

Long Island Regional Planning Council

LIRPC Meeting – September 14, 2022 Zoom Virtual Meeting Summary Minutes

LIPRC Members Present

John D. Cameron, Jr., Chair
Jeffrey Kraut, Treasurer
Theresa Sanders, Secretary
Supervisor Don Clavin
Elizabeth Custodio
Mayor Barbara Donno
Nancy Engelhardt
Jeff Guillot
Mayor Robert Kennedy
Supervisor Edward Wehrheim

Staff and Guests Present

Richard V. Guardino, Jr., Executive Director
Elizabeth Cole, Deputy Executive Director
Missy Leder, Executive Assistant
Rachel Titus, Program Coordinator

Brianne Belschner

Patti Bourne
Lisa Broughton
Mary Byrne
Sara Covelli
Sarah Devine
Ana Getiashvili
Katherine Heaviside
Amy Illardo
Jim McCaffrey
Victor Ocasio
Kim Palmo
Aman Patel
Dana Perisco
Sarah Schaefer-Brown
Ann-Marie Scheidt
Gwynn Schroeder
Mark Smith
John Stype
Elizabeth Treston

Meeting Commenced:

John D. Cameron, Jr., opened the meeting at approximately 10am.

John Cameron:

Good morning and welcome to the September meeting of the Long Island Regional Planning Council.

Pledge of Allegiance

John Cameron:

Thank you. Our Executive Director, Rich Guardino, will now conduct a roll call.

Rich Guardino:

Welcome, everyone. Thank you all for being with us this morning.

Roll Call

John Cameron

Jeff Kraut

Supervisor Don Clavin

Mayor Barbara Donno

Nancy Engelhardt

Jeff Guillot

Mayor Robert Kennedy

Supervisor Ed Wehrheim

Brianne Belschner:

Hello, I am Brianne Belschner. I am here to help with the technology today. Just a few things of note. We will be recording today's meeting for archival purposes. I also want to remind everyone this agenda will include a presentation. During the presentation there will be two ways in which you can ask questions. There is a Q&A box you will see that on the lower part of your screen. You can submit your questions through there or you can raise your hand. That function is also available on the lower part of your screen. If you are on a phone call, you can raise your hand by pressing star nine. Questions and raised hands will be addressed at the end of the presentation. I will hand it back to Rich to continue the meeting.

Rich Guardino:

Brianne, when the presentation is over, we'll start with questions from the members of the Council first and then we'll open it up to guests.

It's my great pleasure to introduce Chris White, who is the Deputy Commissioner of Workforce Development for New York State. Chris has worked for New York State since 2012. Previously leading the Department of Labor's Communications Office, and more recently serving as Director of Communications for the the Lieutenant Governor, Kathy Hochul, he has overseen several major statewide outreach campaigns including the \$15 minimum wage initiative, closing the gender wage gap, and workplace sexual harassment prevention. Chris oversees the state's 95 career centers. In that role, he updates workforce development systems policy and monitors trends in the workforce. His goal is to modernize how we train workers for the jobs of today and tomorrow. We're delighted to have him with us today to talk about the Long Island Business and Job Seeker Survey. Thank you for joining us, Chris.

PRESENTATION

Chris White

Absolutely. It's my pleasure to be with you. I am really honored to be here.

I'll just set the stage a little bit with how we got here. I'll go through the business survey, and then I'll go through the job seeker survey. I'll try to keep it entertaining. We were talking to the New York State Business Council at the end of 2020. We were discussing the fact that our data, while good, is not great from a real time perspective. It doesn't really tell the story of the nimble nature of what's going on in the minds of businesses and the needs of our workplaces and our job seekers. We decided to get out there and ask some questions. Our first survey was in 2021, and we heard from 2,000 businesses from across the state, which was fantastic. Because we saw how helpful that data was to us, we decided to talk to job seekers as well. We reached out and heard from 4,000 of them. We found the information so helpful, and it allowed us to make some substantial changes in how we do things. Fast forward to this year and we conducted another survey. We shortened it and made it a bit more specific to the needs of today. We heard from almost 4,000 businesses and 8,000 job seekers across the state representing something a half a million workers in New York state. While this is not a scientifically representative survey, it certainly is a huge survey and represents more businesses than some of the surveys that the federal government uses across the state. There was a lot of participation from Long Island as we heard from 1,300 job seekers and almost 600 businesses. I will go through some high-level takeaways from the business survey. I'm not going to bore you with all the nitty gritty details, but if you're interested in them, I'm happy to share some of the more extensive documents which are all posted on our website.

