

A Message from Chairperson...Deborah Culeton

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I am very pleased with our progress as we have completed another successful year with some of the baby steps we've taken along with some giant leaps. The Finger Lakes Partnership has exposed us to many organizations in this nine county region and has brought financial support to 17 local businesses through the WIRED (Workforce Innovations in Regional Economic Development) grant.

These funds help the local businesses train their incumbent workforce to remain competitive in their respective industry. The networking among the partners is invaluable and the power of the group will continue to benefit our area. We can also be very proud of the youth initiatives that we have sponsored which are preparing the workforce of tomorrow. Finger Lakes Works...with their hands and the Youth Employee Recognition Program are the types of programs that keep employment issues in the forefront. The Regional Skills Alliance, Career Days and the work of the Business Services Representatives all focus on meeting the local employer needs.



It has been a pleasure chairing the WIB. Our committees all work so hard and continue to support our activities, vision, mission and goals. Thank you for the opportunity to be part of the Finger Lakes Workforce Investment Board.

Sincerely,
 Deborah B. Culeton
 Vice President In Charge of Hiring Really Talented People—Info Directions

Slate of Officers 2007-2008

The Finger Lakes Workforce Investment Board, Inc. unanimously approved the new slate of officers for the 2007-2008 program year.

Richard Bonneville, Administrator at Seneca Nursing and Rehabilitation Center in Waterloo, will serve as Chairman. Mr. Bonneville has been on the FLWIB since 2002.

Hal Smith, President of Halco Heating and Cooling in Phelps, will serve as Vice Chair—Private Sector. Mr. Smith serves as Chair of the Planning Committee and has served on the FLWIB since 2003.

Michael Manikowski, Director of Ontario County Office of Economic Development and Ontario County IDA has been re-elected Vice Chair—Public Sector. Mr. Manikowski serves as the Chair of the Governance and Membership Committee and has served on the FLWIB since 2000.

Martin Teller, Executive Director of the Finger Lakes Alcoholism Counseling and Referral Agency in Clifton Springs, has been re-elected Treasurer/Secretary of the FLWIB. As Treasurer, Mr. Teller also serves as Chair of the Finance and Audit Committee and has served on the FLWIB since 2003.

Mission

The mission of the Finger Lakes Workforce Investment Board is to improve the economic well being of job seekers and employers in the region by aligning human potential with opportunities in the workplace.

The Year in Review

From Executive Director...Karen Springmeier



One thing we can always be certain of is change and I have learned to embrace change over the many years that I have been involved in workforce development. This past year has been exciting as we have been fully immersed in the nine county WIRED initiative (Workforce Innovations in Regional Economic Development). The Finger Lakes Workforce Investment Board has been a regional entity since our inception, actively serving businesses and job seekers in Ontario, Wayne, Yates and Seneca Counties. This new initiative broadens our partnership to include the Genesee, Livingston, Orleans, Wyoming Workforce Investment Boards better known as the GLOW WIB and the Monroe County Workforce Investment Board, also referred to as Rochester Works. The realities of the global economy demand “close to customer and speed to market” thinking and by working with our regional partners in economic development, business and education, we will be much better prepared for the future.

The Finger Lakes Works One Stop Career Centers continue to serve job seekers in the four county region. In PY '06, over 8000 job seekers visited our centers and 770 businesses were actively working with our Business Services staff. One of our new initiatives implemented this past year was the “Business of the Month.” Each month, one area employer is recognized for their contributions to the local economy and their participation with the Finger Lakes Works system. In addition to this recognition, one stop staff are provided tours of these businesses.

To be successful in the future, the Finger Lakes Workforce Investment Board and staff are keenly aware of the need to provide programs and career awareness to our emerging workforce. The first Annual “Finger Lakes Works...with their hands” career awareness day was an overwhelming success with 563 students and chaperones attending the one day event at the Rodman Lott and Son Farm. In May, we recognized 53 successful students at the Youth Employee Recognition Ceremony. These students were recognized for academic achievement and excellent work performance. Assemblyman Brian Kolb addressed the group and presented the certificates.

I continue to serve on the Executive Committee of the New York Association of Training and Employment Professionals (NYATEP), our workforce leader at the state and federal level. We look forward to the new year to continue many of these exciting initiatives and look to develop new programs and services to meet the needs of our local businesses and job seekers.

