

- 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.**

Having a well prepared workforce to meet the needs of our local area is high priority for the Jefferson-Lewis WDB. This area has a strong working relationship with the partner agencies along with the educational institutions such as BOCES and Jefferson Community College. Besides the required partners, there are other agencies in the area which provide needed services plus refer customers to the One-Stops. This also includes our Economic Development Agencies. The Jefferson-Lewis WDB shares the vision of the New York State goal of a unified workforce development system that is regionally coordinated and programmatically seamless, delivering workforce training, business services and statewide job linkages to all New Yorkers.

In working with our partnerships, we feel that providing a comprehensive website and brochure with all partner's resources will help guide those needing services to the right agency. The LWDB has strategized that working with our K-12 educators to better communicate the need to complete high school and to have a viable career plan for students. Our GPSforSuccess.com website, Career JAM, Workforce 2020 are avenues to reach students. When upon leaving school without a credential, in reaching Out-of-school youth, the LWDB will continue to work with the Department of Social Services & other agencies which identify participants for referrals to the Title II provider.

The area has a SUNY ATTAIN LAB which provides free computer and HSE training. The area has a strong working relationship in which both parties identify people who often seeking services and are found to have low literacy skills, English language learners or lack the school diploma or the equivalent. The ATTAIN Lab is able to provide these services and referrals to BOCES which has a Title II program.

At the various Job Fairs held during the year, The Jefferson-Lewis WDB holds two job fairs; one in Jefferson County and one in Lewis County, and one held by the Greater Watertown Chamber of Commerce, referral information is made available to individuals for either directly to BOCES, ATTAIN Lab, WIOA Youth programs, and Adult education.

WIOA funded coordinators provide information tables at events arranged by the Jefferson-Lewis WDB and our partner agencies to promote services. A monthly newsletter is sent to 14 area agencies along with other information via social media, websites, flyers and community events throughout of the area resulting in the recruitment in eligible applicants.

The North Country region WDB Directors meet regularly to discuss a unified approach to serving our community members. The region developed a unified Apprenticeship policy as a strategy for career pathways in the building trades as well as meeting the needs of our businesses.

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.**

The Jefferson-Lewis WDB will work closely with One-Stop Partners within the area to identify and recruit eligible Title II participants. The AJC (American Jobs Center) will work in collaboration with Title II service providers to provide marketing and outreach program to provide needed employment, training, education and supportive services to community members who lack a high school diploma or who are basic skills deficient.

The area uses various outlets to advertise services through social media, outside message board, talks to various groups, human resources associations to reach this population which is highly connected to social media. The LWDA has increased presence with the local high schools and Career & Technical Education centers to reach out to this population. The Youth program coordinator speaks to every HSE class to discuss occupational & career training opportunities. Other Services include: job development, job posting, job match and referral, basic skills training, occupational training in career pathways, HSE preparation and employment supportive services.

Fort Drum, New York State's largest military installation is within the Jefferson-Lewis area. There are transitioning military members that do not have HSE. The area works with the Soldier For Life/Transition Assistance Program (SFL/TAP) to direct these individuals to Title II programs to better prepare them for placement.

Career counseling & case management is an essential component in the delivery of services within the Local Workforce Development System. This process facilitates a comprehensive customer-centered delivery system that utilizes the strengths of partner agencies within the workforce development system. This system provides job placement, career planning, preparation, and training, linkage to supportive services and job retention activities in order to offer a variety of services beyond those available from any single agency. This results in linkages and strategies that promote interagency communication and coordination for the purpose of improving the balance between participant management and administrative requirements.

Career counseling & case management for Title II participants will be driven by an individual's employment plan. The IEP is intended to pinpoint a participants specific needs and engage the appropriate partners in order to implement the plan.

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

The Jefferson-Lewis area supports the development of career pathways as a workforce development strategy to link basic academic education provided by title II providers to occupational skills training programs. When combined with integrated support services from partner agencies community members are positioned to advance over time to higher level training and education and to living wage jobs with local industry sectors.

The Jefferson-Lewis area promotes the On-The-Job training program to assist community members that learn from more of a hands-on type of training which in and of itself promotes a career pathway leading to a sustainable wage over time.

Career pathways are organized as a series of steps that that lead community members towards employment with industry recognized credentials, certificates, license, and degrees. Communication will be essential with partners on the current in-demand list which will highlight the occupations and sectors with career pathways that will lead to sustainable wages.

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.”

Through partnership meetings and the disseminating of materials on programs include the use of brochures, websites, social media and one-on-one counseling in order to make proper referrals in order to promote measurable outcomes improvements for those facing barriers to employment.

The Jefferson-Lewis WDA already has strong partnerships, including higher education and secondary schools to align activities, training and resources that lead to improved employment outcomes for all parts of the workforce, including individuals with disabilities.

The Jefferson-Lewis WDA has WIOA funded business services representatives in both AJC along with the partner Wagner-Peyser funded Business Service Representative which include LVERs to improve outreach to business regarding individuals with disabilities and adults who obtain their HSE diploma or other credentials in order to meet their workforce needs.

On-The-Job Training is the most successful program strategy in the Jefferson-Lewis area in order to place those with barriers and support filling positions with our local business.

The Jefferson-Lewis WDA works closely with business through the North Country Human Resources Association, North Country Association of Social Service Agencies, The Economic Development agencies, Manufacturers Associations, North Country STEM Hub , Fort Drum Regional Liaison Organization, Fort Drum Regional Healthcare Planning Organization, Area Chamber of Commerce and the North Country Regional Economic Development Council to identify business workforce needs and develop training programs to bridge the skills gaps of existing job seekers and low skilled workers.

The Jefferson-Lewis area seeks and applies for new funding opportunities when available to support workforce investments to be used to support new programs and enhance existing ones.

The Jefferson-Lewis area works very closely with the area BOCES, serving on the committee to assess and develop the Carl D. Perkins Career & Technical Education Act application to support service alignment.

The identified objectives are: Career guidance and counseling, Strength academic integration, Provide students with strong experience in and understanding of all aspects of the industry, Improve Recruitment and Retention