From businesses, we heard that they are having trouble finding workers validating all the anecdotal conversations we have had. While this was not a shock, we were able to gather some of the nuance behind some of those challenges. There is a lot of competition as there is a limited talent pool. This is a huge issue out there. That has led a lot of businesses to a deeper focus on retaining talent and this is a shift. How do I keep someone from going to a competitor, not just down the street, or in a neighboring town, but in another state? Or in another country? How do I keep that talent local? We saw a huge need articulated from businesses for skilled trades. The need for skilled trade is huge and it cuts across many, many different industries. There was a recognition that we need more training programs. I know on Long Island, there are some fantastic ones out there, but we must do more and better.

In addition, there is a recognition from businesses that the needs and expectations of today's job seekers have shifted, and therefore businesses are really getting more creative. They're looking to respond to the demand out there. Many of them are focused on best practices and new ideas and that may be a great way for us to continue working together. I will share some interesting data points. We asked, "What are your plans for the future?" You can see the statewide information on the left and Long Island specific on the right. A little over a third of businesses on Long Island said they're going to be doing some form of digital automation in the next year or two or they're contemplating that. This was things like sales automation, customer relationship management, really anything that requires or uses digital technology. There was more interest in these jobs among Long Island businesses than the

statewide average. On par with the statewide average, is the focus for robotic automation which tends to skew more towards manufacturing. There are a lot of great manufacturers in Long Island.

When you look at physical space needs for Long Island, not a lot of people are looking to reduce their footprint and more than a quarter of businesses on the island are looking to increase their physical footprint. On Long Island, people are looking to expand. Speaking positively to the outlook is that both statewide and regionally, the types of jobs that are hard to fill for businesses are pretty much the same. Here you can see the statewide list. Again, this is the data that we see validated in all our other datasets. It's the same thing we see in headlines and in our federal data. The type of jobs that businesses are struggling to fill are the ones that we list on our Department of Labor website. Businesses told us they are looking for laborers, hard jobs, entry level jobs. They struggle to fill administrative roles. They are looking for nurses which was certainly exacerbated by what we saw starting in March 2020 with the pandemic. Specifically, on Long Island, there is a need for administrative workers, warehouse workers, registered nurses, licensed practical nurses, as well as a lot of the skilled trades including carpenters and laborers. Probably more interesting is why these jobs are the hard to fill. You can see the reasons statewide on the left, and on the right side is the Long Island specific reasons. They are pretty similar. Some of the questions were "check the box" and others provided a space for open response. What we saw articulated in both surveys was the lack of qualified candidates. Qualified people weren't applying for the appropriate jobs. In the most recent survey, we saw a shift beyond just qualifications. Compensation, for example, that was something we saw spike drastically compared to last year. Additionally, there is a lack of applications. More people do not want to work. It was not a huge percentage, but something that we heard frequently was that workers want a shift in schedule. There was no real consistency with the shift in schedule meaning not all people wanting full time or all part-time, or all wanting or not wanting weekdays or weekend, but across the board there was just a misalignment of seekers and hirers. The last one was the lack of follow through. We saw a little bit of this in 2021, but more in 2022. People just falling out of the recruitment funnel. A candidate looks good, they will try to bring them in for an interview and it is good, but they don't show up for follow up. In other cases, they are hired and then don't show up day one or they didn't show up after a week or a month of training. This was consistent across all industries across all levels.

It is worth noting what is working in talent recruitment. This is something that did not change at all from last year. On the left-hand side is a list of what are people using to recruit. They're throwing everything at the wall, seeing what sticks and hoping that they reached that one person in a new way, but what's working and has not changed this year versus last is word-of-mouth. Almost 60% of businesses say that word-of-mouth is the primary and most successful way of recruiting workers. Half of business report Indeed as a source. After that there is a huge drop off. So, those two methods of recruitment. Job seekers also recognize that the way to get into some of these jobs is through word-of-mouth referrals and networking. Obviously, the issue with this method is that some groups are excluded from the opportunities.

We asked questions both about the non-technical and the technical skill sets that are missing. We asked, "What's missing from the people who are walking in applying to jobs and the people that you're hiring?"

You'll see here that a lot of the professional skills, sometimes we call them soft skills or power skills, are lacking drastically according to today's businesses. These are things like getting to work on time, being able to communicate, attention to detail, motivation, time management, teamwork. In the past I think many of these skills were built into a lot of existing training. People are not walking in the door either with the skills or the ability to talk about the fact that they have the skills to be able to say, look, I did this this type of training and I learned XYZ. That sort of ability is waning in today's job seekers and candidates on the non-technical side. On the technical side, there's one simple reality and it is digital literacy. Businesses need people to improve all types of digital skills. It cuts across everything. There is not a job out there that doesn't require some element of digital skills these days. The basic computer skills email, Excel, Word, and typing are really in high demand.

