



Long Island Local Workforce Investment Board 2014 Regional Workforce Plan

1. Labor Market Information for Workforce Planning

Labor Market Information (LMI) to support Local Workforce Investment Board (LWIB) regional workforce planning has been developed in a form that provides workforce planners an understanding of: (1) labor demand, or the occupational skills needed by businesses – immediately, short-term and long-term; (2) the labor supply, or availability of skilled workers in each of these labor markets; and (3) the education and community capacity to create skilled workers.

LMI for Workforce Planning is available at:

<http://labor.ny.gov/workforcenypartners/lwia/lmi-for-workforce-planning.shtm>.

This information includes: LWIB regional priority occupations; Regional Economic Development Council priority occupations; occupations in demand in current, short-term and long-term labor markets; and occupations associated with significant economic development projects.

2. Priority Sectors and Projects

- a. Sectors – Identify the priority sectors for the region and explain why each of these sectors was designated as a priority.

On September 19, 2013, the Long Island Regional Economic Development Council (LIREDC) published its 2013 Progress Report, entitled “Strong Island – The Story of Region’s Recovery and Resurgence.”^[1] According to the report, “Continued low wage job growth in a high cost region can have disastrous long term consequences. This pattern reemphasizes the need for continued focus by the LIREDC in two key areas: growing and retaining companies in biotech, energy, manufacturing and IT fields for the employment of a skilled workforce that will stay on Long Island and contribute to the economy; and supporting the growing industries of healthcare, hospitality, and tourism by expanding skills training and education programs to meet the needs of employers.” This statement and others made by the LIREDC clearly indicate that it considers the following sectors to be of high value to its economic strategy:

- **Biotechnology**
- **Energy**
- **Manufacturing**
- **Information Technology**
- **Health Care**

In addition to the sectors identified above, the New York State Department of Labor Division of Research and Statistics’ “Significant Industries Report: Long Island Region – 2011” highlights the industries below as”Industries that are likely to be key to future economic growth in the region.^[2] They include:

- **Construction:** “While this industry suffered significant job losses during the recent recession, it is important to the region because of the good wages paid in the industry and the advanced skill sets required by many occupations in the industry. Most new construction will be required to meet new high standards for energy efficiency and use of green materials, and this will require some retraining for workers in the industry.”

^[1] <http://regionalcouncils.ny.gov/themes/nyopenrc/rc-files/longisland/LI-2013-pr.pdf>

^[2] <http://www.labor.ny.gov/stats/PDFs/Significant-Industries-Long-Island.pdf>

- **Trade, Transportation and Utilities:** “Merchant wholesalers, durable goods (NAISCS 423) pay good wages and has an important legacy based on the area’s rich history in advanced manufacturing. Merchant wholesalers, nondurable goods (NAICS 424) manufacturers are often tied to the region’s competencies in electronics, and communications equipment and machinery. Nondurable goods wholesalers frequently have ties to the area’s manufacturing base in medical equipment and supplies, and pharmaceuticals.
- **Professional and Business Services:** “The professional and business services sector includes a range of industries reflecting Long Island’s wide-ranging skills and capabilities in science, engineering, and technology. It also reflects Long Island’s small business-based economy. *Professional, scientific, and technical services* (NAICS 541) includes key research and development laboratories as well as companies providing computer systems design, engineering consulting, accounting, and legal services. *Management of companies and enterprises* (NAICS 551) is not only a source of high wages but reflects the region’s expertise in advanced business process development.”
- **Leisure and Hospitality:** “Not usually viewed as a priority sector, this industry has a number of good paying jobs including chefs, head waiters, restaurant managers, catering service managers and event planners. It also provides a first job work skills-learning environment for many younger workers.”

b. Projects - Identify regionally significant economic development projects or initiatives.

The LIREDC Progress Report also identifies what the Council views as the regionally significant economic development projects and initiatives for Long Island, with specific references to the critical role that the Long Island LWIBs must play in their implementation. To that end, the Long Island WIBs have been and will continue to align their efforts, funding and planned outcomes with the LIREDC’s priority workforce development projects listed below.

The section of the Progress Report entitled “Investments in Our Workforce” articulates the following as its key (workforce) strategy:

“Create a cohesive education and workforce training strategy through partnerships among a range of stakeholders – business, trade groups, labor, government agencies, educational institutions, parents and students—with the goal of ensuring that workers from all of Long Island’s communities are prepared to take advantage of new job opportunities in key economic growth sectors.”