The Year in Numbers

- At our One Stop Centers:
 - ◇ 8700 people visited the One Stop Centers 36,700 times
 - ◇ Over 10,445 permanent and temporary jobs were filled by One Stop Customers.
 - ◇ 1640 workers received assistance in re-entering employment after a layoff.
 - ◇ 334 youth were served in WIA programs. Activities included work experience opportunities, employment preparation workshops, leadership and mentoring, and support to encourage completion of high school or GED programs.
- The 4th Annual Finger Lakes Works Fall Job Fair was held in September with 41 employers participating and over 500 job seekers attending.
- The One Stop Centers provide a variety of workshops each month for job seekers and businesses. Areas covered include soft skills, resume writing, interviewing techniques, job search, career counseling, TAA, as well as small business topics including starting a small business, marketing, recordkeeping, taxes, and developing a business plan. More than 500 workshops were provided in PY06 with more than 4,000 people attending.

The Year in Review

Changes and Challenges at Finger Lakes Works One Stop Centers

- In Program Year 2006, the Finger Lakes Works One Stop Centers turned a directive from the state into an opportunity to improve the service delivery to customers and the integration of staff from multiple agencies. Formally called “functional alignment”, teams of staff were developed into functional units. Cross training in relevant functional areas continues and has resulted in staff from partner programs working in similar capacities to provide seamless service delivery to our customers. It has improved the services being provided in the Geneva Full Service Center and laid out the framework for the much anticipated new Lyons One Stop Center, expected to be fully functional in late 2007.
- The Business Services Team was strengthened as a result of being organized by the key industry clusters in our local area. Each team member has been assigned to an industry cluster to serve as the local workforce “champion” in that respective. The Team meets monthly and works closely with Economic Development representatives to meet the local human resource challenges.
- Another by-product of functional alignment was the development of the One Stop Operator Procedure Manual. Acting as a guide book for staff, the Procedure Manual standardizes the operations in the One Stop to provide quality and consistent services. The Procedure Manual is a “living document” and can be frequently modified to address the ever-changing needs of our customers.
- Leadership on the Consortium turned over in the last year with four seasoned veterans retiring or moving on and the welcoming of old friends into the group. Three members from the group of a year ago remain, Nicki Leathersich, Don Friday and Brian Young. With change comes opportunity and the new membership now includes Sherri Shoff, Peg Birmingham, Jocelyn VanGelder and Kathy Templar, who are all dedicated to our workforce system.
- As the end of the program year approached, we recognized the fact that our Consortium Business Plan expires at the end of December 2007. Therefore, we started the process of revising the Business Plan and we hope to report in next year’s Finger Lakes Workforce Investment Board Annual Report that we have made further progress in providing quality programs and services to businesses and job seekers.

Training Opportunities

A total of \$287,640 in Workforce Investment Act funding was invested in vocational training from July 1, 2006-June 30, 2007.

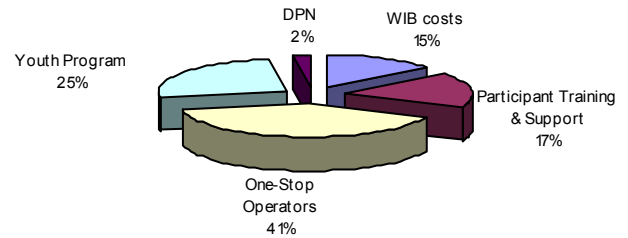
- \$287,640 was invested in Individual Training Accounts for 139 participants.
 - ◊ \$96,974 Dislocated Worker
 - ◊ \$105,150 Adult
 - ◊ \$61,530 TAA
 - ◊ \$23,986 Adult Incentive Funds
- 97% of all students in Health Care completed training.
- 88% of all students in Information Technology completed training.
- 84% of all students in Trades/Construction/Transportation completed training.
- 86% of all students in Service/Other completed training.
- Overall, 92% of all students successfully completed their training courses.

The Year in Review

2006-2007 Budget

Finger Lakes Workforce Investment Board, Inc. Operating Budget	\$ 299,626
Participant Training & Support	\$ 345,416
One-Stop Operations (contracts)	\$ 850,921
Youth Program Contracts	\$ 517,070
Disability Program Navigator Contract	\$ 47,858
	\$ 2,060,890

FLWIB Expense Allocation



Job Seeker Services

Trade Act / Dislocated Worker Integration Plan: Year 3 Report

The 2006-2007 program year represented the third year of the Finger Lakes Workforce Investment Board Trade Act/Dislocated Worker Integration Plan. For this program year, the objective of the rapid response/TAA integration plan has been achieved.