We also asked Long Island businesses, "What type of training would you want to provide to your workers right now, but you're not able to provide?" The number one answer is the same for every region, and it is management and leadership development training. It's not a surprise. Businesses are trying to keep workers in their own workforce and want to promote people and keep them on their career path. This is exciting for them. But just because a person was a strong worker, doesn't mean they're a good supervisor and doesn't mean they necessarily have strong leadership skills. The need to make sure that we're elevating people to great opportunities within the company or organization is real. Finding those solutions is something I think a lot of businesses are focused on. As a "PS" to that .. I'd love to talk to the Council to get your ideas on mentoring and coaching, on the job training, job shadowing, in house learning, third party learning. We need to keep people engaged and growing in an organization to make sure that they have opportunities.

We also asked businesses about the type of support services that they're currently providing, and what they want to be providing, if they had the resources and the time. On the left-hand side is the statewide data and we will look to the Long Island data in a moment. Businesses are providing tuition assistance, mental health support, some transportation assistance. Some are probably interested in doing more but they may not know a lot about what and how. In today's world, businesses are supporting workers in new and innovative ways and a lot of them are doing cool things. There's a lot of interest out there and great opportunity to spread some of the best practices. So, what do businesses want to be doing that they're not able right now and when it comes to supporting their workers? More than a third of businesses say they would like to provide childcare assistance, and more than a quarter of businesses say transportation assistance. Another quarter reported education/tuition reimbursement. On Long Island specifically, about a third want to provide some childcare assistance. Businesses recognize this is huge. Childcare assistance can potentially open a pipeline of workers in the future. They want to provide some reimbursement or assistance to help people pay off their student loans or get education and increase their skill sets. Transportation assistance was also reported.

That's the business survey results. Now, let me go to the job seeker survey results. The key takeaway here is a major alignment between what job seekers are looking for and what businesses need. The question is how we bridge those two pieces more effectively. The needs and expectations of today's job seekers have shifted, and I don't think there's any going back. The world has changed, and people's

expectations have changed. We've seen a huge level of adaptation in businesses and job seekers. There are people interested in leaving their current industry. They had been working in traditional jobs and now want to move on to something else. Others want to stay in their current industry, which is great, too. But whether you're staying or leaving, or changing jobs, the need for training exists. New training for a new industry or upskilling with the influx of digital technology is required. The need for training is absolutely off the charts everywhere, pretty much without exception. Another interesting change that we saw on the data this year compared to last year, is jobseekers wanting to build their professional network. Workers are recognizing that the only way they really get that leg up is having people to validate their skill sets. We saw that in the data.

We asked job seekers, "What do you want businesses to offer? What are the incentives you're after as a job seeker?" Last year the answer was more money but this year it was paid time off. I think all this ties directly back to how substantially everything has changed since COVID. Higher pay was number two. The other things we're reading about in the headlines today include the desire to work remotely full time or some of the time. Workers would choose their own hours and days of the week. They want to see what their promotional opportunities look like six months from now, a year from now, two years from now, five years from now. They are interested in the career trajectory. These are the things that businesses are using to stand out compared to a competitor trying to attract talent.

We asked job seekers to list their last job, which is seen in the blue, what industry it was in and then where they're looking for jobs now in the peach color. We saw that last year there was a drop in people wanting to be in retail jobs. We saw an increase in people wanting to be in some professional, scientific, or technical jobs. Administrative, waste management, service jobs, and health care saw an increase in interest among job seekers. We saw a decrease in hospitality jobs as well as in accommodation, food services jobs, and in other services like nail salons, barbershops, and personal care services. There was a substantial increase in people's interest to be in the public sector and in public administration. Flipping to this year, you'll see some similarities and some differences. (By the way, before I go through this, it is not a scientific survey going back to the same people.) There was a decline in interest in construction and retail jobs. You can see an increase in company management, administrative, waste management, and service jobs. There was less interest in the combination food service/hospitality jobs. As a reminder, this is a representation of active job seekers, so it doesn't really account for the people getting into those industries.

We also asked job seekers, "What type of things would be useful to you in your job search?" Job seekers on Long Island said virtual workshops and good online training courses. They want job search tools that are powerful, and they want in person workshops and virtual and in person job fairs. I would love to highlight that the Department of Labor is doing these things in new ways literally every day of the week. We offer virtual workshops on a myriad of topics from how to write a resume, how to look for jobs in today's environment, how to build skills, how to network. We even offer financial literacy courses virtually trying to meet the expectations and needs of today's job seekers. We also have some of those courses in Spanish, which is great. We have great online training courses. We offer phenomenal access to SUNY online learning, and we have a partnership with Coursera. If you're unemployed or if you're

underemployed, you now have free access through the Department of Labor to 1,000s of training courses. We are very specifically marketing targeted skill sets like how to build a network, how to look for a job, professional time management and communication skills, math skills, etc. Those are skill sets that we're promoting to job seekers through online training with Coursera. We have a great virtual career center tool now wide open to people. It's incredible.