According to the report:

“The region has made considerable progress towards achieving its vision by implementation of key projects and specific strategies focused on K-12 STEM education, academic and industry partnerships, dislocated worker skills training and improved collaborations to expand opportunities for the Long Island workforce in meeting the current and future needs of Long Island employers and growth sectors.” Included in these key projects and strategies are the following:

- **The LI STEM Hub:** Has brought together employers, government agencies, and existing workforce collaborations to support education and training programs - forming regional industry council groups that have been particularly successful in the health care arena.
- **STEM Diversity Roundtable and Center:** Building upon the Farmingdale College's Science Technology Program (STEP) for middle and high schools students, the Summer Academy exposes students from underserved districts to aviation, robotics, and health technologies, hydrogen fuel cell purification, biomass energy and hydrogen electro-chemical separation.
- **Hofstra North Shore - Long Island Jewish School of Medicine "Medical Scholars Pipeline":** Is an academically-selective, four-year program offering medical education to promising minority and economically-disadvantaged students from nearby districts, with the goal of increasing diversity in the healthcare workforce.
- **EnglNE:** The EnglNE initiatives at Hofstra and Stony Brook University have enhanced engineering education at both universities through facilities improvement, hiring of faculty and increasing capacity. Students who decide to pursue undergraduate degrees in STEM fields have their choice of programs that will prepare them for jobs with innovative regional employers.
- **EnglNE2:** LIREDC funding supported the expansion of facilities at Farmingdale State College and NYIT. At NYIT, EnglNE2 has enabled the renovation of the materials lab and the purchase of new equipment for a clean room and materials lab. This new equipment will enable prototyping, materials characterization, nanotechnology, and sensor fabrication. NYIT's program builds upon the successes of its Round One Entrepreneurship and Training Innovation Center, which provides job opportunities for students and talent for technology start-ups in the region.

In terms of the future, the Report states:

"But our region could be doing more, and we will redouble our efforts to deliver workforce training and job placement to all Long Islanders. In the current round, we are particularly focused on those workers and communities who are not seeing the benefits of recovery. This includes the overlapping groups of long-term unemployed, veterans, and youth who are not bound for four-year College, at least in the short term". The LIWIBs have and will continue to making these populations a priority when preparing our program design strategies. Current collaborations include:

- **Stony Brook's Corporate Education and Training Program:** In partnership with the region's Workforce Investment Boards to deliver retraining for professionals who were dislocated during the recession. By partnering with the Project Management Institute, the U.S. Green Building Council, and the National Association of Home Builders, the CET program has provided LEED, Green Building, and Energy Auditor training to hundreds of transitional professionals. This advances our goal of improving the skill sets of Long Island's advanced workforce.
- **Long Island Business and Workforce Investment Project (LIBWIP):** The three Long Island WIBs – in cooperation with the Long Island Forum for Technology and the Connect Long Island Partnership – have also implemented the Long Island Business and Workforce

Investment Project. LIBWIP includes both general training and employment related services, as well as targeted the health care information technology courses offered through Hofstra University. The project has exceeded its benchmarks for training and placement and reflects the LIREDC's goals of educating and retraining workers.

The LIBWIP Project stands as a successful LIREDC-created, LIWIB-led, regional workforce service delivery model that, with adequate CFA funding, can be utilized to coordinate the delivery of workforce training and job placement with economic development.

- **Community Resource Center (Wyandanch):** Has partnered with the LIWIB and the Suffolk County Police Department to link workforce development services with the services provided by the Council of Thought and Action. This initiative will provide youth involved in the criminal justice system with paid work experience as an incentive for participating in activities designed to help these individuals develop beliefs and a code of conduct that are consistent with being a good citizen - eventually leading to educational or employment opportunities. As funding is identified this model will be replicated in the Brentwood, Central Islip and Bellport communities.
- **Pathway to Citizenship on Long Island:** This project, with funding provided by Citi Community Development allows the LIWIBs to address the need for re-credentialing foreign degrees or certifications that lawful permanent residents may bring to United States. The region includes an estimated 450,000 lawful permanent residents, with approximately 125,000 (28%) meeting basic eligibility for citizenship. According to "Investing in the Human Capital of Immigrants, Strengthening Regional Economies" published by the Brookings Institute in 2012, 28% of immigrants arrive to the US with a Bachelor's Degree or higher, and 49% of immigrants work in jobs for which they are over-qualified. The WIB in partnership with the Central American Refugee Center (CARECEN), Citi Community Development (CCD), United Way of Long Island (UWLI), United States Citizenship and Immigration Services (USCIS), New York State Department of State, and New York State Department of Labor (NYSDEL) will provide services including credential evaluation and training.