- ◇ Four employers received rapid response services. In most cases, the affected employer reached out to Finger Lakes Works for such services. We were able to effectively meet employer expectations and provide information about our services to hundreds of affected workers.
- ◇ Two more companies in our local area became trade act certified. In addition, two major employers in neighboring Workforce Investment Board's had trade-affected workers that live in the Finger Lakes area.
- ◇ 132 trade affected workers were connected to TAA services at one of the Finger Lakes Works one stop centers.

Business Services

Outcomes

- 776 businesses served
- 10,811 job orders were registered into the job bank
- 186 new businesses were registered into the system, an increase of 25% from last year
- 24 businesses (100% increase) received \$145,266 in On-the-Job (OJT) Training Grants for 49 participants. (see pie chart for breakdown)

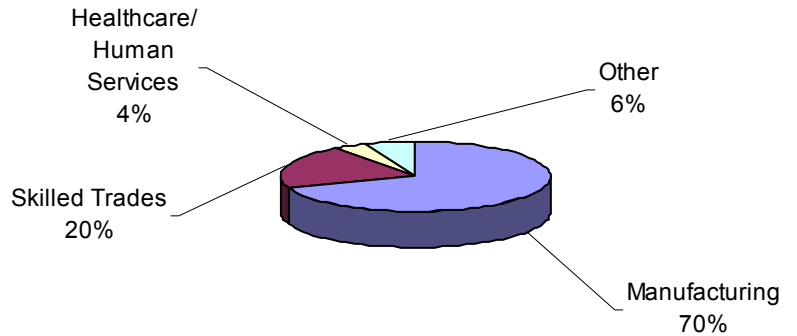
Business of the Month



Throughout the year Finger Lakes Works has recognized employers throughout the region for their contributions to the local economy. Along with this monthly recognition, this program has provided tours for an average of 13 staff per month. These tours have been essential in providing One Stop counselors with needed workforce intelligence. Below is a list of the businesses that were recognized during the program year:

BonaDent Dental Laboratories
 CCN International, Inc.
 Garlock
 GW Lisk
 Optimax
 Penn Yan Aero
 Silgan Plastics
 The Advantage Group (TAG)
 The Technology Group
 Widmer
 Zotos International

PY06 OJT Contracts by Industry



Training

Number of State Grant Applications (37-L)	22
Number of State Grant Awards (37-L)	16
Number WIRED Scholarship Applications	20
Number WIRED Scholarship Approvals	17
Total amount of state grant awarded: \$544,050.00 (37-L)	
Total amount of Wired grants awarded: \$265,256.00	

Recruitment

Total # of onsite recruitment events organized and executed:	83
Total # of Job Fairs:	3
Total # of Employers:	110
Total # of Job Seekers:	1087

Goulds Pumps - ITT Corporation Seneca Falls, NY

"The services offered by Finger Lakes Works have proven to be a valuable resource to our organization. We are an avid user of their recruitment initiatives to find qualified and skilled workers in both the local and national job market. They have eased our administrative responsibilities tremendously by presenting us with prescreened applications. In addition, Finger Lakes Works assists our office administering employee assessments for potential hires and incumbent staff. This service is a tremendous and invaluable service to our organization. Our relationship with Finger Lakes Works is truly a partnership that I would recommend businesses consider."

John Sofsky, Human Services Supervisor

Business Services

Regional Skills Alliance for Advanced Manufacturing transforms to FAME

FAME, the Finger Lakes Advanced Manufacturing Enterprise (formerly the Advanced Manufacturers Regional Skills Alliance) has made great progress over the last year. Outcomes of this year have included a forum with NY State Assemblyman Brian Kolb as well as the completion of hiring and training survey.

In June, the core group of members representing manufacturers developed the mission with two goals:

Mission: Increase the prosperity of the Finger Lakes region by helping manufacturers with their most vital resource, people.

1. Create a means for CEO's, Presidents, HR Managers and Manufacturing Managers to network with their peers from other companies to discuss "best practices" and share ideas on improving their businesses, with particular focus on the recruiting, hiring, training and development of their human resources.

2. Develop the pipeline of high quality young people feeding into manufacturing jobs by showing them the immense possibilities of a career in manufacturing in this region. We will start by making contact with every school in our region and providing tours and internships for promising students.

The group now has a presence on the Web (link can be found at www.fingerlakesworks.com) and meetings are being planned for the upcoming year.

