

Oswego County Works!

A Newsletter for Oswego County's One-Stop Partners

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Partner Happenings

Partnership for a Work Ready Oswego County

Oswego County BOCES and the WorkKeys Center at Syracuse University have entered into a Memorandum of Understanding to establish an affiliate WorkKeys Center at Oswego County BOCES. This will provide students, job seekers, educators, employers, and workforce developers with a uniform measure of key workplace skills and help develop a process to identify the region as "work ready" using a certificate/credentialing system. Additionally the services provided by the WorkKeys Center at Oswego County BOCES will:

- Evaluate the region's level of work readiness.
- Provide an alternative pathway reducing the time it takes job seekers to obtain the skills required to work in the global economy.
- Expand certificate and credentialing in workforce development programs and other community agencies helping citizens find employment.
- Explore the implementation of certificate and credential programs as an additional graduation outcome.
- Provide employers with a concrete way to analyze the skills and skill levels needed for successful performance on specific jobs. By comparing job profile information with individual scores on the WorkKeys tests, organizations can make reliable decisions about hiring, training and program development.
- Provide remediation for students who have deficits in skill areas.
- Provide a tool for middle school and high school student to do career planning, career exploration and skill building activities through an online system.

Oswego County BOCES will be phasing in services with employers and districts. By

the spring of 2008, many students who apply for admission to classes will be assessed using WorkKeys to ensure they have the requisite skills needed to be successful in the programs. For more information regarding the services provided by the WorkKeys Center at Oswego County BOCES, contact Donna Donabella at 963-4256.

Increase in Partner Agencies On-Site at the One Stop Center

The Career Employment Services (CES) division of Oswego Industries (OI) moved to the One Stop Center joining staff from Oswego County DSS – Employment and Training; the New York State Department of Labor; the New York State Department of Labor Veterans Program; the TANF Program; and Experience Works.

The CES division operates programs designed to help people with disabilities who experience difficulties finding and keeping a job. CES provides an effective, long-term solution for workers with disabilities. The program begins by matching a worker to a job and continues to support the worker while on the job. Services include a Community Work Assessment to identify vocational skills and training needs; Job Development to identify employment opportunities; Job Coaching to provide the individual with personal guidance and instruction to meet employer expectations; Job Retention to ensure the worker retains employment; and a School-To-Work Transition component for students entering the labor market. Questions regarding CES services can be sent to Gary McIlvain at Gmcilvain@oswegoind.org

Oswego County BOCES will also be represented at the center on a part-time basis. A staff person from BOCES is at the center on Monday's to answer questions regarding educational (Adult Basic Education, English as a Second Language, etc.) and vocational opportunities available through BOCES. The BOCES representative can also help job

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Oswego County Workforce New York has a full service one-stop center located in Fulton.

Career Connection Associates:

- **Career Employment Services (CES)**
- **Mexico Career Center**
- **Oswego County BOCES**
- **Oswego County Opportunities**



The people who make a difference are not the ones with the credentials, but the ones with the concern.

~ Max Lucado

Upcoming WDB and Committee Meetings

The Workforce Development Board and Committee meeting schedule for January—March 2008 is:

- January 16—
Business Development Committee
- January 30—
Partners' Roundtable
- February 13—
Evaluation & Franchise Committee
- March 5—Skills & Training Committee
- March 12—
Executive Committee
- March 26—
Workforce Development Board

seekers accessing training to navigate the financial aid process.

The partner agencies located at the One Stop Center work together to address the workforce needs of job seeker and business customers in Oswego County.

One Stop Earns WIA Incentive Funding

The New York State Department of Labor made Incentive Funding available to local Workforce Areas who exceeded performance expectations in Program Year 2006 (7/1/06 – 6/30/07). As the Oswego County Workforce New York One Stop Center exceeded performance expectations, an incentive grant in the amount of \$799,718 will be awarded upon New York States acceptance of a plan for use of these funds.

