



## **Fulton, Montgomery, and Schoharie Counties Workforce Development Board, INC**

Wednesday, December 6, 2023  
Amsterdam and Cobleskill

**Call of Meeting to Order:** The meeting was called to order at 4:34 P.M.

**Welcome:** Pamela welcomed everyone and thanked them for coming.

Board Members Present: Wendy Adams, Laurie Bargstedt, Donna Becker, Chrisie Davis, Andrea Fettinger, Pamela Goldswor, Laurie Ingleston, Christopher Manus, Allene Monaghan, Donna Pesta, Amy Rogers, Ken Rose, Jeannette Spaulding, Jeffrey Stark, Peter Steans

Board Members Excused: Angelia Kehl, Kathleen Kilmartin, Lani Pertell

Absent: Kurt Davignon, Jack Magliocco

Staff to the Board Present: Gina Papa, Kim Skiff, John Goldswor, Heather Pettit

Also Present: Mary Hill

### **Action Items**

- **Resolution BY 2023-01** Acceptance of June Minutes
  - Christie Davis made the motion to accept Resolution BY 2023-01; Laurie Bargstedt seconded the motion.
  - Discussion: There was no discussion.
  - Vote: All were in favor.
  - Motion Carried.
- **Resolution BY 2023-02**- Transfer Funding
  - Andrea Fettinger made the motion to accept Resolution BY 2023-02; Peter Stearns seconded the motion.
  - Discussion: There was no discussion.
  - Vote: All were in favor.
  - Motion Carried.
- **Resolution BY 2023-03**- BY 2023 Budget
  - Andrea Fettinger made the motion to accept Resolution BY 2023-03; Laurie Ingleston seconded the motion.
  - Discussion: There was no discussion.
  - Vote: All were in favor.
  - Motion Carried.
- **Resolution BY 2023-04**- Acceptance of Single Audit
  - Andrea Fettinger made the motion to accept Resolution BY 2023-04; Jeanette Spaulding seconded the motion.
  - Discussion: There was no discussion.
  - Vote: All were in favor.

- Motion Carried.

## **Information Sharing/Committee Reports**

- New Structure – Gina
  - Discussion of Board meetings held quarterly, and Committee Meeting held two weeks before the Board Meeting.
  - Board meetings will be held in person in the Amsterdam and Cobleskill locations
  - Committee meetings will be held via Zoom
  - More or different committees may be needed in the future
- November 16, 2023, Committee report - Andrea Fettingner
  - Outcome of the Single Audit
  - Passing the BY 2023 Budget
  - Transferring funding between Dislocated Workers and Adult PY23 funds on a case-by-case basis, with the consent of the Accountability and Return on Investment Committee.

## **Report of Executive Director – Gina Papa**

- Locally
  - Filling open Board seats
  - Keeping the Board and programs aligned with the ever-changing times
- Regionally
  - Attended ribbon cutting for Mobile Labs at Schenectady County Community College
  - Broadband Coalition for Mohawk Valley to bridge the digital divide in New York State.

## **Board Member Go-Around – What are your biggest workforce challenges right now?**

- There was a common consensus on issues such as recruitment, retention, and competitive wages. Those with Civil Service positions face challenges because there are not a lot of people taking the exams, lists are old, many have trouble passing the exams, and wages are no longer competitive. If they do have applicants, often they are not qualified. Retention has become an issue as workers get bored or don't want to work their way up; on the other hand many employees struggle when asked to take on more responsibility. The aging workforce struggles with adapting to new technology and dealing with change.

## **Board Member Feedback?**

- Discussion to end our contract with Board Effect. The software worked well while the WDB was without an Executive Assistant, but now that the position is filled, we no longer need it.

## **Adjournment**

- The Next Committee Meeting will be held on February 21, 2024, at 4:00 Via Zoom
- The Next Board Meeting will be held March 6, 2024, at 4:30 in Amsterdam and Cobleskill