Congressman Visits Finger Lakes Works Geneva

As part of the National One Stop Month, Finger Lakes Works hosted a One Stop Open House at the Geneva Center. All area State, Local and Federal elected officials were invited to attend this event. Congressman John "Randy" Kuhl, who represents Yates County and most of Ontario County as part of the 29th Congressional District attended the celebration as well as local elected officials and Finger Lakes Workforce Investment Board members. Congressman Kuhl's remarks recognized the Workforce system as being a vital component for the economic advancement of the Finger Lakes area.

The Open House was an opportunity for job seekers and businesses to interact with staff to learn more about the services and programs offered at both the full service One Stop Center in Geneva and throughout the Finger Lakes Workforce System. Tours of the Geneva One Stop were provided and written material showcasing the successes of the system was distributed. A formal proclamation from the Finger Lakes Workforce Investment Board declaring May as One Stop month was read as part of the ceremonies. In addition there were resolutions passed in each of the four counties recognizing One Stop Month.



Youth—The Workforce of Tomorrow



"This program is a terrific asset.... We were extremely pleased with the staff support and the youth placed with us. Everyone benefits from this program."

*Cara-Leigh Battaglia
Geneva Business Improvement
District.*

The Temporary Assistance for Needy Families (TANF) Summer Youth Employment Program was a great success in 2006. Thanks to continued funding for this program, our providers, the Workforce Development Offices of Ontario, Seneca, Wayne, and Yates counties, were able to serve 223 youth ages 14-21 who qualified for this program and needed the additional help to find summer jobs.

The TANF Summer Youth Employment Program youth counselors meet with youth to discuss their career interests and then match them with summer jobs in private and public sector businesses. These employers welcome the additional help they have for the summer and ultimately hope that they have provided a beneficial experience that will give our youth a sense of what it is like to be employed and possibly offer a career opportunity for them now or in the future. Participating youth also attend various workshops to introduce them to work related topics such as "Getting Paid", "Interview Skills", and "Career Scope".

PY'06 brought some new challenges to serving youth who participate in the WIA Youth Programs. Under the guidance set forth by US Department of Labor's Youth Vision, it is imperative that we provide services to the most needy youth including those with disabilities, youth involved with the criminal justice system, and youth in foster care. At the same time, we are held to high performance standards that measure how many of these youth complete educational programs, secure employment, or enter college.

Our program providers stepped up to this challenge and enrolled three hundred and thirty-four (334) youth ages 14-21 who, for a variety of reasons, need assistance in meeting their academic and/or employment goals. These youth participated in activities such as job readiness workshops, work experience opportunities, high school or GED programs, career exploration, and placement in employment or apprenticeships.

Of the one hundred and forty-six (146) youth who completed the program this year, fifty-eight (58) were employed at exit and eighty-nine (89) completed an educational program such as high school, GED, ServSafe food handling training, or OSHA 10 construction trade safety training.

To learn more about how your business can hire and train a youth employee at no cost to you, contact your local Workforce Development Office listed below.

Ontario County 585-396-4020	Seneca County 315-539-1905	Wayne County 315-946-7491	Yates County 315-536-5140
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Youth—The Workforce of Tomorrow

The Finger Lakes Workforce Investment Board's Youth Council had the honor of recognizing 53 outstanding students at the Youth Employee Recognition Program held on May 22, 2007 at the Smith Opera House in Geneva.

The Youth Employee Recognition Program provides an opportunity to award area high school students for their academic achievement and their exceptional work related performance. Assemblyman Brian M. Kolb, the evening's keynote speaker, encouraged students with stories of how remembering his roots and the people that influenced him along with his "yearning to learn" made him the successful businessman and politician that he is today. Karen Springmeier, Finger Lakes Workforce Investment Board Executive Director, reminded us all that these students are tomorrow's leaders and that anything is possible with hard work and dedication while Roy Spring, Youth Council Chair, concluded with, "find something you love to do and you'll never work a day in your life." The ceremony ended with refreshments provided by the Flour Petal Café and door prizes donated by Zotos International.