According to the report, the Council intends to..... "Continue expanding the capacity of workforce training providers and educational institutions across the region whose goals align with the 2011 Plan strategies – including their emphasis on green jobs, advanced manufacturing, and health care. Workers with very different skill levels can, in these sectors, find rewarding careers, job ladders, and good prospects for additional training and education".

The LIWIBS will continue to play a central role in closing skill gaps in emerging sectors, partnering with local colleges, universities, vocational schools, unions and the business community to deliver the necessary skills. Below is a sampling of projects the LIWIBs are currently supporting.

- **Suffolk County Community College's Manufacturing Training Program:** Is a LIEEDC funded partnership between the College, the LIWIBs and the Community Resource Center in Wyandanch. This project, targeting Wyandanch residents, is designed to prepare technically competent entry level workers for the manufacturing workforce and entry into a skills development pipeline.

- **Project SCHOOL**: A United States Department of Health and Human Services funded initiative is collaboration between the three LIWIBs, the New York State Office of Temporary and Disability Assistance, the New York State Department of Labor, and the Suffolk County Department of Social Services. This comprehensive user-friendly service delivery model provides TANF recipients and low-income workers with the skills needed for long-term, well-paying employment in the healthcare industry.

The LIREDC Opportunity Agenda: An overview states that: “In its 2011 Strategic Plan, the LIREDC reckoned with the region’s past and seized opportunities for its future. Our strategies placed special emphasis on ensuring that all of Long Island’s communities – including those which had suffered from long-term isolation and disinvestment – would reap the benefits of the state’s new, transformative approach. This year’s Opportunity Agenda initiative will enable the region to realize the promise of the equity-oriented approach set forth in the strategic plan, by moving un- and underemployed people into the work force and revitalizing a distressed community⁽³⁾.”

Wyandanch Rising is a \$500,000,000 active, transformational, transit-oriented community initiative that, after a decade of planning and infrastructure development, broke ground July 2013. This community is the beneficiary of the LIREDC’s 2013 Opportunity Agenda. The LIWIBs, in support of the LIREDC funded Wyandanch Rising project and their 2013 Opportunity Agenda have been partnering with the LIREDC Opportunity Agenda funded programs as well as leveraging local Workforce Investment Act funds to facilitate and enhance the outcomes desired by all entities involved. They include but are not limited to:

- **YouthBuild Wyandanch**: A United Way of Long Island CFA funded project will serve SNAP applicants and recipients’ ages 18-24 who are unemployed or underemployed. Participants referred by the LIWIBs will acquire workforce skills with stackable and portable credentials by participating in community construction projects for homeless and low-income families and training them in green collar employment opportunities in energy efficiency, renewables, weatherization, Energy-Star construction, HVAC and home restoration.
- **Town of Babylon – Albanese Inc. Targeted Hiring Initiative**: Leveraged local Workforce Investment Act Adult funds to support a targeted hiring agreement between the Town of Babylon and the project developers - Albanese Organization, Inc. The Albanese Organization has agreed to interview and hire Wyandanch residents that complete a 10 week pre-apprenticeship training course offered by the Electrical Training Center, Inc. – a One-Stop training provider. To enhance completion rates, the training provider is conducting a majority of the curriculum at the Community Resource Center located in the heart Wyandanch. The first class graduated 14 individuals – 12 have entered employment, six with the Albanese Organization – three of which have been accepted into local unions. A second class consisting of 16 Wyandanch residents is scheduled to complete training May 2014.

⁽³⁾ <http://regionalcouncils.ny.gov/assets/documents/regionalopportunities/longislandopportunityagenda.pdf>

- **Community Resource Center:** Has partnered with the SCWIB, the Town of Babylon, the Educational Assistance Corporation, and the Suffolk County Department of Social Services to co-locate a Labor Specialist and a Social Services Eligibility staff member at the Center. These individuals are providing job search assistance – including job matching, resume writing, job search coaching, employability workshops and referrals to vocational training as well as determining eligibility for Food Stamps and providing information about Public Assistance. This staff is also responsible for publicizing these services through local not-for-profits, the Library and local advocacy groups.

The section of the Progress Report entitled “New York Rising: Community Reconstruction Plan for Long Island,” states that the “New York Rising Community Reconstruction Program will enable Long Island to build back stronger and more resiliently than before Super Storm Sandy and help mitigate damage from future storms.” In keeping with the LIREDC’s statement above that “In the current round, we are particularly focused on those workers and communities who are not seeing the benefits of recovery,” the Long Island WIBs are already participating in the implementation of the workforce portion of the LIREDC’s recovery strategy.