I would like to touch on a couple more things from the on-the-job seeker survey that I think are interesting. The barriers to employment, according to today's job seekers, have not changed much over the year and there's work to be done here. The number one issue both years was discrimination due to age. People are perceiving age discrimination. Many don't think they have enough experience in a field. They don't have the proper credentials or the right skills or training. This is the exact issue that businesses are also raising. In my read of the survey results, both job seekers and businesses are saying, I need this training. Additionally, job seekers are aware of and interested in education. People are looking to increase their education level. They want their high school equivalency. They want to go get a higher degree. They want a specific credential or specific industry license. I think the more important data here is what are the barriers. Long Island is not dissimilar to what we're seeing in the rest of the state. The cost factor is substantial. It is not only the cost of additional training, but also the current loan debt that so many have. There was a study that came out a couple years ago when the millennial generation started turning 40. Something like 60% of them were still paying off student loans, 20 years after college.

In talking to a lot of young people, cost, affordability, and opportunity cost is very much on their minds. The conversation is shifting around that cost benefit analysis when it comes to higher education. What's appropriate for people and for some, matriculating immediately isn't the best step.

The other interesting data that came from job seekers is the reporting that they do not know what programs are available. I think for all of us, a big takeaway needs to be what role do we play? How do we make sure people are aware of career and technical programs and educate people to the right choice for individuals. We need to express that for many, a program is worth the time and cost because of the career potential it offers.

This last slide demonstrates what training job seekers want most. They are looking for digital skills. They want Microsoft Excel, CDL training, accounting, healthcare technology skills like medical coding and billing, teaching administrative skills. The big takeaway is that there is a massive alignment between what jobseekers are after in terms of skilled training and what those hiring want. I think our role right now, as we look to the future, needs to be figuring out and executing how to make those connections. We need to bridge the connection for jobseekers and businesses.

I'm more than happy to take questions and have a conversation.

Jeff Kraut:

I'm from Northwell. I'm the largest private employer in the state. I have 80,000 people. I think the data is remarkably on point. I think the trends you're seeing are spot on. You hit the right issues and they are what we are struggling with. Obviously, I'm more focused on healthcare, but I have a host of technical, administrative, and digital skills that we're trying to hire for. It's a challenging market for both the employee and employer. When you discussed the issue about cost and burden of education, it almost speaks to the fact that we need to work on blending work skills and education, so it occurs in parallel rather than in a linear way. I think if we were involved in designing the curriculum and frankly executing it, it could help. We hope to be able to help more people get their associates degree and have a career ladder to bachelor's and master's without taking on the burden. It requires flexibility from the Department of Education. Maybe the labor folks can help us on that as well.

Chris White:

We had a good relationship with the former Education Commissioner at the Department of Labor when it was MaryEllen Elia. We are now in the process of building under Commissioner Rosa and her and her new team. They have been incredibly receptive. It requires us to air out the regulatory framework for certification, academic achievement, etc. I think, more than any time in the past, they're incredibly open to the conversation.

I will add that we've been having a lot of conversations with very similar receptiveness in the higher education realm. I think a lot of community colleges and privates are all rethinking how to be more relevant to the community. I think we have a ton of great information to share with them. They are not just listening, but I think they are also taking action. More than anytime, people are banging down our door for forming those connec, which I welcome.

Jeff Kraut:

Just one other thing, and you touched on it, when the number one source of referrals is from your own employed workforce, there is a challenge to get a more diverse workforce. Sometimes there's a disconnect. Some communities have less access to people that are employed, and these are typically the communities where we see equity issues that we need to lift up. If they don't use Indeed, or if they're not connected to the internet, they're losing out on a potential opportunity. We are potentially missing one third of our workforce. Those communities have special challenges which need special solutions. You touched on that as well. I just point that out and I totally agree.

Brianne Belschner:

This is just a reminder; the Q&A box is open to take questions and the raise hand function is available at the bottom of the screen. So, if anyone has questions, please place them in the Q&A box or raise your hand.

John Cameron:

I would like to echo what Jeff said. I do agree that the survey seems to be spot on. I think it's somewhat intuitive, but I think business employers are experiencing a changing landscape with different

expectations of job seekers and employees. There are new challenges. Equity is an issue and a reality. If the primary source of employment is from your own employees and word-of-mouth, then you're basically getting more of the same. If that that cohort is skewed in one direction, then you're going to get more of that cohort. I'm in a profession, engineering, where we talk about this all the time. In my field STEM careers are woefully underrepresented by the minority communities. It gets back to Jeff's point about flexibility in education. It would be great if teachers could teach what the job market needs and what students want. Unfortunately, the consensus of teachers has always taught what teachers know and it's not necessarily what the employment sector needs. As a result, you wind up with this gap with a lot of college graduates, educated people, who may not have marketable skills like the ability to communicate well. This has further been exacerbated because of COVID. I think that somehow, the higher ed must connect more with employers to find out exactly what they need. Additionally, students grades K through 12 should start to be exposed to careers. I think connecting employers with education is critical if we're going to get a be more successful at attracting and gainfully employing the Long Island workforce.