The 2007 award recipients included:

Canandaigua Academy: Fritz Jung, Heather Koch, April Pafundi, Samantha Yothers; **DeSales School District:** Benen Karski, Gavin Karski; **Gananda School District:** Hillary Bumpus, Tyler Ellis, Rachel Germano, Laura Needham; **Geneva School District:** Maurice Brown, Wendy Escalera, Ta'keisha Martin, Jeffrey Springmeier, Andrea Torres; **Manchester-Shortsville School District:** Meghan Gray, Christina Hansen; **Midlakes School District:** Joshua Foster, Julie Ikonomou, Cortni McGregor, Katie Nolan, Angela Ridley, Shannon Sweeney, Kyle Tillman, Karen VanEnwyck; **Penn Yan Academy:** Jonathan Alden, Ryan Barkley, Mariah Bendura, Emily Dinehart, Heather Falzone, Andrew Griffin, Amanda Hunt, Kayleigh Jensen, Corey Jones, Alex Kuehne, Matthew McFetridge, Elizabeth Rhode, Darien Sciallo, Katlin Walker; **Romulus Central School District:** Rachael Asermily, Kelly Augustyniak, Ethan Preston; **Seneca Falls School District:** Kate Keenly, Zachary Keenly; **Victor School District:** Matthew Cannioto, Robert Dluzak; **Waterloo School District:** Courtney Lincoln; **Wayne-Finger Lakes BOCES:** Jeffrey Arno, Jamie Davidoff, Brian Nageldinger, Shane Robertson, Erika Thompson; **Williamson School District:** Abram Moll.

Youth Council Members 2006-2007

Joan Beecher
Wayne-Finger Lakes BOCES

Susan Boyce
Iroquois Job Corps

Chuck Bridger
Finger Lakes Works – Wayne

Heather Carnell
Finger Lakes Community College

Nana Carrillo
Yates County Youth Bureau/DSS

Trisha Castellano
Youth Representative

Patricia D'Amico
Ontario County Youth Bureau

Barbara DelPriore
Parent of Eligible Youth/NYS DOL

Robert Doeblin
Geneva Housing Authority

Chris Edgar
Literacy Volunteers of Wayne County

Erin Fairben
Pupil Personnel/Geneva City Schools

Alice Haskins
Ontario County Sheriff's Office

Maggie Herman
Regional Transition Coordinator

Richard Holmes
Youth Representative

John Kenny
Geneva Boys and Girls Club

Gail Laffler
Finger Lakes Works - Seneca

Cindy Marushak
Garlock Sealing Technologies, Inc.

Raymond Mathes
Garlock Sealing Technologies, Inc.

Stephanie Miller
AFL-CIO

Trudy Nicastro
Seneca/Cayuga ARC

Bill Niver
FLACRA

Pat Pavelsky
Cornell Cooperative Extension

Cindy Reed
Wayne-Finger Lakes BOCES/DPN

Sarah Rowe
American Red Cross

Sherri Shoff
Finger Lakes Works—Yates

Anne Smith
Wayne-Finger Lakes BOCES

Erin Sperry
Regional Transition Coordinator

Roy Spring
G.W. Lisk Company, Inc.

Nancy Sproule
Finger Lakes Works – Yates

Jim Tanner
Seneca County Probation

Kathy Wydra
Thompson Health

Brian Young
Finger Lakes Works – Ontario

Incentive Programs

Summer Work Experience Program for Educators (S.W.E.P.E.)

Twenty educators representing 15 school districts in the region participated in a summer work experience program. The educators shadowed employers for week one and participated in a group session, led by Professor John Clow from SUNY Oneonta in week two.

During week two, the group toured businesses throughout the region, read and discussed the book "The Jobs Revolution." This program provided the educators with information on jobs in the region as well as the employers expectations of incumbent workers.

The educators ranged from a second grade teacher to a community college professor and the employers were diverse as well. Several Finger Lakes Workforce Investment Board members participated and both the educators and employers found the program to be extremely valuable.

An Educators Perspective of the Program by Laurie Asermily, Seneca Falls Middle School

Implications for my classroom as a result of this experience:

Concentrate more heavily on the basics:

- ◇ More mental math-less reliance on calculators
- ◇ Practice, practice, practice measuring skills using both Metric and English standards
- ◇ Encourage more critical thinking
- ◇ Facilitate more group learning
- ◇ Encourage communicative skills by allowing students to relate what they know
- ◇ Attach curriculum to real-life experiences-particularly in the work force



*"I think this is a great program
and I hope it continues"*
- Employer

*"I just want to thank you for this opportunity, it was a
tremendous experience. I hope it continues"*
- Educator



Incentive Programs

Area Students Try Working with Their Hands!

