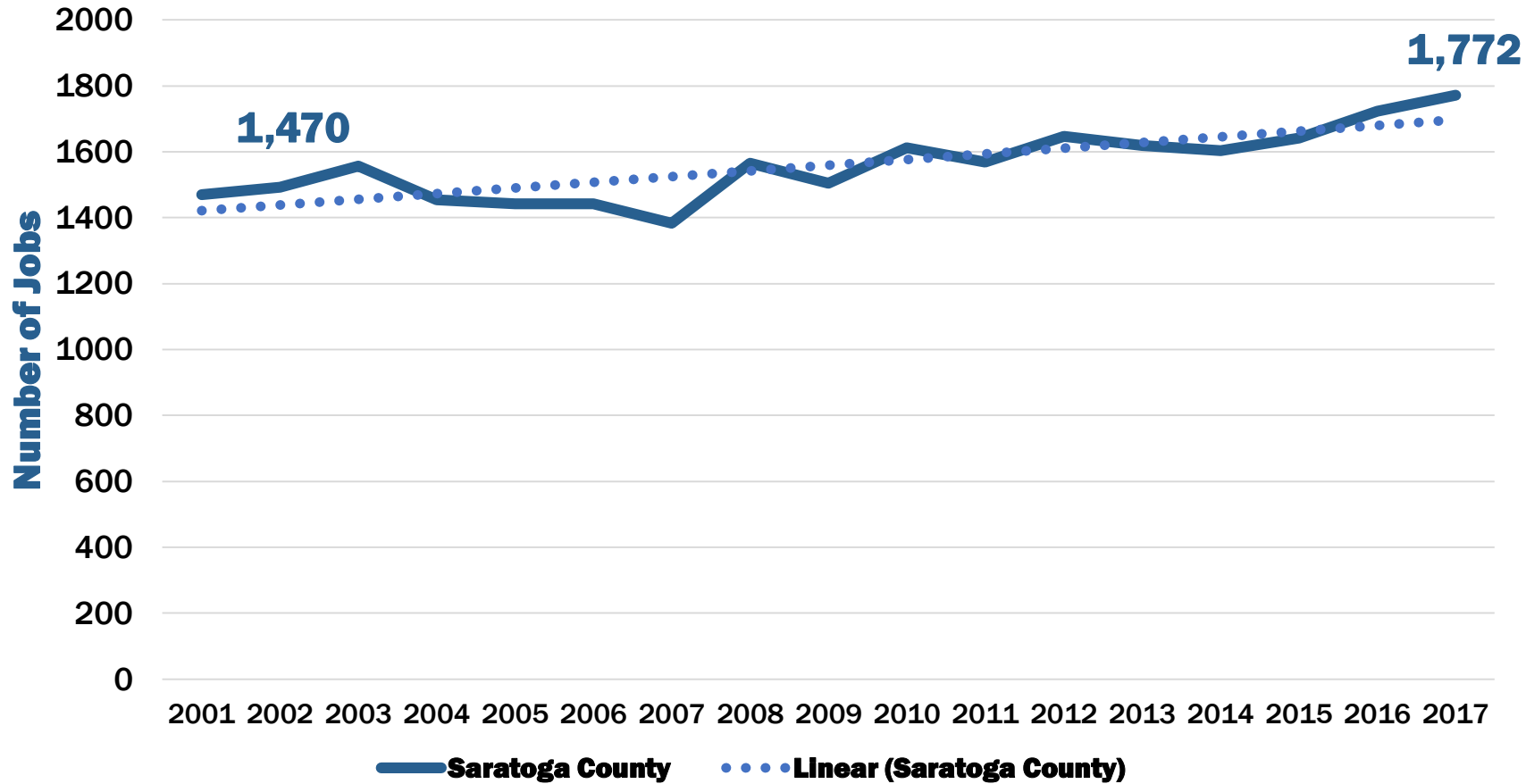


**12K+**

*Transportation +  
logistics jobs in  
Capital Region*



# Transportation + Warehousing Jobs 2001 - 2017 Saratoga County

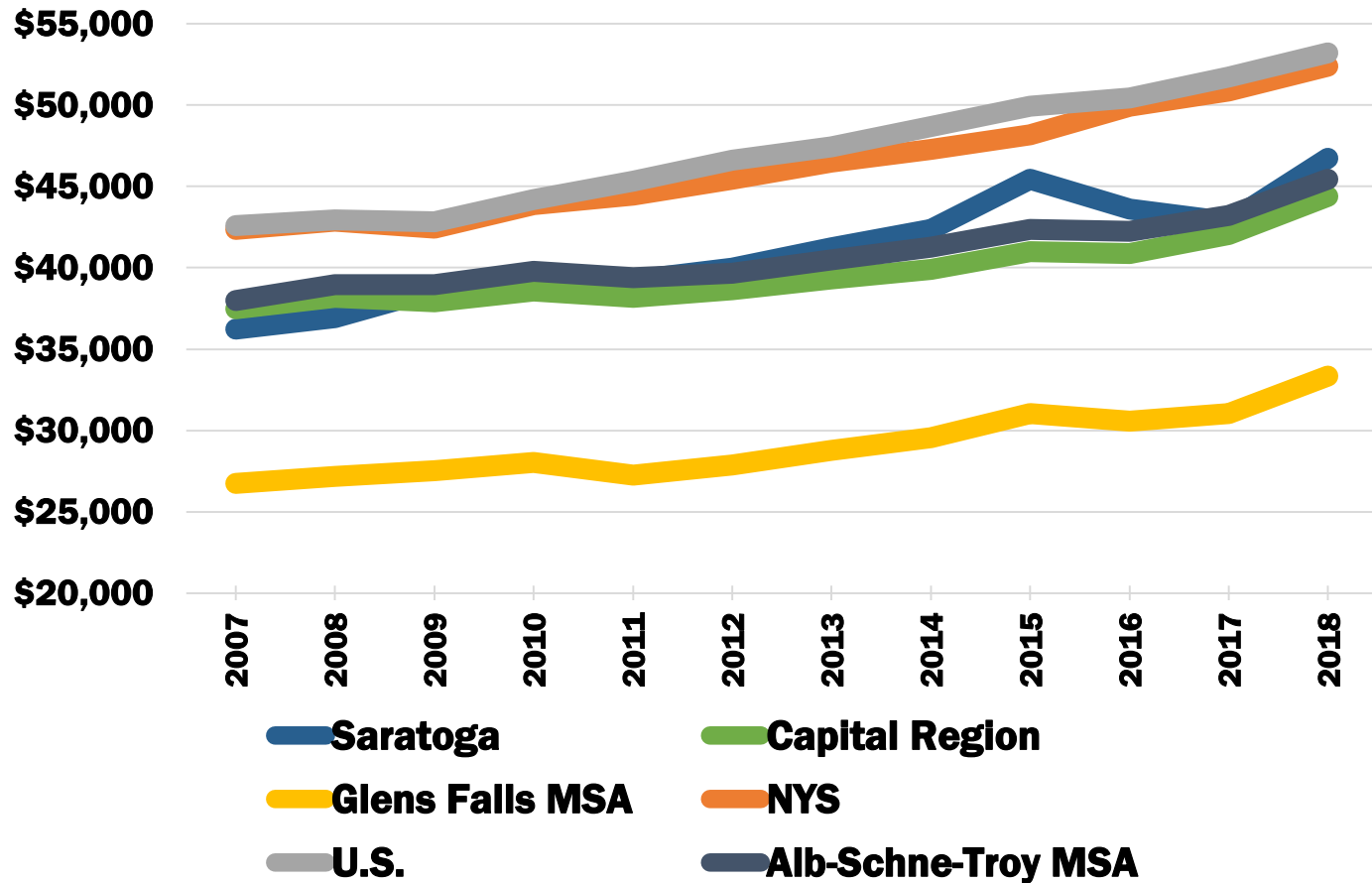


**21% increase  
from 2001 - 2017**

**1,470 jobs 2001**

**1,772 jobs 2017**

# Average Annual Wage for Transportation + Warehousing

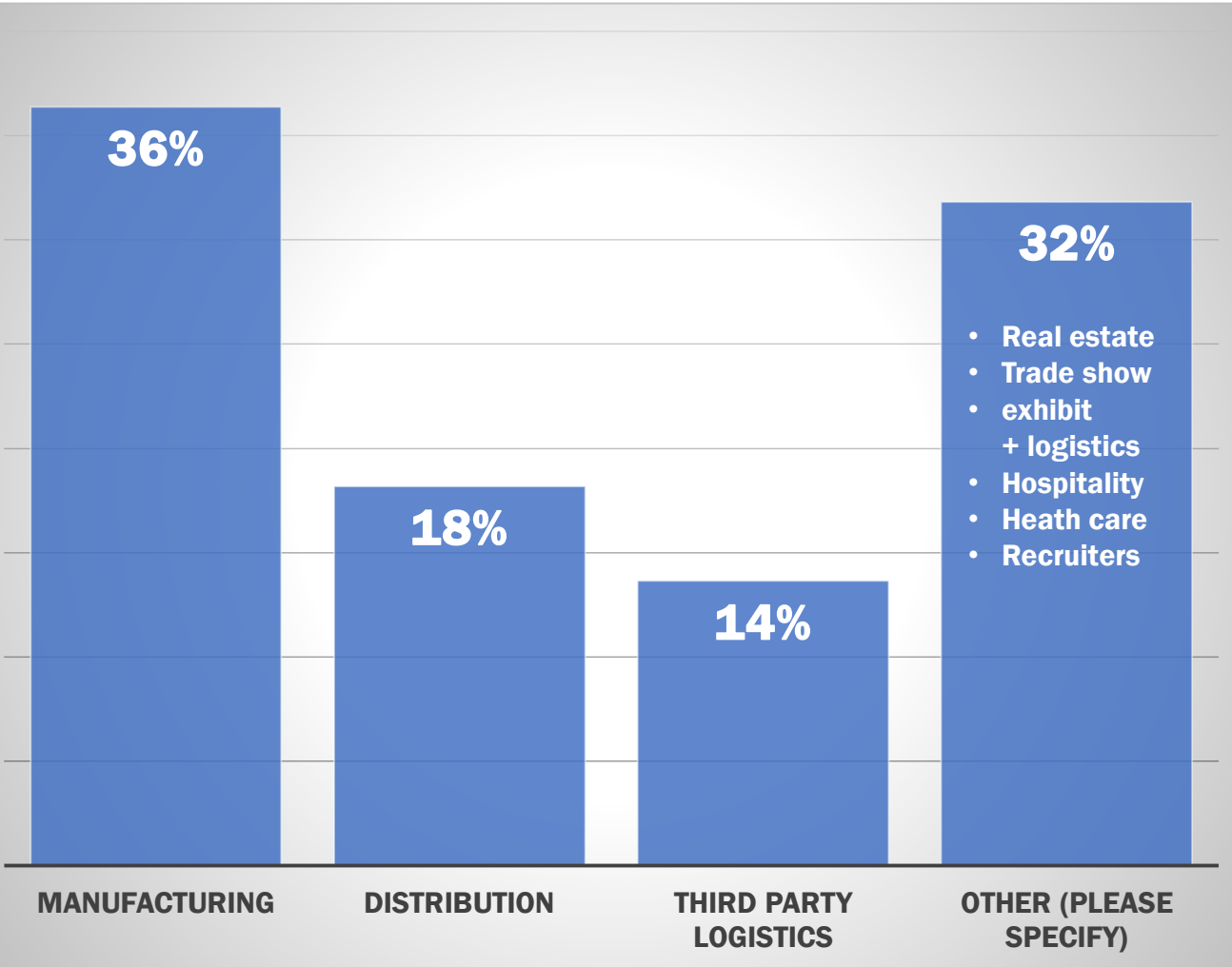


Region	2007	2018	% Change
<b>Saratoga County</b>	<b>\$36,221</b>	<b>\$46,755(P)</b>	<b>+29.1%</b>
Glens Falls MSA	\$26,741	\$33,323	+24.6%
Albany-Schenectady-Troy MSA	\$37,977	\$45,464	+19.7%
Capital Region	\$37,465	\$44,379	+18.5%
New York State	\$42,366	\$52,392(P)	+23.7%
United States	\$42,615	\$53,215 (P)	24.9%