- **Resilient, Educated, Newly Employed Workers (RENEW) Project:** This project will be operated by the LIWIBs and is funded by a New York Rising Super Storm Sandy Social Services Block Grant. The purpose of the project is to provide job-related education, training and placement opportunities to the most economically vulnerable Sandy-impacted individuals within the Long Island Region to increase their resilience, from an occupational standpoint, in the face of future, similar events.

Also, in addition to RENEW Project, described above, the LWIBs will also work in partnership under a similar grant awarded to the Hispanic Counseling Center to provide job-related education, training and placement opportunities to Sandy-impacted individuals within the Long Island Region.

3. Aligning Business-led Partnerships and Resources

- a. LWIB Membership – Describe how the business membership of each of the region’s LWIBs align with or support business representation of priority sectors and regionally significant projects or initiatives.

The LWIBs’ membership currently includes individuals representing organizations aligned with the LIREDC’s target sectors, as well as LIREDC members. We will continue to pursue this alignment as we move forward. Members include those from medical facilities, manufacturers, IT Technology firms, Homeland Security Specialists and numerous educational entities which provide training in the priority sector fields. Please see response to question 3.c below.

- b. Business Advisory Committees – Prepare an inventory of Business Advisory Committees established by community colleges, and describe LWIB involvement in these committees where applicable. Note that NYSDOL will create web-based mechanism to compile information on business advisory committees.

Nassau County Community College (NCCC): As the largest single-campus community college in New York State, NCCC maintains advisory committees in numerous academic subject areas, reflecting the broad educational needs required for the region’s diversified economy. Included are advisory bodies on administrative business, health information technology, medical laboratory technology, physical therapy, radiation therapy, radiologic technology, respiratory

therapy, surgical technology, civil engineering technology, electrical engineering, fashion buying and merchandising, interior design, hospitality business, computer science and information technology, mortuary science, nursing and paralegal studies. In addition to membership from industry representatives, each committee also includes representatives from other regional educational institutions, leading to the sharing of business needs. Because the College is a member organization of the LWIBs and a partner to the local career centers, the LWIBs have the ability to coordinate and leverage the business membership of the committees to address the region's workforce needs. Representatives of the LWIBs also serve as members of the College's Perkins IV Local Advisory Council (LAC). Through their involvement with the LAC, the LWIBs are positioned to align LWIB workforce initiatives with those undertaken by the College's advisory committees.

Suffolk County Community College (SCCC) : Coordinates 25 Advisory Committees including Accounting, Business Computer Science/Information Technology, Nursing, Paralegal Studies, Photographic Imaging, American Sign Language/Interpreter for the Deaf, Automotive Technology, Construction Technology, Cooperative Education/Internships, Early Childhood Education, Emergency Medical Technician: Paramedic, Engineering Science and Electrical Technology, Physical Therapy Assistant, Radio/TV/Film Production, Theatre, Culinary Arts, Graphic Design, Interior Design, Chemical Dependency Counseling, Health Information Technology/Medical Records, Occupational Therapy Assistant, Veterinary Science Technology, HCAC/R, and Manufacturing Technology. SCCC also has the following Advisory Boards and Teams: POWER Advisory Board (renewable energy/energy efficiency), Ophthalmic Technician Advisory Team, Pharmacy Technician Advisory Team, Women in Automotive Advisory Board and Advanced Manufacturing. The LWIB is represented on the CTEA Local Advisory Council and the Advanced Manufacturing Boards.

- c. Regional Economic Development Council (REDC) Planning – Describe how the region's LWIBs coordinate with REDC planning.

The LWIBs and local One-Stop representatives have been very active in aligning our effort with the LIREDC since the Council's inception. Coordination between the Council and the LIWIBs is facilitated by our participation in the Council's various Work Groups. Each WIB and One-Stop has several representatives that participate in one or more of each of the Council's work groups as identified below:

- **Comprehensive Economic Development Strategy Work Group**
Andrea Lohneiss, Empire State Development – Hempstead/Long Beach WIB
William Mannix, Town of Islip Industrial Development Agency – Suffolk WIB
- **Community Reconstruction Program Work Group**
Noreen Carro, LMN Printing and RC member – Hempstead/Long Beach WIB
John Durso, Long Island Federation of Labor – Hempstead/Long Beach WIB
Andrea Lohneiss, Empire State Development – Hempstead/Long Beach WIB
William Wahlig, Long Island Forum for Technology – Hempstead/Long Beach/Suffolk WIBs