Chris White:

I cannot agree more. To your first point, there's so much opportunity out there. I'll give you a great example of how we can attract a diversity of candidates. I have often asked people, especially in the C suite, "When was the last time you put yourself through your own job hiring process? When did you go through the questions that you're asking people?" I think HR departments have been decimated and so the reliance on technology, while well intentioned, may be keeping people out. Additionally, Harvard came out with a study about how the gender wage gap has been exacerbated. For several reasons, I think people are inadvertently being kept out of even the beginning of the hiring process. To your second point which is Long Island specific, I was at Nassau BOCES Tech, pre-pandemic, doing a big job fair. The resources were awesome. They do something with their teachers, where they give one day per semester to literally go out to businesses in the community and learn about what's new so that what they're teaching kids is relevant to what's happening in the real world. I love that model. I mean, I remember when I was in college, I had no idea what industries were doing down the road, let alone when I was in high school or middle school. I think those opportunities could help rebuild some of the connections that probably existed in the past and are important today.

Mayor Kennedy:

Good morning, everybody. I just want to mention I, as well as being the mayor, have run a mechanical contracting and engineering business in New York City for over 40 years. Many of the firm's departments (electrical, plumbing, HVAC, business, mechanical engineering) are starving for employees. Here in the Village of Freeport, we're dedicating 6,000-8,000 square feet of property in the armory and I'm soliciting some type of group like BOCES to come in and teach these trades to children who may not want to go to college. They could learn plumbing, HVAC ductwork, electric carpentry and get into fields making money. All these fields are starving for employees right now. They are well paying jobs. So, if anybody out there knows a company that may be interested, I would love to connect. I've had many unions come in and say they want to run their school, but I don't want to have just one Union. I want to have somebody run a school where there is access to learn various trades like electric, plumbing, HVAC,

carpentry. I want to run a school like other technical trade schools in the city. Like I said, we're in the midst right now of preparing 6-8,000 square feet. We're in the Freeport armory, right off the Meadowbrook Parkway. I'd like to start to get the school open to train kids. Directly adjacent to this building will be a daycare center so people can come and drop the children off and then go learn the trade and then pick up their children 100 feet away. I'm very interested in and getting this started.

John Cameron:

That's great. I'd like to echo the sentiment that not everybody's cut out to go to college. It's not for everybody. There is such opportunity in the skilled trades. This could be such an opportunity for some of these minority communities. Mayor Kennedy has a significant minority community in his village. I salute him on helping to advance this initiative. We need to grow our economy here and put people back to work. As Mayor Kennedy has alluded, on the island there's a tremendous amount of opportunity for the skilled trades. We should do everything we can to try and encourage that.

Chris White:

One of the things that we're working on is procuring virtual reality goggles that we'll be sending out to classrooms as a career exploration type of experience for public middle school and high school kids. I especially think middle school is a good age for it. The idea is to present opportunities to young people that otherwise wouldn't learn about careers. Think about what the primary exposure is to a job. It's typically what your mom or aunt or neighbor does. Maybe it's what your teacher does. We are looking for ways to open opportunities in industries. I think the perception of what industries are now is not truly aligned with reality. When we think about manufacturing, it's so old school. Today things are so advanced, so technical. There are so many cool careers in healthcare that are so different than what they were in the past.

Rich Guardino:

If there are no other questions from council members, I would like to ask Brianne to open it up so that anybody who's on the Zoom would be able to ask a question?

Brianne Belschner:

Ann-Marie Scheidt from Stony Brook University looked to have a question, but her computer seems to have frozen. I hope she can get back to us.

Chris White:

While we wait for Ann-Marie, I do see John asked a question about the cost of living. This is something we saw come up in the data and I think it's everywhere. It's one of the reasons why I advocate very strongly for training programs that come with stipends; training programs that are on the job training, registered apprenticeships. We need to figure out how to help someone figure out how to pay for living costs while they are in training. I think the way you open the door is by supporting people. It's not cheap to live anywhere and especially not on Long Island.

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One thing I saw in some of your responses is the cost of education. I believe we are all strong supporters of higher ed. But, over 10 years the cost of higher ed has gone up twice that of the CPI. Both parents and students are examining the cost of education and the return on investment. They are debating, "How am I going to be able to get a job to be able to repay this?" Additionally, there has been a lot of discussion on the federal government's tuition forgiveness plan. The cost of higher ed is very, very expensive and if you're not coming out with marketable skills, it's questionable as to how you're going to have a path to go forward to repay those loans.

Chris White:

So, it's not a simple equation. I have a presentation I give to young people and to school administrators. I go through that you shouldn't just choose college as a default. College is fantastic for a lot of careers, but not all. I always say if given the opportunity, choose a goal, choose an end result and then work backwards. There are many opportunities of pathways to training. I believe graduation from high school is vital, but after that we really need to rethink if college plays in a crucial role for everyone. I think just being honest with young people about different opportunities is helpful.

