



Workforce Development Herkimer, Madison & Oneida Counties, Inc.
Title II & WDB Local Plan
2017-2018

- I. Provide a description of the LWDB's strategic vision and goals for preparing an educated and skilled workforce, specifically addressing how to improve access to activities leading to a recognized post-secondary credential, as well as other strategies for serving out-of-school youth and adults who have low literacy skills, are English Language Learners, or lack a high school diploma or the equivalent.

The Strategic Vision of the Workforce Development Board Herkimer, Madison & Oneida Counties, Inc. (WDB) is to facilitate the development of a high-skilled workforce in the region by setting workforce policies, strategies and goals for the tri-county region and coordinating the workforce development activities of the partners who provide services in our area.

The WDB works closely with our Carl D. Perkins Career and Technical Education (CTE) program providers/partners to provide access to activities leading to a post-secondary credential.

Our plan is:

- a. Improved access to activities leading to a recognized post-secondary credential will be achieved through direct communication with local training providers via the instruments that exist and those that will be developed, including but not limited to:
 - i. common intake and referral form;
 - ii. cross-training for partner agency staff on the availability of training and process for enrolling participants in training;
 - iii. improve and expand partner agency staff's use of OSOS;
 - iv. consistent follow-up reporting of participants'/customers' completion outcomes from training partner agency staff
- b. Other strategies for serving out-of-school youth and adults who have low literacy skills, are English Language Learners, or lack a high school diploma or the equivalent will include:
 - i. enlist key staff from partner agencies who have contact with the target populations to be trained in the process of enrolling participants in OSOS

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and providing them with a direct referral to WDB staff who can screen them for appropriate programs

- ii. encourage partner agencies to utilize America Job Centers for recruiting; as “field trip” destinations as part of their education programming

II. Provide a description of how the LWDB will expand access to employment, training, education, and supportive services provided through the NYS One-Stop Career Center system for Title II participants with barriers to employment.

- a. Dispatch WDB grant and WIOA staff to locations where Title II programs are administered to present information directly to participants, as well as facilitate Title II partner agency in presenting information sessions at America Job Center locations
- b. Facilitate regular face to face meetings with Title II partner agency staff
- c. Participate in and co-host information sessions, job fairs, employer interview opportunities with Title II partner agencies
- d. Provide regular WDB program updates to Title II partner agencies via email, meetings, newsletters and expect that those updates will be shared with program participants

III. Identify how the LWDB will facilitate the development of career pathways and co-enrollment in academic and training programs.

- a. Share with local training providers any inquiries expressed by local employers about industry-related training needs
- b. Facilitate forums and foster communication through which local employers and local training providers can exchange information and collaborate to insure training is aligned with local career advancement opportunities
- c. Inform local employers of training programs currently available and facilitate meetings where employers can speak directly with training providers to make sure they understand new technologies and needs that should be added to curriculums
- d. Cross train WIOA and WDB grant staff to discuss co-enrollment academic opportunities with clients and participants in need of training. Be aware of new options and relate the training to employment opportunities available locally

IV. Provide a description of how the LWDB will “support the strategy identified in the State Plan and work with the entities carrying out core programs and other workforce development programs, including those authorized under the Carl D. Perkins Career and Technical Education Act to support service alignment.”

To support the strategies identified in the State Plan the WDB will:

- a. Consider program decisions based on LMI and work with business and the MVREDC to develop ideas and data.
- b. The WDB will routinely share LMI with workforce partners and board members and encourage discussion where this might be useful
- c. Integrate system plans beyond core program partners to include all available programs that serve the needs of job seekers
- d. Develop partnerships with secondary schools to align activities, training and resources that lead to improved outcomes
- e. Improve outreach regarding hiring individuals with disabilities and adults who obtained HSE diploma or other credential to meet their workforce needs
- f. Promote the use of On-the-Job training strategies across the LWDA targeting those sectors prioritized by the MVREDC
- g. Improve accountability across core regional programs