- **Infrastructure Work Group**
 Roger Clayman, Long Island Federation of Labor – Suffolk WIB
 William Duffy, Operating Engineers, Local 138 – Oyster Bay-N. Hempstead-Glen Cove WIB (OBNHGC)
 John Durso, Long Island Federation of Labor – Hempstead/Long Beach WIB
 William Mannix, Town of Islip Industrial Development Agency – Suffolk WIB
 - **Innovation and Industry Clusters Work Group**
 Barry Greenspan, Empire State Development – OBHNGC WIB
 William Wahlig, Long Island Forum for Technology – Hempstead/Long Beach/Suffolk WIBs
 - **Opportunity Agenda Work Group**
 Staff Liaison: Andrea Lohneiss and Denise Zani, Empire State Development – Hempstead/Long Beach WIB
 Sammy Chu, Suffolk County Department of Labor – Suffolk WIB
 Roger Clayman, Long Island Federation of Labor – Suffolk WIB
 Katherine Daniel, Suffolk County Department of Labor – Suffolk County One-Stop
 Cheryl Davidson, North Shore Long Island Jewish Health System – OBHNGC/Suffolk WIBs
 Detective Lieutenant Robert Donohue, Suffolk County Police – Suffolk WIB
 Tracie Holmberg, State Department of Labor – Hempstead/Long Beach/OBNGC/Suffolk WIBs
 William Wahlig, Long Island Forum for Technology – Hempstead/Suffolk WIBs
 - **Path Through History Work Group**
 Noreen Carro, LMN Printing – Hempstead/Long Beach WIB
 - **Workforce and Education Work Group**
 Andrea Lohneiss, Empire State Development – Hempstead/Long Beach WIB
 Noreen Carro, LMN Printing Company, Inc. – Hempstead/Long Beach WIB
 Sammy Chu, Suffolk County Department of Labor – Suffolk County WIB
 Roger Clayman, Long Island Federation of Labor – Suffolk County WIB
 Cheryl Davidson, North Shore – LIJ Health System – OBHNGC/Suffolk WIBs
 John R. Durso, Long Island Federation of Labor – Hempstead/Long Beach WIB
 Jay Fund, Hunter Business School – OBHNGB/Suffolk County WIBs
 Tracie Holmberg, State Department of Labor – Hempstead/Long Beach/OBNGC/Suffolk WIBs
 Ana-Maria Hurtado, Town of Hempstead Department of Occupational Resources/Hempstead/Long Beach WIB
 John Lombardo, Suffolk County Community College – Suffolk WIB
 Patricia Malone, Stony Brook University – Suffolk WIB
 Fran Mays – Workforce Partnership Career Centers – OBHNGC WIB
 Martin Murphy, Long Island Regional Adult Education Network – OBHNGC/Hempstead/Long Beach/Suffolk WIBs
 William Wahlig, Long Island Forum for Technology – Hempstead/Long Beach/Suffolk WIBs
- d. Other Business-led Partnerships – Describe how the any other business-led partnerships support workforce planning in the region.

The LWIBs are represented on a variety of business associations and consortia that work together to support workforce planning on Long Island. Our representatives network for job opportunities, to increase One-Stop visibility, publicize WIA funded business services, and to identify

opportunities to collaborate on projects that are important to the region's economic development efforts. For example:

- The Connect Long Island Partnership was established under the leadership of the three Long Island LWIBS and coordinated by the Long Island Forum for Technology, Inc. (LIFT). It has conducted analyses of worker skills gaps in relation to employer skill demands. Connect Long Island also administered the NYSDOL Regional Economic Transformation Strategies through a Sector or Cluster-Based Approach Grant (Request for Proposals Number 13N), as well as a U.S. Department of Labor Regional Innovation Grant. It provided the foundation for the Workforce Innovation Network, described in the LIREDC's Strategic Plan. The LWIBs also worked in partnership with LIFT under its U.S. Small Business Administration (SBA) – Small Business Teaming Pilot Program Grant. The grant is closely aligned with LIFT's Rail Alliance: Infrastructure, Logistics and Security (RAILS) initiative. Under the SBA Grant, the LWIBs identified minority-owned small businesses to participate in and benefit from the program.
- The LIWIBs regularly attend the Hauppauge Industrial Association (HIA) meetings where member companies represent over 10,000 business professionals, many employed in the LIREDC priority industries. HIA acts as a voice for business on Long Island and is heavily involved in planning for economic development for the region. LIWIB members and One-Stop staff are also active on several of the Association's industry sub-committees.
- The LIWIBs work in partnership with the Long Island Association (LIA) as well as Aerospace and Defense Diversification Alliance in Peacetime Transition (ADDAPT). LIA supports growth, economic development and infrastructure investments in order to create employment opportunities while strengthening the Long Island business community. ADDAPT is an organization representing local aerospace and defense manufacturers which is also in alliance with LIFT, the HIA and the LWIBs to promote technology-based industries.