The funding is to enable the workforce area to pilot or implement initiatives that provide services to meet job seeker and business needs through innovative programs likely to enhance local systems, especially those linking to high-growth industries and occupations.

WIA Incentive Funds may also be used for any activities currently allowed under WIA Title IB for Adults, Dislocated Workers and/or Youth, within allowable activity and cost category guidelines. Individual program provisions will apply to the use of these funds.

Finally, funding can be used to pilot or implement innovative initiatives to promote collaboration among partner agencies, coordination among different programs, and capacity building of LWIB members and WIA partner staff. A proposal has been submitted to the state to use funding to:

- Increase training opportunities for Oswego County residents
- Provide Customized Training services responsive to local business training needs
- Update the technology at the One Stop Center
- Update the Career Center library at the One Stop Center
- Offer work readiness skills training/workshops on site at the One Stop Center

- Hire a temporary Business Services Rep to strengthen the links between local employers and job seekers.
- Target training initiatives for special populations responsive to identified business needs.
- Offset operating costs associated with the increased workload.

If you have other suggestions for the use of the incentive funding, please contact Christine Weaver at 315-591-9040 or at Weaver@oswegocounty.com.

WIA and Wagner-Peyser Programs "Functionally Aligned"

The New York State Department of Labor required WIA and Wagner-Peyser programs to be "functionally aligned". NYS saw functional alignment is "an opportunity and a tool to effectively organize staff and facilities in a manner that further streamlines customer service delivery, and to capitalize on the strengths of staff, location and/or technology to deliver services and reduce duplication". The goal of functional alignment was to ensure integration (beyond co-location) between the programs. Specific requirements of functional alignment included a single customer flow for accessing services, a shared customer pool, a shared data base (OSOS), functional leadership and supervision of staff, joint business service strategies, common measures for performance outcomes, increased service levels, and customer focused service delivery that is seamless to the customer.

As a result of this directive, many changes have occurred at the One Stop Center. A single customer flow has been developed for customers accessing services; processes and procedures have been redesigned to meet customer needs; common outcome measures have been established; and a joint process for gathering, reporting and using customer feedback has been implemented. WIA and Wagner-Peyser staff will continue to look for more opportunities to streamline and improve services in the coming year.



Training and Conference Announcements

The New York Association of Training and Employment Professionals (NYATEP) is sponsoring the upcoming 2008 Youth Academy.

The 2008 Youth Academy

February 26-27, 2008

Renaissance Hotel, Syracuse, New York

A full agenda has not yet been developed. However, the Academy will feature workshops highlighting promising practices and strategies in the following areas:

- Performance Under the Common Measures
- Job Safety and Health for Teen Workers
- Strategies to Connect, Communicate and Collaborate with Youth in the

Digital Age

- Young Adult Employment Retention: A Look Into Barriers and Possible Solutions
- Working with a Criminal Record: What Every Employment Counselor and Youth Advocate Should Know
- Understanding and Responding to Youth Employment Transportation Needs
- Model Transition Programs: Increasing Successful Transitions from School to Adulthood
- "Data" - The Four Letter Word You'll Come to Love

Early bird registration rate is \$265 for NYATEP members and \$310 for non-members. For more information, visit www.nyatep.org.

Recent Partner Events

- A Workshop Calendar continues to be issued on a monthly basis to all partner agencies. Any of the partner agencies can send customers to the workshops listed.
- A third Employer Forum was held November 1, 2007 at Oswego County BOCES. The forum highlighted training and employment opportunities available through the unions and the apprenticeship programs. Approximately 25 attended this event.
- A presentation was done at the September Workforce Board meeting to highlight training services available through the system. Staff from E&T, DSS, BOCES and OI-CES participated in this presentation.
- Oswego County BOCES continues to have an on site presence at the One Stop Center one day a week.
- A "Training Fair" was held at the One Stop Center on December 11, 2007. A variety of vendors were on hand to meet with individuals interested in training to discuss upcoming programs and procedures for enrolling.