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I've seen this in discussions with some of the colleges on the island. There are new special skill certificate programs that can give people a real opportunity with an employer looking for somebody with a certain skill. Often these programs can trump an associate's or bachelor's degree. Some of the colleges even offer the programs online.

Ann-Marie Scheidt:

Chris, glad to see that you're going to be sharing your report and your comments about guidance counselor's some years ago. There was an effort to get guidance counselors to direct students not to focus just on college. I infer from what you said that that's gained some traction, and the guidance counselors are focusing on the diversity of opportunities for kids.

Two things that we're doing at Stony Brook to answer John's question of how we get teaching to resemble what industry needs rather than teachers just teaching what they what they know. John, I think you have been a member, if you're not right now, of the Dean's Council for the College of Engineering. That's one of the loudest voices heard on what their industry needs. Another program that gets that message through is the SPUR program which is a program that works with 60 or 70 companies every year and places graduate and undergraduate students on specific projects that the company needs. It's a very streamlined program. Over the last 20 years, it has worked with hundreds of companies. One of the great things about it is that it gives the company and the student the opportunity to look at each other. Many of the students who work on those projects wind up getting hired by the companies.

John, through your involvement in the Dean's Council, you're aware that teachers teach what they know and what they know is governed by the accredited Board for Engineering Technologies which is a national organization that accredits engineering programs. If your programs are not accredited, students

don't want to come to you. We really need voices like yours to be heard and I'm happy to follow up with you offline, to figure out how we can make that happen. Maybe it's through the Dean's Council or maybe it's through another vehicle.

Final comment, commercial for public higher education. Public tuitions are reasonable and provide a nice option. We all believe that our public programs are at least as good, if not better than many in the private sector. We are positioned to offer affordable tuition. Thanks.

John Cameron:

Thanks. I think a lot of us hear the complaints around the island in New York State about the high cost of taxes. SUNY is probably the one of the best opportunities to capitalize on your payment of taxes. I'd to congratulate SUNY Stony Brook. They just were just touted as the number one public university in the state of New York. So, a salute to Emory and all our associates at Stony Brook. So, thank you.

Ann-Marie Scheidt:

Thank you, John, very kind. Thank you.

John Cameron:

One of the things the State Education Department just yesterday announced is a review of their graduation standards. There are some real movers and shakers on this panel, which I'm excited about. I'm not a time waster, I want to be productive and make things happen and I think this will be just that. The group will look at what skills are relevant in 2022 not 1980. They will discuss what the hidden skills kids graduating high school really should have. I am bringing in all the data we have been collecting. The voices of 1,000s of businesses who shared a lot of this data to the commission and to the region will be heard. This is important stuff.

Brianne Belschner:

I don't see anybody with their hand raised and I don't see any questions left in the Q&A box.

John Cameron:

Chris, thank you so much. This has just been terrific. It was a great presentation and I know that some of the folks here want to follow up. We appreciate you being with us today.

Chris White:

My absolute pleasure. If there are other opportunities to share data or have the conversation, please invite me. I'm very genuine about that. I'm happy to follow up with the PowerPoint slides or the full surveys as well. Thanks everyone so much for your time.

Rich Guardino:

John, we have a quorum now as Theresa Sanders and Elizabeth Custodio have joined the meeting. We will now proceed with the business portion of the meeting. The first order of business would be to adopt the minutes from the May 12, 2022 LIRPC Meeting.

Adoption of the May 12, 2022 Minutes. All in favor.

All in Favor: So moved.

Rich Guardino:

Resolution 2022-111 authorizes an agreement with the partnership of Hofstra University and the Town of Hempstead to continue Water Quality Monitoring, Analysis and Reporting within the surface waters of Nassau County's south shore through September 30, 2023. The current contract for water quality monitoring expires on September 30, 2022. The monitoring program provides baseline data against which to evaluate the changes to nutrient loading that are expected in the next decade as a result of infrastructure changes that are being implemented that will radically alter the magnitude of nitrogen inputs to the south shore. The funding for the program is from a state grant.

Motion to Accept Resolution 2022-111: Nancy Engelhardt

Seconded: Jeff Kraut

Recused: Don Clavin

All in Favor: So moved.