4. New York State Career Center Services

- a. Business Services – Describe the NYS Career Center Regional Business Services Team's capacity to broker the region's demand and supply for skilled workers.

It is clear that that the state's top priority is to create more jobs by making New York State more business friendly. As the State seeks to send the message that New York is a welcoming state for business growth and success, the LIWIBs have been extending that message into the workforce programs we operate. For example:

- The Regional Business Services Team has marketed core services that include customized and industry cluster recruitments, job matching and job referrals, tax credits, layoff aversion services, On-the-Job Training and the availability of training funds via the Consolidated Funding Application process.
- The LIWIBs have enhanced their On-the-Job training budgets and recruitment efforts to support the LIREDC targeted industries. These training opportunities have been supported by local formula funds and the NYSDOL National Emergency Grant.
- The LIWIBs and the Regional Business Services Team organize dozens of job fairs and customized recruitments each year. The fairs are generally open to all residents but are

frequently targeted to a specific population (veterans, disabled) or industry cluster identified as a priority by the LIREDC. The region's Business Services Teams will often screen potential candidates against the advertised job description to get the best match possible for the employer while saving them time, effort and money during the recruitment process.

- b. Worker Services – Describe NYS Career Center services to address unemployment in target populations.

The region's targeted populations, such as long-term unemployed, individuals with disabilities, the formerly incarcerated and veterans face similar barriers to securing quality jobs. These individuals are served by the One-Stops using the Core, Intensive and Training structure established in the WIA but can choose to receive targeted services as described below:

- **Core:** The One-Stop Employment Centers provide telephones for customers to privately talk to prospective employers, fax and copy machines; and a Career Resource Library, consisting of books, newspapers, videos, special directories and other career-related materials for pursuit of job search and labor market information. Banks of computers, with high-speed internet connections, are available for customers to prepare resumes and locate jobs on Long Island and elsewhere. Information regarding Unemployment Insurance Benefits, education, training and employment opportunities, as well as supportive services such as child care, transportation, SNAP, and health insurance is also available.
- **Staff Assisted Services:** Including: Assessments, skills testing and employability workshops including Successful Job Search, Self-Assessment/Career Exploration, Networking, Skills Transference, Resume and Cover Letter Preparation, Personal Branding, LinkedIn, How to use the Internet as a Job Search Tool, Online Social Networking, How to Work with Recruiters Effectively, Salary Negotiations, Interviewing Techniques, Resumes for People Over 50, Green Jobs and Skills Discovery for Individuals with Disabilities as well as the Job Path Club are available. Workshops are also provided to address the special needs of job seekers. These include Managing Change and Stress, How to Access Health Care, SNAP, Other Benefit Programs and Foreclosure Prevention. Computer Workshops and Tutorials, including Microsoft Office Applications and Tutorials and self-taught computer lessons in QuickBooks are provided on a continuous basis. Career Quests, which provide an overview of a career field and affords participants the opportunity to explore career paths and speak to industry leaders, as well as Job Fairs, including human resources representatives from companies throughout Long Island, are conducted onsite and at local libraries. Job listings including On-the-Job Training opportunities are updated and posted regularly.
- **Training:** The LIWIBs are developing training opportunities, both vocational and OJT, to address the nine targeted industries outlined in Section 1 above - with special emphasis on the sectors targeted by the LIREDC. Collectively the LIWIBs have procured hundreds of classes addressing a broad range of job titles within the designated industries. We have contracted with Farmingdale College, Suffolk Community College and Nassau and Suffolk BOCES for their Advanced Manufacturing courses. Hofstra University, Island Drafting Institute, New York Institute of Technology, NetCom Information Technology and Stony Brook University have created opportunities in LEAN, IT, LEED and Project Management for our customers and Nassau and Suffolk BOCES and Hunter Business School have been contracted to provide a wide selection of Healthcare related training. With more than a dozen other training

providers under contract we are in good position to procure whatever training the LIREDC determines to be a priority. The LWIBs require training institutions to document that curricula are aligned to job specific skills, and are reviewed by local employers. Schools are encouraged to incorporate internship components in programs, and continued referrals are contingent on adequate training-related placement rates. In regards to OJT – our outreach and procurement process has been revised to allow us to better target the LIREDC priority industries. The new approach has generated many requests for on-site presentations resulting in multiple manufacturing, energy and IT related companies submitting proposals for consideration. Several contracts have been executed with more in the pipeline.