# PULSE SURVEY RESULTS



# Industries represented



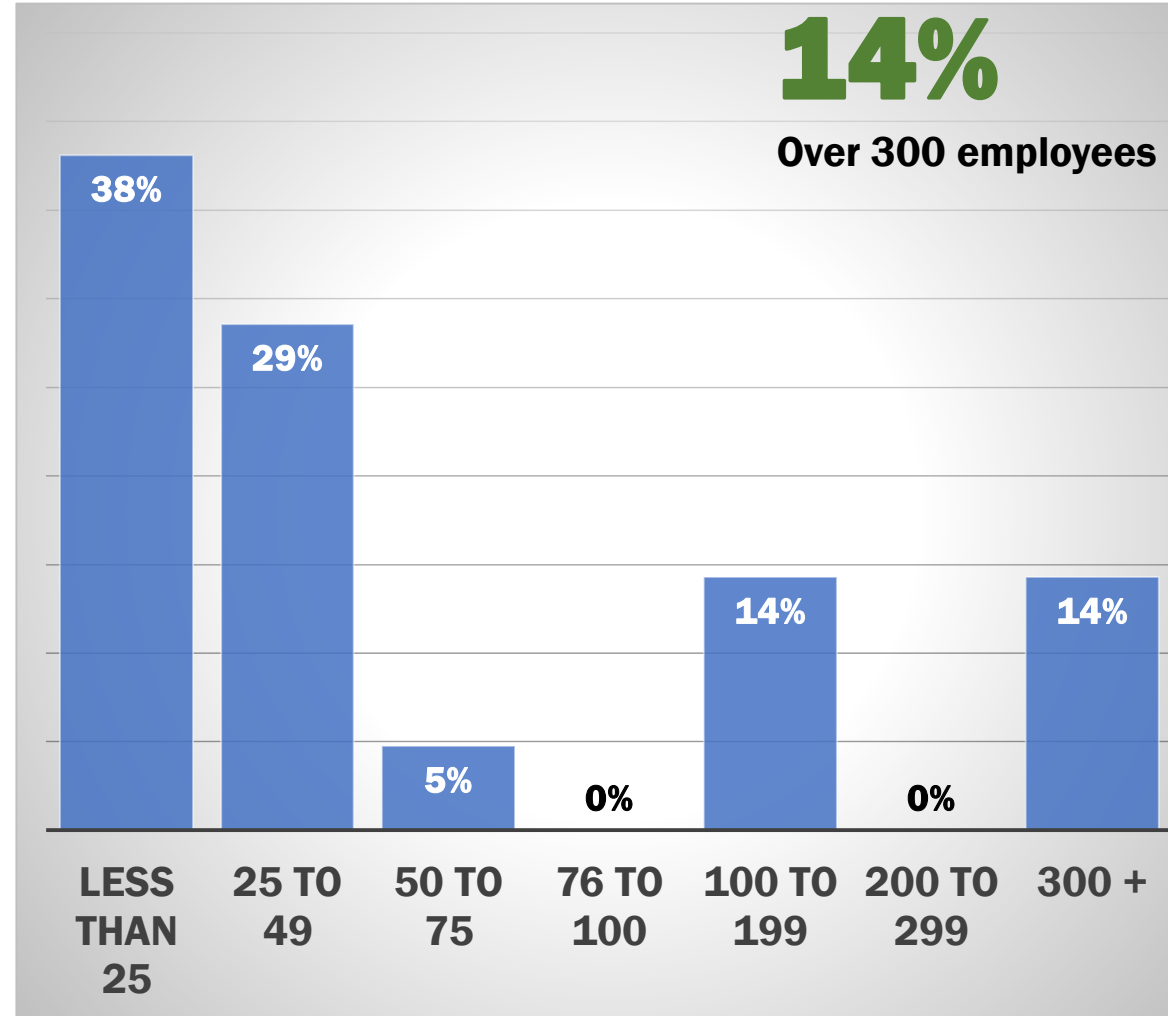
# How many full-time employees?