The Finger Lakes Workforce Investment Board (FL WIB) first annual **Finger Lakes Works...with their hands!**, was a *hammer smashing* success. The unique career day, which took the efforts of numerous volunteers and many months to plan, was designed to offer area students a first hand look at skilled trades and precision manufacturing careers that are available in the Finger Lakes region. The event allowed 563 students and counselors/school administrators from 19 school districts an opportunity to speak with a wide array of area businesses, skilled labor professionals, union representatives, trade schools, colleges and Wayne-Finger Lakes BOCES about possible skilled-trade and precision manufacturing careers. In addition, attendees were given the chance to participate in hands-on demonstrations in areas such as CNC Machining, welding, demolition, heavy equipment operation and carpentry to name just a few.

The Finger Lakes Works...with their hands! which took place on Thursday, October 5, 2006 at Rodman Lott and Son Farms, Route 414, Seneca Falls, N.Y., featured a special address by Assemblyman Brian Kolb who spoke on the importance of skilled trades in the local economy. He also encouraged the students to tryout the many demonstrations and enter them with an open mind. Kolb also stressed to the students to not allow others' opinions to deter them from a future career in a skill trades profession.

The day was not just open to the future of the Finger Lakes region's workforce; the FL WIB opened the event later in the day for older youth and those looking for a possible career change. Besides the many hands-on and informational skill trades and precision exhibits, the event featured area colleges including Alfred State, Morrisville, and Monroe Community College discussing scholarships and programs they offer. The New York State Department of Labor was also present to supply information about various apprenticeships programs that are available.



Students who attended the event last year had this to say when asked what they liked about the event:



"The hands on activities because I cannot do things like that anywhere else."

"Being able to interact with people representing colleges and businesses and careers."

"I liked all the hands on demonstrations because I learn better when I actually get to do something then just listening."

Finger Lakes Workforce Investment Board, Inc.

Board Members 2006-2007

Geoffrey Astles

Ontario County

Kelly Bean

Parker Hannifin

John E. Becker, II

Gay & Son Agency/Becker McLean Co.

Richard Bonneville

Seneca Nursing Home & Rehabilitation Center

Dr. Gary Bonvillian*

Keuka College

Bill Bordeau

Seneca County Economic Development and Planning

Lina Brennan

Finger Lakes Regional Health Systems

Dr. Joseph G. Burke

Keuka College

William Castiglione

Ontario ARC/Abbey Industries

Margaret Churchill

Wayne County IDA

Deborah Culeton

Info Directions, Inc.

Clark Culver

International Brotherhood of Electrical Workers (IBEW)

Robert Doebelin

Geneva Housing Authority

Fred Gaffney

Seneca County Chamber of Commerce

Ronald L. Golumbeck

ITT Industries

Dr. Daniel T. Hayes

Finger Lakes Community College

Debi Jones

Zotos International

Keith Kubasik

Wayne County

Annette Leahy

ViaHealth of Wayne

Nicolette Leathersich

VESID

Robert E. Leiby

Red Jacket School District

Rick LeRoy

WCTA Federal Credit Union

Michael Mandina

Optimax Systems, Inc.

Michael Manikowski

Ontario County Office of Economic
Development and Ontario County IDA

Dr. Joseph J. Marinelli

Wayne-Finger Lakes BOCES

Cindy Marushak*

Garlock Sealing Technologies

Thomas R. May

Community Bank, NA

Stephanie Miller*

Finger Lakes Central Labor Council Committee

Victor Nelson

Ramada Inn

Donald Oakleaf

Silgan Plastics

Patricia O'Reilly*

Finger Lakes Works Geneva/Newark

Peter Pecor

New York State Department of Labor

Sarah Purdy*

Yates County

Carlos Rodriguez*

Rural Opportunities

Charles Schillaci

Seneca County Division of Human Services

Jane Shaffer

Sessler Companies; Thruway Travel Centers LLC

Hal Smith

HALCO Plumbing and Heating

John Socha

Showboat Motel

Roy Spring

GW Lisk

Sally Stapley*

Lifespan

Martin Teller

FLACRA

Janis VanDeusen*

WCTA Federal Credit Union

Jocelyn VanGelder

Finger Lakes Works Geneva/Newark

Deborah Weymouth

Thompson Health

* Members who left during the year.

STAFF: **Karen A. Springmeier**, Executive Director;
Martha Doody, Youth Systems Coordinator
Jaimie Martin, Administrative Assistant

Michael P. Woloson, Business Services Coordinator
Debbie Sowards, Fiscal Coordinator