- **Long Term Unemployed:** The One-Stops, in an effort to reduce the economic impact of being unemployed and reduce the amount of time job seekers are dependent on Unemployment Insurance, have collaborated with the NYSDOL on a two stage approach to support service delivery to our shared customers.

NYSDOL Reemployment and Eligibility Assessment staff is co-located within the One-Stops dedicated to emphasizing early intervention for individuals that have been identified as likely to remain unemployed for more than 27 weeks. The state requires beneficiaries to attend one-on-one interviews, which included a review of ongoing UI eligibility, provision of current labor market information, development of a work-search plan, and referral to reemployment services and/or training, as needed. In accordance with New York State Department of Labor Technical Advisory 09-02, entitled 'Individual Training Account (ITA) Approval Policy' the One-Stops have streamlined the delivery of training services to eligible individuals that demonstrate skills gaps that can be remediated by an appropriate training program.

Individuals approaching their 20th week of UI are invited into the One-Stops for additional workshops and networking opportunities. Workshops may include "How to Target Companies and Employers", "Revitalizing the Job Search", "How to Market Oneself", "Networking Techniques" and "How to Use Social Media in Your Job Search". The One-Stops have also added additional Peer to Peer Job Search Clubs for these individuals.

- **Individuals with Disabilities:** The Long Island One-Stops have hired staff funded by the New York State Disability Employment Initiative (DEI). This staff is or will become Disability Resource Coordinators (DRC) dedicated to ensuring that people with disabilities are receiving the most appropriate level of core, intensive, training, and specialized services to increase job placement and financial independence. The DRCs are also responsible for assuring physical, programmatic, and communication accessibility to guarantee people with disabilities equal access to available services. The DRCs will coordinate services through a large inventory of local service providers and partners that have joined together under the NYESS. Partner Agency staff from ACCES-VR also provide on-site services to meet the special needs of the disabled. The LWIBs also participate in the Nassau and Suffolk Placement Networks to coordinate services for individuals with disabilities.
- **Ex-Offenders:** The LWIBs have worked with this population for many years and have provided training to staff so that they can better understand the issues these individuals must overcome before entering training or the workforce. Each of the One-Stops has initiated projects as described below:

Suffolk County has assigned several staff members to foster new ideas and new partnerships in a venture called “Fresh Start”. This staff participates in monthly meetings, trainings, and events to further develop their skills in serving the formerly incarcerated and have been seeking out training to provide capacity building activities for front line staff such as Offender Employment Specialist Training. They are in frequent contact with the Police and Probation departments and are active on the County Re-Entry Task Force. Fresh Start has identified companies that are willing to give these customers a second chance and have held several Job Fairs exclusively for these individuals – with great success. Every presentation to the business community now includes information regarding the hiring of this population including the Federal Bonding program, Tax Credits and Article 23A.

- **Veterans:** Veterans’ services in the local One-Stops are provided in partnership with the state’s Disabled Veteran Outreach Program Specialists (DVOPS) and Local Veterans Employment Representatives (LVERs). This partnership ensures that these returning individuals and their spouses are given priority over other populations. To publicize the priority of service policy, the One-Stops, in accordance with NYSDOL guidance, have posted signage at all local One-Stop Career Centers and affiliate service sites, improved our websites to include language that clearly identifies priority of service and provides linkages to programs that serve veterans.

The state and local staff begin the provision of services process with an initial assessment to determine the level and types of services that would be most beneficial to the customer. One-Stop staff will provide services tailored to the veteran’s needs including career counseling, resume preparation, employability workshops, job placement assistance and case management by local staff dedicated to serving the veteran population. The One-Stop’s Business Service Team members, will advocate on behalf of veterans with the business community by marketing the veterans’ skills, education, experience and other positive attributes as well as publicize such programs as the newly expanded Work Opportunity Tax Credit (WOTC). State and local One-Stop staff will instruct veterans on how to apply for federal job opportunities as well as civil service positions within the state, counties and local towns. Career fairs explicitly for veterans are organized frequently and include educational institutions, service providers and a mix of employers – especially those from the healthcare and manufacturing industries.