**67%**

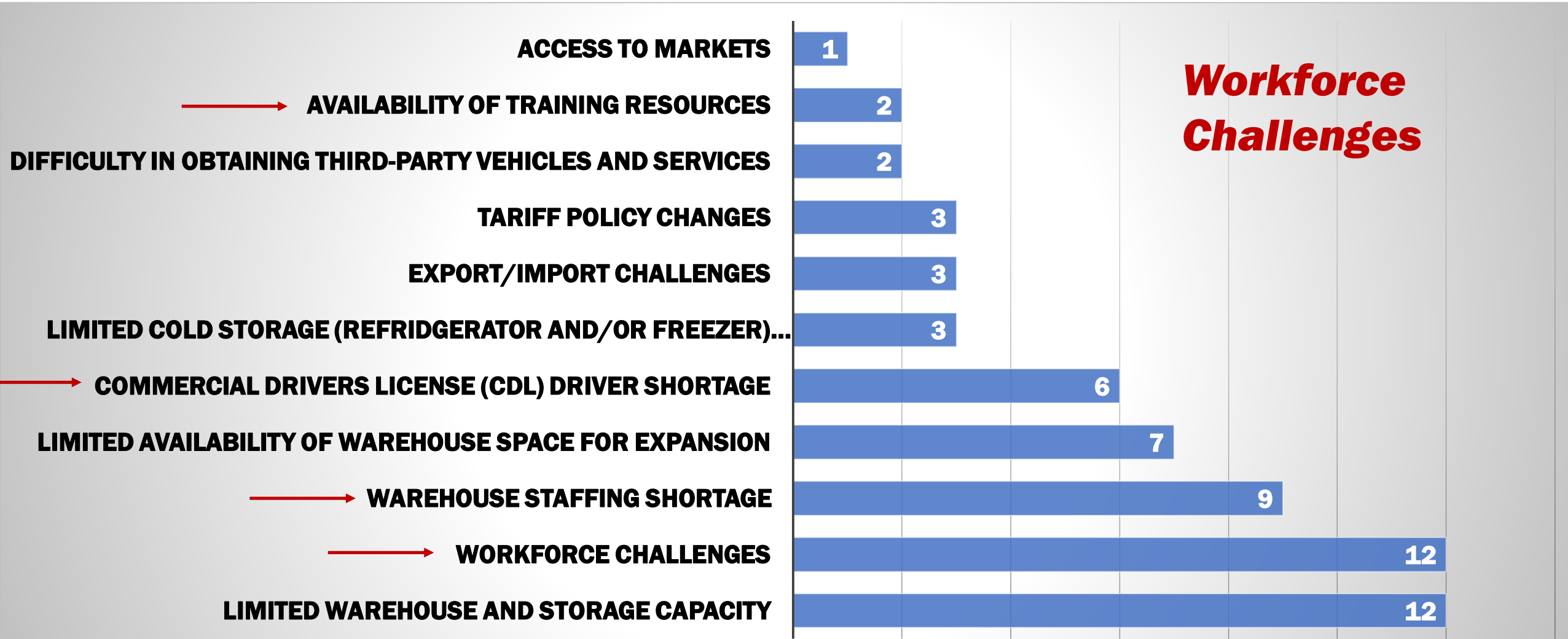
Less than 49

**14%**

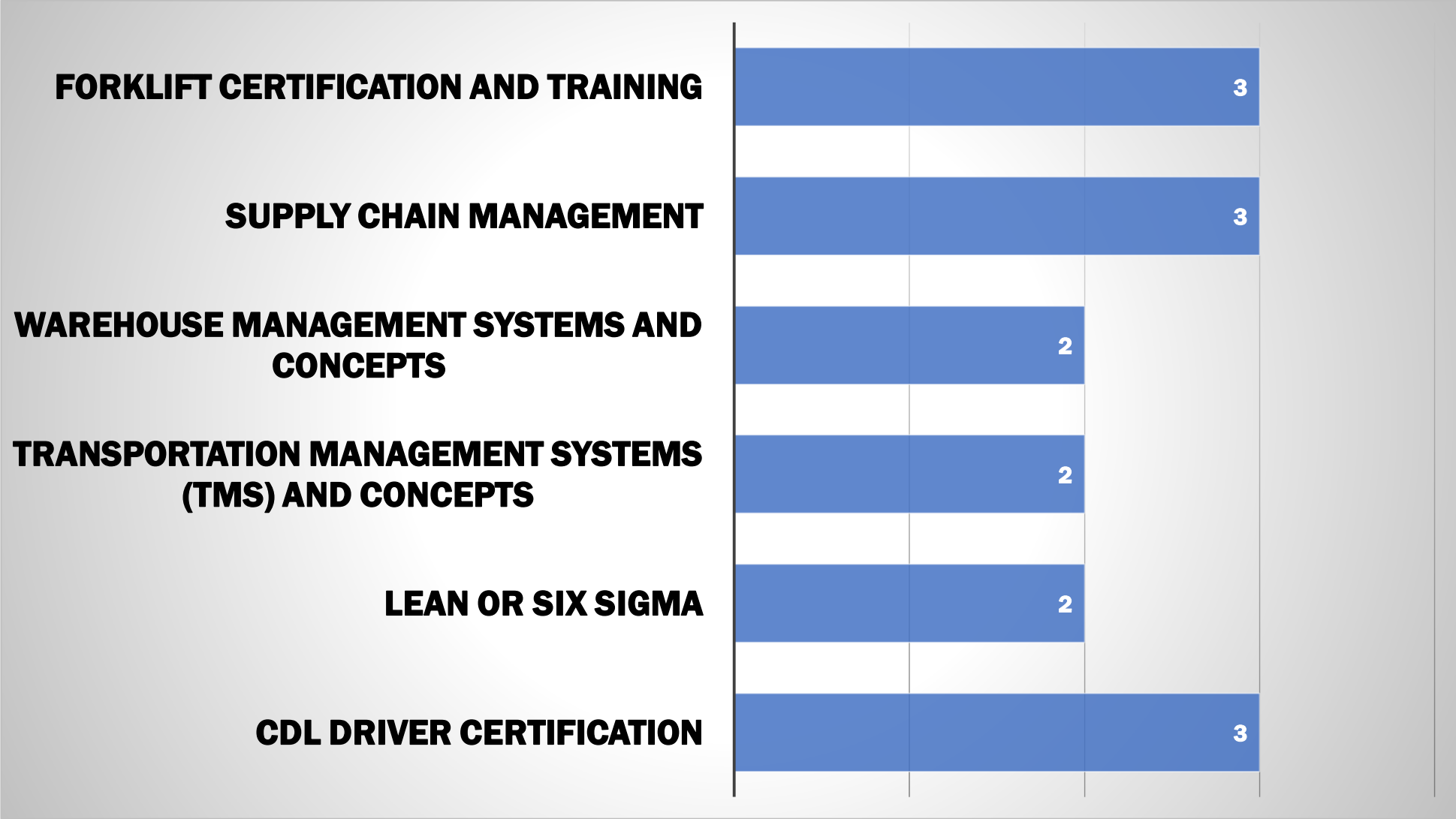
Over 300 employees



# What challenges does your company face? Check all the apply



# What kind of workforce training would be most beneficial?



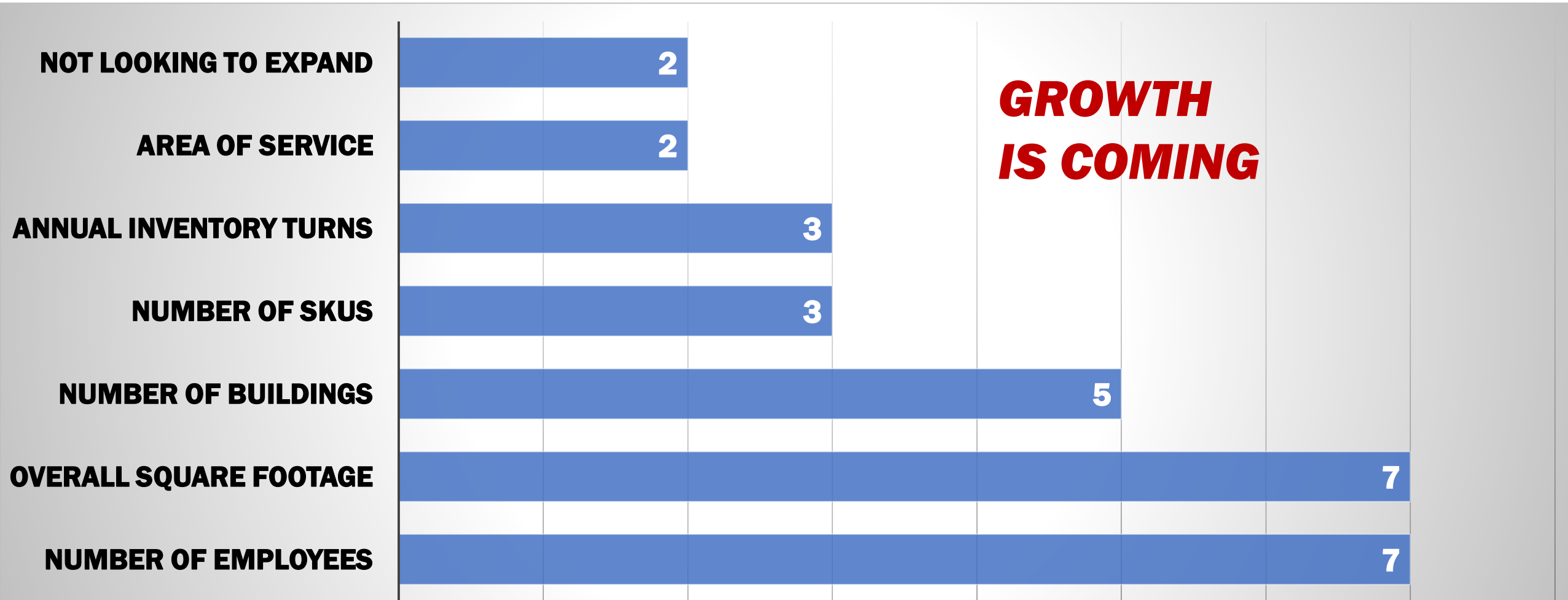
**Additional Comments**

*“Our toughest position to fill is in Fabrication, skilled exhibit/cabinet makers”*

*“Product knowledge training and identification”*



# Within the next 12 months, in which area(s) are you considering or planning to expand your distribution center operations?



# Next Steps

- **Refine survey to focus exclusively on workforce needs**
- **Redistribute the survey to get additional participation from employers in Saratoga, Warren, Washington Counties**
- **Identify most pressing workforce training needs and barriers to employment**



5. Executive/Connections Team Report: (Mike Perez/Corbin Daugherty)
  - a. Informational Items – 20 min
    - i. Plain language description of Board Operating Principles for PY19
    - ii. Fiscal Health of the System
    - iii. Summer Youth Program Presentation – Center Directors – 10 Min
  - b. System-based Approvals – 5 min
    - i. Dislocated worker transfer (December Meeting)

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6. R&D Team Report (Joe Serafini)