Labor Market Snapshot

What is Labor Market Information (LMI)?

The New York State Department of Labor defines labor market information as all the facts that help to bring about a match between employers looking for workers and workers looking for jobs. The items listed below are a few examples of LMI and how it can help bring workers and jobs together:

- Information about new and expanding businesses
- Help-wanted ads and online job listings
- Information about graduates of specific education or training programs
- Resumes and resume banks

- Information about wages offered by employers for specific occupations

Some recent Oswego County and Central New York area LMI is listed below:

- **Unemployment Rate**
 - Oct 2007—4.3%
 - Nov 2007—4.8%
- **Labor Force**
 - Oct 2007—59,000
 - Nov 2007—59,500
- **Employed**
 - Oct 2007—56,400
 - Nov 2007—56,600
- **Unemployed**
 - Oct 2007—2,500
 - Nov 2007—2,900
- **Population Estimate**
 - 123,077 (2006)
- **Mean Household Income**
 - \$49,015 (2006)



Fastest Growing Occupations

- Network System & Data Communications Analysts
- Medical Assistants
- Home Health Aides
- Hazardous Materials Removal Workers
- Computer Software Engineers, Systems Software

Occupations with Most Openings

- Retail Salespersons
- Cashiers
- Waiters/Waitresses
- Home Health Aides
- Registered Nurses

For more labor market information, visit www.yourcareerconnection.org or factfinder.census.gov.

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One-Stop Operator
200 North Second Street
Fulton, New York 13069

Phone: 315-591-9000
Fax: 315-591-9047

Email: careerconnections@oswegocounty.com
Web: yourcareerconnection.org



We're on the web at www.yourcareerconnection.org

Workforce Development System of Oswego County

Our Mission:

To coordinate, facilitate and promote customer satisfaction and quality in the workforce development system in Oswego County.

Our Customers:

- Jobseekers and workers
- Businesses seeking a workforce

Our Work:

- Establish and oversee the local system
- Set local workforce development policy
- Designate and franchise One-Stop Career Centers
- Ensure quality of services to customers
- Evaluate performance
- Ensure that each franchise commits to quality standards

Our Partners:

- Cayuga Community College
- New York State Department of Labor
- Oswego County BOCES
- Oswego County Department of Social Services
- Oswego County Employment & Training
- Oswego County Opportunities
- Oswego Industries, Career Employment Services
- VESID

Funding Opportunities

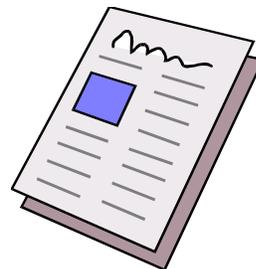
In this time of tightening budgets and declining resources, all human services and community based organizations need to be researching additional funding opportunities. The Internet is an excellent place to begin this research. Among the web sites listing grants and other funding opportunities are:

- **Workforce New York**—www.workforcenewyork.org—browse through the Funding Opportunities listed on the home page
- **FedGrants**—www.fedgrants.gov—a listing of federal funding opportunities by agency
- **The Foundation Center**—www.fdncenter.org—includes Grantseeker Tools, Online Librarian, Foundation Directory and Foundation Finder
- **Grants.gov**—www.grants.gov—this site allows organizations to electronically

find and apply for competitive grants from all Federal grant-making agencies

- **Faith-Based and Community Initiatives**—www.whitehouse.gov/government/fbci—the goal of this site is to make sure that grassroots leaders can compete on an equal footing for federal dollars, receive greater private support, and face fewer bureaucratic barriers
- **New York State Funding Programs**—www.nysegov.com/citguide.cfm—contains a listing of funding programs and grants available through the State of New York

As specific funding opportunities come to our attention, we will continue to share the information with our partners.



Connect for Success, a jobseeker newsletter published monthly by Oswego County Workforce New York, is available at www.yourcareerconnection.org.