Limited English Proficient Individuals: The One-Stops are committed to ensuring that Limited English Proficiency (LEP) individuals receive the language assistance necessary to afford them meaningful access to participate in all One-Stop programs, services, and information. For the past year the One-Stops, Counties and Towns have been taking active steps to ensure compliance with Governor Cuomo’s Executive Order 26- “Statewide Language Access Policy”. To that end, we have each appointed a Language Access Officer responsible for monitoring our compliance with this Order by annually collecting data on the provision of language assistance services, the availability of translated materials, whether signage is properly posted, and any other relevant measures.

The One-Stops have been hiring bi-lingual staff and are working with the Department of Civil Service to create new job titles which will expedite the hiring process. For example, in Suffolk County Spanish Speaking Labor Technician, Spanish Speaking Clerk Typist and Spanish Speaking Account Clerk titles have been added to the County’s inventory of titles. Spanish Speaking Workforce Specialists are available to assist job seekers, and several workshops are regularly provided in Spanish. Translation services for other languages are available whenever

needed. On-site ESL classes are provided at the Hicksville Center, and the Long Island Regional Adult Education Network Coordinates greater than 50 ESL programs by multiple providers throughout the region. Additionally, the One-Stops have reached out to groups that work in immigrant communities, including advocacy groups, community-based organizations, social services providers, faith-based groups, elected officials and local, state, and federal government agencies. These linkages have allowed us to better understand the barriers these individuals face allowing us to develop new programs and services for these individuals.

- c. Labor Exchange – Describe how the NYS Career Center System brokers filling jobs.

The provision of labor exchange services is a vital component of the One-Stop system. It allows the local and state staff to facilitate the match between job seekers and employers, provide labor market information to job seekers and employers, and make appropriate referrals to related employment and training programs.

The One-Stops provide the Labor Exchange services described in the Wagner – Peyser Act including, but not limited to: self-serve internet-based job postings (NYS Job Bank, Job Zone), internet skills assessment tools (Career Zone, Choices), unemployment insurance resources (NYS DOL Website/Individuals), Labor Market information (USDOL and NYSDOL websites) internet access, computers, faxes, phones, access to resource rooms with more computer aids, staff assistance, resume preparation and postings (SMART), job application review and posting (NYS Job Bank), referrals to training and other community resources; individualized screening, job matching, counseling, and job search workshops.

Local businesses can list job vacancy orders on NYS Job Bank and American Job Exchange or call the local Business Services Team to post it, receive free recruitment assistance and pre-screening of applicants, use One-Stop facilities for recruitment and training activities, request referrals of suitable job candidates to fill vacancies, obtain information on local labor market activity and access rapid response services when necessary.

- d. Partnerships - Identify partnerships that help fill job openings.

The LWIBs are active in many partnerships that allow us to list and fill job openings, identify skills gaps in targeted sectors, solicit new training opportunities, and create those relationships which will help us serve our customers. A few examples are provided below:

- **Connect Long Island**: The LIREDC Progress Report includes the following passage:

“We will redouble our efforts to deliver workforce training and job placement to all Long Islanders...Our goal is to use the Regional Council to integrate and strengthen an existing patchwork of public and private-provided services, such that the training and hiring process becomes streamlined and effective. The structure of this year’s CFA process offers an opportunity to make progress along these lines at both the regional and local levels. The LIWIBs will continue to play a central role in closing skill gaps in emerging sectors...”

The LIWIBs are prepared to broker workforce services that align with the Council’s goal. This can be accomplished by coordinating sector-based workforce development initiatives through the Connect Long Island Partnership. With CFA funding, Connect Long Island will build on the success of the LIBWIP Project to: (1) create transparency between employer skill demands and worker supply; (2) broker training to bridge skill gaps; and (3) align currently underutilized

workforce talent with employers seeking to build their workforce in pursuit of innovation and economic growth.

- **Economic Development**: Recognizing the advantages of coordinating economic development efforts with workforce development efforts has led to an enhanced partnership between the SCWIB, the Suffolk County Department of Economic Development and the Suffolk County Industrial Agency (IDA). These re-invigorated relationships have led to multiple cross referrals each week as well as partnering on presentations to the business community.
- **Manufacturing**: The LIWIBs have partnered with LIFT and ADDAPT to promote the available of OJT, tax credits and job fairs to their respective members. This partnership is currently collaborating with Stony Brook University (funded by the state) to focus on filling Industry related information gaps for the areas surrounding the Wyandanch and Hicksville communities.
- **Wyandanch Rising**: The SCDOL has partnered with the Town of Babylon, the Economic Opportunity Council of Suffolk and the Community Resource Center in Wyandanch to provide employment services, including job fairs and job referrals in downtown Wyandanch.