- a. Business Services and Training Data Review for PY18 – 30 Min

# R&D Report

PY18 Job Seeker Training and Business Services

# All Services funded by Title 1 WIOA Only

## Customers

- Job Seekers (Adult, Displaced Worker, Youth)
- Businesses

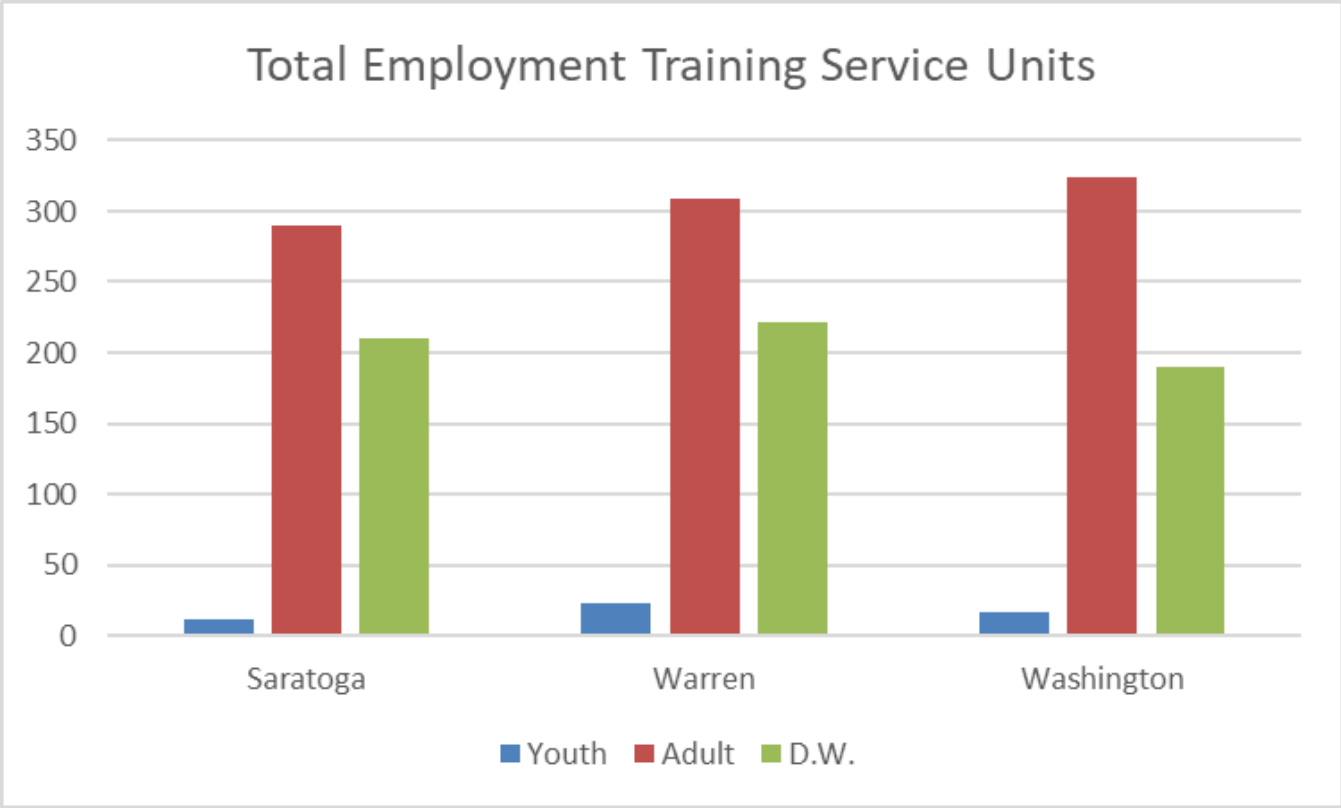
## Services

- Employment Training and Related
- Workforce Support to area Businesses



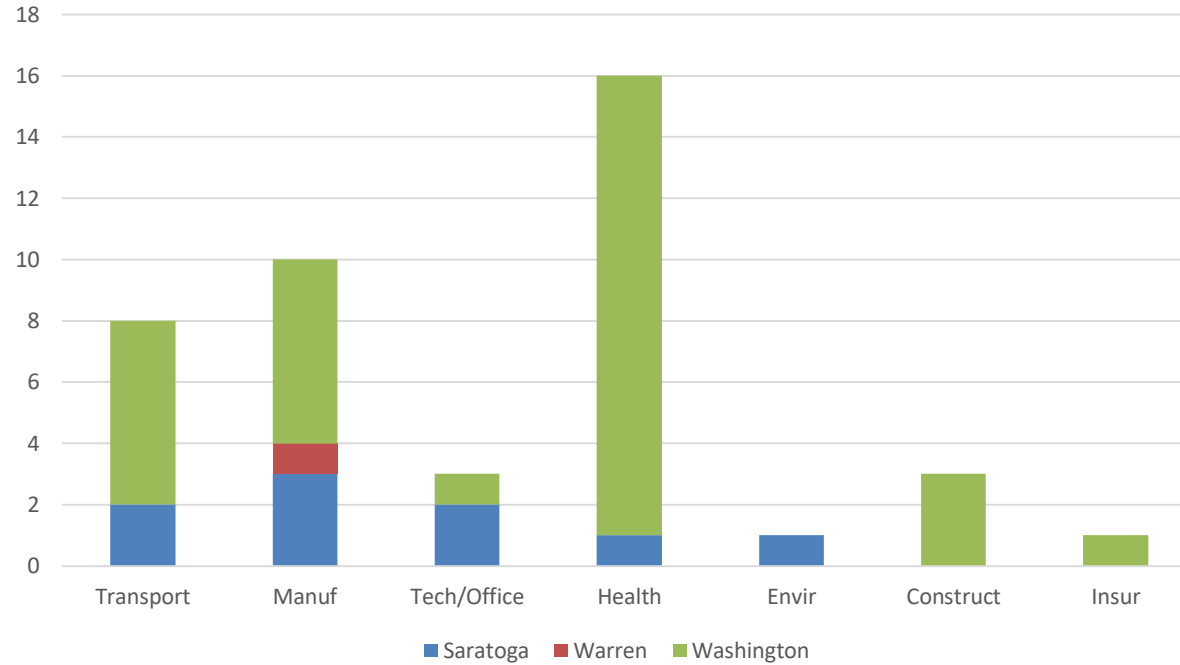
## **Employment Training Services: 6 Types**

1. Skills Training (Direct Skills)
2. Job Application Readiness (Pre-Employment)
3. On The Job Training (Specific Job Exposure)
4. Youth Work Experience (Understanding World of Work)
5. eLearning (on-line unassisted learning)
6. General Education (HS Diploma)



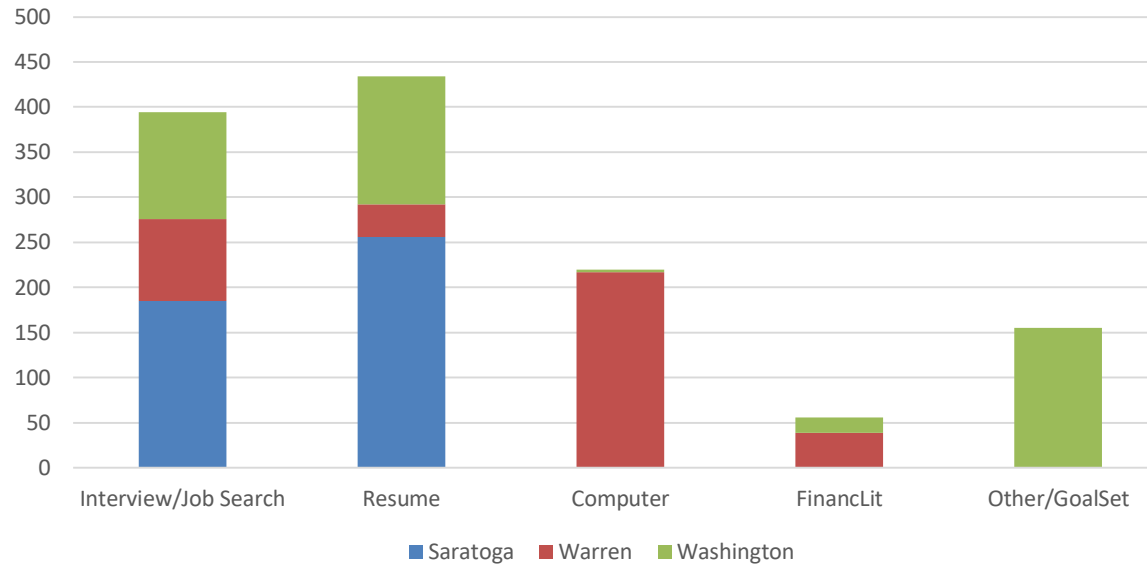
Grand Totals: Employment Training Service Units and Expenses						
	Youth	Adult	D.W.	Total	Avg Per Person	Expenses
Saratoga	12	290	210	512	\$121	\$62,030
Warren	23	309	222	554	\$137	\$76,014
Washington	17	324	190	531	\$331	\$175,796
<b>Total</b>	<b>52</b>	<b>923</b>	<b>622</b>	<b>1,597</b>	<b>\$197</b>	<b>\$313,840</b>
<b>% Training Expenditures of Total SWW Areawide PY18 Allocation (\$1,738,822)</b>						<b>18%</b>