John Cameron:

I think this is an important program. I think the Council's guidance with Hofstra and the Town of Hempstead monitoring the south shore, particularly Hempstead Bay, is very important. Many of you have heard about the Bay Park diversion project, which really is one of the most innovative and transformative projects that has happened on Long Island in decades. That will remove the Bay Park and Long Beach wastewater discharges from Hempstead Bay and move them over to Cedar Creek and utilize that outfall to discharge treated effluent to the ocean which will provide major mitigation of the pollution source nitrogen, but also other pollutants. Hempstead Bay, at its highest classification, is suitable for shellfishing if cleaned up. To think that there is the potential for a return of shellfishing to Hempstead Bay, in western Nassau County, is almost unbelievable. Many people would never think it could be possible. With the county's leadership and a lot of innovation, this is something that could be transformative, and I believe possible. I think with our monitoring of the bay, we'll be able to document the improvement that we're seeing in different levels of constituents and contaminants in the base. With us is Mayor Bob Kennedy, who has been all over this and will be a leading champion to look to see the improvement of water quality on the south shore. I think this is an important one for the Council and Long Island.

Rich Guardino:

Resolution 2022-112 authorizes an agreement with Nassau County to transfer funds of Long Island Nitrogen Action Plan (LINAP) grant to Nassau County to pay for a portion of the costs to manage and coordinate Nassau County's Septic Environmental Program To Improve Cleanliness (S.E.P.T.I.C.). Ninety percent of Nassau County's north shore is unsewered with 40,000 conventional septic systems and cesspools which are significant contributors to nitrogen loading in the north shore bays, harbors, and Long Island Sound. The S.E.P.T.I.C. grant program provides \$20,000 in grants to property owners to upgrade to new nitrogen reducing technologies. The Council has previously transferred LINAP funds to

support the S.E.P.T.I.C. program which is administered by the Nassau County Soil and Water Conservation District. This transfer of grant funds will continue support for this important initiative.

Motion to Accept Resolution 2022-112: Jeff Kraut

Seconded: Supervisor Ed Wehrheim

All in Favor: So moved.

Rich Guardino:

Resolution 2022-113 authorizes an agreement with Save the Sound to target outreach and training for Long Island water quality data generators so that they will participate in the QuickDrops (QD) community data platform. The scope of the LINAP includes compilation of Long Island Water Quality data and development of a framework for sharing of information island wide. The data platform QD makes data easily accessible and facilitates an upload to the United States Environmental Protection Agency (EPA) Water Quality Exchange database and makes the data available for download from the EPA Water Quality Portal. Save the Sound currently has a project to put QD technology in every Long Island Sound data provider's hands allowing them to easily upload their collected data and to see their own and everyone else's data in an easy to understand, visual display. This initiative will expand Save the Sound's project to include all Long Island based data generators and the costs are going to be paid from the LINAP grant.

Motion to Accept Resolution 2022-113: Jeff Guillot

Seconded: Jeff Kraut

All in Favor: So moved

Rich Guardino:

Resolution 2022-114 authorizes grants to the schools with the top proposals that participated in the 2022 STEAM Challenge Program. As part of LINAP, the Long Island Water Quality Challenge promotes project-based learning in Science, Technology, Engineering, Arts and Mathematics (STEAM) in Long Island schools and helps students develop a greater understanding of how their classroom curriculum can be applied to protecting Long Island's crucial water resources. The competition focuses on reducing nitrogen pollution and connects students, teachers, and their communities to the overall Long Island Nitrogen Action Plan initiative.

Motion to Accept Resolution 2022-114: Supervisor Ed Wehrheim

Seconded: Elizabeth Custodio

All in Favor: So moved

Rich Guardino:

Resolution 2022-115 approves the Independent Auditor's Report performed by Long Island Financial Management Service (LIFMS), a certified Woman Owned Business, for the year 2021. The LIRPC engaged the CPA firm LIFMS on February 28, 2022, to perform an audit of the financial statements for the LIRPC for 2021. The key findings are: a. The auditor did not find any deficiencies in internal control that they considered to be material weaknesses and b. The results of their tests disclosed no instances of non-compliance or other matters that are required to be reported under Government Auditing Standards. The Officers of the Council have met with the LIRPC staff to review the audit and they recommend approval of the Independents Auditor's Report for the year 2021.

Motion to Accept Resolution 2022-115: Jeff Kraut
Seconded: Theresa Sanders
All in Favor: So moved

Rich Guardino:

John, that concludes the business portion of the meeting.

CHAIRMAN'S REPORT

John Cameron:

Okay, great, Rich. Thank you. I'll keep my remarks brief. I thought it was very informative and productive meeting today. I think we all know what's going on in the country. Unfortunately, the country has probably never been more divided and that's not a good thing. Unfortunately, we focus more on division than on unification today. Rather than having a dialogue on what the issues are, we focus on picking one side or the other. Unfortunately, this has resulted in a very divided country, and a divided state too. Politically, no matter what side of the aisle we are on, the Council continues to try and focus in on commonality, rather than division, but we do have challenges. The reality is that we see what's happening in federal government. We anticipate very high inflation, which is making it difficult, not just nationally and statewide, but also regionally for people to afford to live. We have a high cost of living here on the island to begin. We all recall back in 2010, we identified two of the largest impediments to Long Island's future sustainability being lack of diversity in housing and an unsustainable tax burden. We have this challenge at the federal and state level but on Long Island, the challenge may be even greater. We need to continue to grow our economy.

