

## **Weekly Conference Call – September 15, 2011**

### **School District Employees Promising Practices**

Rick Grossi, Statewide Rapid Response Coordinator discussed **“Job Search Assistance for School District Employees.”** Kristina Krise and Susan Perkins were present from the Career Development and Youth Initiatives Office but time ran out and they were not able to talk about the *New York State Career Guide (Guide)* that they are developing. The *Guide* will include a collection of brief (1 – 2 pages) documents about career exploration and job seeking information from NYSDOL staff. These documents will consist of original content and feature material that staff have found to be very useful when preparing job seekers for the current market. If you have this type of content, and give us permission to include your work in the *Guide*, please send it to Susan C. Perkins: [perkins.susan@labor.ny.gov](mailto:perkins.susan@labor.ny.gov) by Friday, October 14. Should you need more related information, feel free to also call Ms. Perkins at (518) 457-2366.

**Rick began the call at 9:30 AM with a brief introduction.** The main focus of the call was regarding the school system and downsizing and how creative outreach has been done throughout the state. He asked regions to attend the call and to discuss what they have been experiencing with layoffs in their regions and to share some of their promising practices.

Rick asked that if anyone on the call had any other promising practices they would like to share to please send them to him at [Richard.Grossi@labor.ny.gov](mailto:Richard.Grossi@labor.ny.gov). A segue was then made to the following:

**Central Region:** Jennifer Pauley and Mary Regan.

Discussed workshops they are holding for teachers impacted by layoffs. The workshops are called Personnel Impacted by Layoffs. They are using the information packet created by Labor as a format for their workshops. The workshops are about 1 ½ hours in length. There is a focus on transferrable skills (thinking outside the box).

Mary: Maybe something will happen in the future for teachers to get jobs (based on speech by President Obama).

The workshops are successful. The evaluations that they have been receiving are very positive.

**Rick:** He stressed being proactive and try to reach them before they put in for UI Claim. Integration is key and supporting the affected school district employees through this transition is essential. We cannot count on federal monies and if ultimately approved, the duration of such education subsidy has not yet been formally disclosed.

**Finger Lakes:** Brendalyn Bynoe

City of Rochester School District has 332 affected employees as tracked through REOS. Over 700 affected employees exist throughout the region as available in REOS. However, the percentage of currently recalled employees continues to increase.

Service strategy includes:

- Orientations
- One-on-Ones
- Meeting with affected workers
- Over 500 affected in region – this week, less than 250
- Guide sent to employees
- Developed PowerPoints for transferrable skills and kick start job search workgroups
- Doing a lot of outreach

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#### **Long Island:** Fred Danks

- Will be establishing LinkedIn group
- Contacting school districts
- Cold calling
- Sending letters
- REOS system
- Scheduling 190 former school employees together-targeted workshop from RR staff
- Case management

#### **Mid Hudson:** Elyse Adler

- Able to set up through unions
- Most people are lower level (i.e., teacher's aides, janitors, cafeteria workers, etc.)
- Transferrable skills and other options for workshops
- Many teachers have been offered teacher's aides positions to keep their health benefits – will be working with them to seek other options. Find that younger people are more willing to look outside the box
- E-mail blasts have been sent to reach out

#### **Mohawk Valley:** Mike Clark

- Outreach (e-mails sent in spring for workshops) and two regional meetings through NYSED offices
- One-on-Ones – because there was a low amount of affected employees
- Case management every three weeks via the Reemployment and Eligibility Assistance (REA) system

Not inundated yet. Customers are mostly teacher assistants, janitors, not many professionals. Retirees helped.

**Rick:** Case management is critical for Rapid Response – make sure that the service provided is a building process.

#### **New York City:** Linda Foehr

By early next week there may be 600 possible layoffs as attached to the New York City Department of Education. Three Expedient Response orientations (200 affected employees in each group) with the assistance of local college sites have been scheduled in anticipation of reemployment service need.

*Note: since the weekly conference call, it has been confirmed that these layoffs will occur.*

#### **Tompkins and Southern Tier Rapid Response Team:** Diana Bradac and Dave Croston

Diana: In June, we worked with Rapid Response team, 300 layoffs in Southern Tier. Seventy (70) alone in Tompkins (this is a lot for this area). Held Rapid Response session (limited attendance – a lot of fear and uncertainty).

Piloted a support group and there were two sessions held in August (30 participants each). They used the Job Search Guide as guiding packet and take away, the outline was flexible and the group is still meeting without staff facilitation. Next session is in September (next Tuesday). Transferrable skills was a targeted workshop. Teachers seem very satisfied to have other options and resources available to them.

Dave: Committee staff for Regional office brainstorming to come up with solutions:

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- Created customized workshops offered at job fair
- Broome-Tioga One-Stop workshops on resume writing
- Advertised and promoted to get out to customers
- Pulled resources in area to learn about what each agency is doing to help
- Established a website [www.btwrap.org](http://www.btwrap.org) to help pull resources and put everything on line
- Binghamton University offered to provide surveys from psychological department to see how workers are being affected

**Rick:** This is an excellent example of partner coordination and researching/meeting the needs of affected employees.

#### **Western Region:** Debbie Arbutina

- May and June – got in touch with school districts to let them know they are available for help (they promoted services)
- Worked with other avenues to work with teachers (e-mail, letters) – offered Job Seeker Guide on their website
- Expeditious sessions held
- Information sent to Buffalo City School District. Information put in packet to affected teachers

**Promising practices call:** In October, tentative dates for 1 ½ hour sessions inviting teachers and trainers. Met two times a week for impacted employees to share success stories, looking to have speakers, networking.

- Looking at REOS
- Distribute flyers through One-Stop
- E-mail invitations to school districts. Show resources and ask them to share anything they know
- Discuss transferrable skills
- Invite principals, instructors, teachers, school administrators, etc. in school districts as panel
- Labor Market Analyst – What is going on and how it affects them
- Business Services people provide speaker from University at Buffalo – or other options
- Peer resume review

**Rick:** Networking Clubs are important for job searchers .... working together for mutual benefit such as emotional support/coping strategies (self and family), sharing of job leads, listening to invited recruiting representatives from companies, etc. Use of social media such as LinkedIn is also encouraged.

Rick thanked everyone on the call and for the work they are doing.

**Call ended at 10:30 AM.**

For any questions regarding the Job Search Assistance for School District Employees portion of the Weekly Conference Call content, please contact:

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