Skills Training by Category



Skills Training (Direct Skills): Individuals Trained and Expenses								
	Transport	Manuf	Tech/Office	Health	Envir	Construct	Insur	Total
Saratoga	2	3	2	1	1			9
Warren		1						1
Washington	6	6	1	15		3	1	32
Total*	8	10	3	16	1	3	1	42
Expenses	\$19,614	\$40,350	\$3,299	\$47,012	\$151	\$7,534	\$930	\$118,890
Avg Per Person	\$2,452	\$4,035	\$1,100	\$2,938	\$151	\$2,511	\$930	\$2,831
% Training Expenditures of Total SWW Areawide PY18 Allocation (\$1,738,822)								7%
* 1 Youth, 38 Adult, 3 Displaced Worker								

### Pre-Employment Workshop



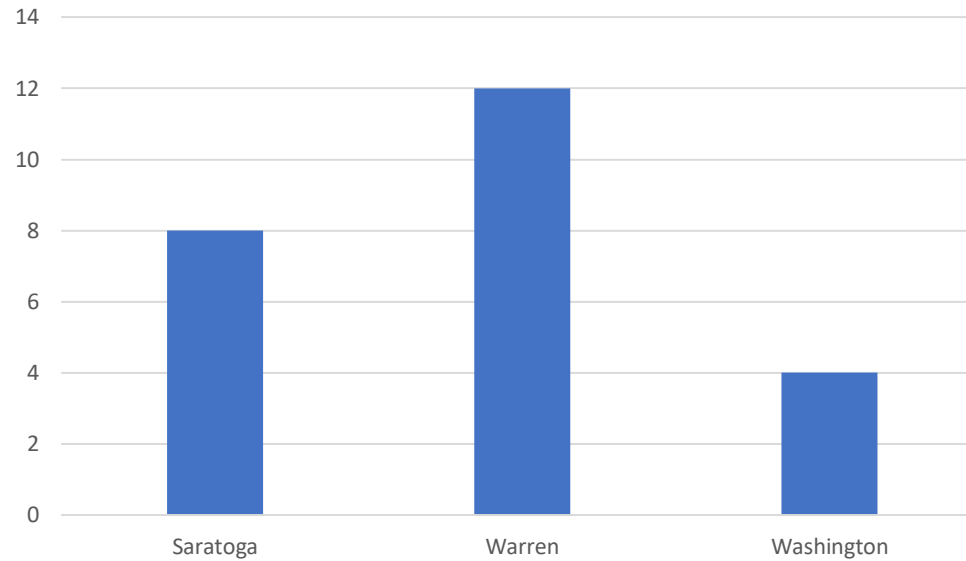
Job Application Readiness (Pre-Employment): Workshop Admissions (not Individuals) and Expenses						
	Interview/Job Search	Resume	Computer	FinancLit	Other/GoalSet	Total
Saratoga	185	256				441
Warren	91	36	217	39		383
Washington	118	142	3	17	155	435
Total*	394	434	220	56	155	1,259
Expenses	\$6,401	\$8,600	\$2,564	\$804	\$3,325	\$21,693
Avg Per Person	\$16	\$20	\$12	\$14	\$21	\$17
% Training Expenditures of Total SWW Areawide PY18 Allocation (\$1,738,822)						1%
* 0 Youth, 716 Adult, 543 Displaced Worker						

### On the Job Training



On the Job Training (Specific Job Exposure): Individuals and Expenses						
	Youth	Adult	D.W.	Total	Avg Per Person	Expenses
Saratoga	0	0	0	0	\$0	\$0
Warren	0	0	0	0	\$0	\$0
Washington	0	0	0	0	\$0	\$0
Total	0	0	0	0	\$0	\$0
% Training Expenditures of Total SWW Areawide PY18 Allocation (\$1,738,822)						0%