We also see what's happening, unfortunately, with the spike in crime in our major cities. It's happening in New York City and will translate into a migration of businesses and residents out of New York City to Long Island. We need to be prepared or those people will choose to go to Westchester or New Jersey. There is an opportunity here. While it is my favorite city in the world, the reality is that the city has a lot of challenges. As a result, you have a lot of businesses looking to move into the suburbs. With the MTA's \$15 billion improvement in its East Side Access and third track, there is improvement in commutation and transportation. We need to capitalize on that. I also think there are some major opportunities that Long Island can capitalize on with \$1.3 trillion infrastructure bill. In conjunction with what Governor Hoco is looking to do in the major state funding project, she has \$350 million dedicated to Long Island. Long Island needs to seize this opportunity because major funding of infrastructure and projects is probably not going to come around again. We need to help to grow our economy.

We talk about the challenges and Chris White's presentation today is illustrative as to what young people are looking for in terms of employment. We all know, unfortunately, there has been a migration of young people exiting Long Island and looking for more economical places to live, whether it's Florida, the Carolinas, Texas, Tennessee, etc. We're all fans of Long Island and we believe it is the greatest place in the world to live. We must make it affordable so that that vision and that dream that a lot of us have lived can be passed on to young people so that they're able to enjoy the fruits of Long Island also. So, it's

up to us to work to deal with the issues. We need to address them and capitalize on the opportunities that we have. As a Council we will work in conjunction with our elected leaders and our business leaders to do the smart things that are necessary to enable Long Island to continue to grow.

EXECUTIVE DIRECTOR'S REPORT

Rich Guardino:

Thanks, John. John mentioned the infrastructure projects. There were several meetings and hearings regarding the Penn Station revitalization plan which is important and critical for Long Island. There was a State Senate hearing and there were several hearings by the Empire State Development Group and John provided letters of support for those meetings. We'd love to see Penn Station improved. I know that they have implemented some programs and we expect that there are more to come.

As way of a brief update, the Council authorized a Long Island Waterfront Uses and Zoning study. We've begun working with LiRo to assemble an inventory of waterfront uses for marinas and commercial fishing on the island. The inventory will examine how each of the waterfront uses are currently zoned and look at the land use patterns. Regulations vary by the very many municipal jurisdictions we have. The study will create a central database of waterfront uses and their associated zoning classifications. LiRo is currently in the process of designing and developing a geo database map. The map has already been populated with Long Island's coastline and the quarter mile buffer of the coastline on the FEMA flood hazard map as well as all of the Nassau and Suffolk towns, villages and cities. A questionnaire survey went out this week. It will be distributed to multiple contacts from each municipality within a quarter of a mile of the buffer zone. Zoning and land use data associated with the parcels in the municipality will be assembled and analyzed over the coming months. We'll keep you updated as we move along with this survey and study.

John Cameron:

Thank you, Rich. Do we have any other new business from the from the Council? Okay, from the audience, is there any questions or comments from the audience? Brianne, if you can let us know.

Brianne Belschner:

I am not seeing anyone with any hand raises. We have one question in the Q&A. Is there a millennial/next generation committee or advisory group of the LIRPC?

John Cameron:

We should probably turn to our youngest member of the of the Council, Jeff Guillot for his thoughts.

Jeff Guillot:

There isn't, but there should be one and I would be happy to work on that effort.

John Cameron:

Jeff, if you're willing to work on this it would be great. It's a terrific idea and it's come up in several public meetings. The young people are, unfortunately, not usually well represented and they, frankly, have the most to gain or to lose. I would like to work on a millennial committee. I would ask that you

maybe speak to Matt Cohen or Stacy at the LIA because I believe they have a millennial group.

Nancy Engelhardt:

Dan Lloyd, who is the co-founder of Minority Millennials may be the person asking this. I am on the advisory board, and they have made tremendous inroads with a lot of organizations in Nassau and Suffolk. I think Dan's now on the CDC ally board. He is making a lot of inroads and I think it would be wonderful if Jeff, you could follow up with Dan and see how we could integrate.

Jeff Guillot:

I would be happy to get in touch with Matt Cohen.

John Cameron:

Fantastic. I think that would be a very productive use of time.

XX:

The presentation was great. What department of labor is doing is wonderful. But Jeff, what you talked about in terms of how organizations could really look at how to parallel the workforce with education. I know that's going to require a lot of work with the Department of Ed, but if anyone can make it happen, Northwell can. It could be a model program. I think it was tremendously hopeful to hear that you're working on that. So many of us could benefit by the work that you do in that area. We will look forward to the follow up on that.

Motion to adjourn. So moved. All in favor.