Youth Work Experience

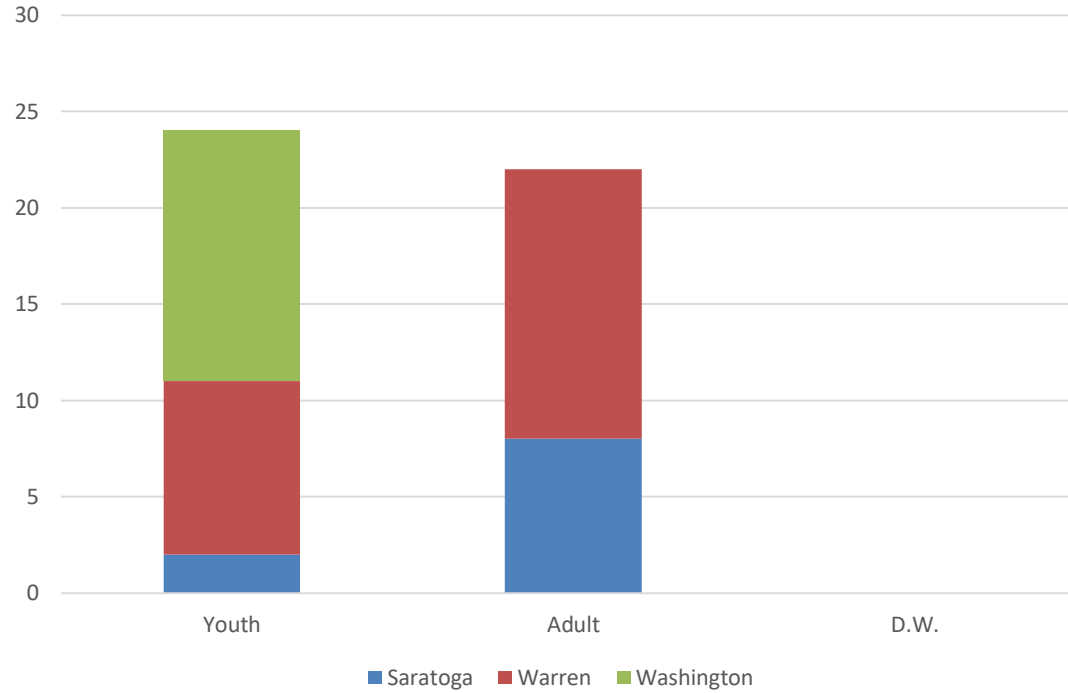


Youth Work Experience (Understanding World of Work): Individuals Employed and Expenses						
	Youth	Adult	D.W.	Total	Avg Per Person	Expenses
Saratoga (a)	8	0	0	8	\$4,365	\$34,923
Warren (b)	12	0	0	12	\$3,718	\$44,613
Washington (c)	4	0	0	4	\$13,215	\$52,861
Total	24	0	0	24	\$5,517	\$132,397
% Training Expenditures of Total SWW Areawide PY18 Allocation (\$1,738,822)						8%
(a) 8 placements = 4 for profit + 4 municipal						
(b) 12 placements = 7 for profit + 4 governmental + 7 nonprofit						
(c) 4 placements = 1 for profit + 1 governmental + 2 nonprofit						



eLearning: Users and Expenses						
	Youth	Adult	D.W.	Total	Avg Per Person	Expenses
Saratoga	1	24	19	44	\$45	\$2,000
Warren	2	76	57	135	\$56	\$7,493
Washington	0	27	0	27	\$40	\$1,080
<b>Total</b>	<b>3</b>	<b>127</b>	<b>76</b>	<b>206</b>	<b>\$51</b>	<b>\$10,573</b>
<b>% Training Expenditures of Total SWW Areawide PY18 Allocation (\$1,738,822)</b>						<b>1%</b>

### General Education Diploma



Gen Ed (HS Diploma): Individuals and Expenses						
	Youth	Adult	D.W.	Total	Avg Per Person	Expenses
Saratoga	2	8	0	10	\$65	\$650
Warren	9	14	0	23	\$623	\$14,338
Washington	13	0	0	13	\$464	\$15,300
<b>Total</b>	<b>24</b>	<b>22</b>	<b>0</b>	<b>46</b>	<b>\$459</b>	<b>\$30,288</b>
% Training Expenditures of Total SWW Areawide PY18 Allocation (\$1,738,822)						2%



## PY18 Employment Training Services: 6 Types

1. Skills Training (Direct Skills) = \$118,890 / 7%
2. Job Application Readiness (Pre-Employment) = \$21,693 (1%)
3. On The Job Training (Specific Job Exposure) = (0%)
4. Youth Work Experience (Understanding World of Work) = \$132,397 (8%)
5. eLearning (on-line unassisted learning) = \$10,573 (1%)
6. General Education (HS Diploma) = \$30,288 (2%)

Totals:                    \$313,840   or   18%   of   \$1,738,822

# Business Services: 2 Types

1. Information Services
2. Direct/Action Services

# Saratoga Warren Washington Area Consolidated Business Services Report

**PY18 Qtrs 3+4 (1/1/19-6/30/19)**

	SWW Area				Saratoga				Warren				Washington			
	Business Contacts*	Private	Public/NP	Total Service Requests**	Business Contacts*	Private	Public/NP	Total Service Requests**	Business Contacts*	Private	Public/NP	Total Service Requests**	Business Contacts*	Private	Public/NP	Total Service Requests**
<b>Information Services</b>																
LMI/Statistics	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Visit a business	2	0	2	2	0	0	0	0	2	0	2	2	0	0	0	0
Incentive Information	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grant awareness	1	1	0	1	0	0	0	0	0	0	0	0	1	1	0	1
DOL HR services	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Tax credits	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
General Inquiry/Other	9	8	1	9	1	0	1	1	8	8	0	8	0	0	0	0
<b>Subtotal:</b>	<b>12</b>	<b>9</b>	<b>3</b>	<b>12</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>10</b>	<b>8</b>	<b>2</b>	<b>10</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>1</b>

\* Business Contacts = Private + Public/NP

\*\* Total Service Requests = Requests for Single or Multiple Services for an Individual Business

# Saratoga Warren Washington Area Consolidated Business Services Report

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	SWW Area				Saratoga				Warren				Washington			
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<b>Action Services</b>																
Provide interview space	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Provide Recruitment space	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Customized Training	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Job Fair - Mini/other	2	1	1	2	0	0	0	0	2	1	1	2	0	0	0	0
Regional job Fair	95	68	27	95	0	0	0	0	95	68	27	95	0	0	0	0
On-the-Job Training	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Job Posting - DOL link	2	1	1	2	0	0	0	0	1	0	1	1	1	1	0	1
Job Posting - Career Center	11	11	0	20	8	8	0	17	2	2	0	2	1	1	0	1
Job Posting - SWW website	12	8	4	21	8	8	0	17	4	0	4	4	0	0	0	0
Referral to posted job	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Layoff service implement	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
E-learning	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Assessment/screening	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Subtotal:	122	89	33	140	16	16	0	34	104	71	33	104	2	2	0	2
<b>GRAND TOTALS</b>	<b>134</b>	<b>98</b>	<b>36</b>	<b>152</b>	<b>17</b>	<b>16</b>	<b>1</b>	<b>35</b>	<b>114</b>	<b>79</b>	<b>35</b>	<b>114</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>3</b>

\* Business Contacts = Private + Public/NP

\*\* Total Service Requests = Requests for Single or Multiple Services for an Individual Business

## 7. Program Presentation (Executive Director)

- a. Business Services Framework for Developing a Comprehensive Plan – 20 Min

## Business Services Plan Framework: Areas of Focus

1. Business Outreach
2. Intermediary Outreach
3. Attention to Existing Services
4. Working with the “Partners”
5. Establishment of Systems, Structures or Documents
6. Ties to DOL
7. Navigation of Existing Organizations & Structures that Support Businesses

8. “Members Corner” – 5 min.

## 9. Adjournment

Thank you for your participation