

Workforce Development 2011 a Year in Review

Workforce Development provides 7 programs to assist Wayne County residents with employment and training services. Services are provided to youth aged 16 – 21, individuals over 55, un-employed and underemployed individuals, and outreach is done (rapid response) for those companies that are laying off employees. These services contribute to the quality of life of Wayne County residents and their families in many ways by allowing them opportunities to gain or re-gain employment.

Workforce Investment Federal Funds are utilized to administer three programs in conjunction to Wayne County contributions, Adult, Dislocated Worker, and Youth WIA programs. Trade Act Assistance (TAA) is administered within this office to assist the needs of those affected by jobs leaving the country and WARN affected employers in Wayne County (company closures). Some individuals are assisted with training opportunities to upgrade to “In Demand Occupations” and trainings for current employment skills. This office provides individual career counseling and staff work closely with Educational Facilities and businesses to allow funds to be distributed on the behalf of eligible participants.

Below are programs Wayne County Workforce Development administers.

Title V, Work Experience:

This office contracts with the office of Aging and Youth for this program. These individuals are of the aged 55 or older that meet eligibility criteria, income at 200% poverty level or below. Placed at a non- profit location for up to 25 hours per week, to supplement their income. Pay is minimum wage. Goal: at least 2 person gain unsubsidized employment per year. Assessment, Case management, tracking and counseling provided. Serve at least 5 - 10 individuals per year.

WFD/DSS Back to Work Programs.

This program expanded in 2010 to include all aspects of the DSS employment unit. Conciliations and requests for sanctions are handled and any employment related fair hearings including hearing packets, supportive documents, and attending and representation at fair hearings. This office reviews and oversees all Wayne ARC non-compliant and work limited contracts meeting with and monitoring progress monthly.

This program encompasses an Orientation for DSS pending participants, a DSS 2 day pre-employment skills Workshop, employment assessment on all participants (employable or not as required by state mandates) and then followed up by Intensive Services. After the Workshop case management is provided, job search workshops required weekly, supportive services provided. Individual assessment plan is developed and employability is determined, based on this assessment process provided to the DSS Office.

Participants are assigned to a work project as formulated by the system. This office finds and assigns individuals to worksites, perform employment assessments, assigned worksite attendance is tracked by this office. Data is entered into DSS used Data Base to account for participation rates. The engagement and participation rates have increased dramatically since this office took over this roll in August of 2010.

Wage Subsidy and employability for DSS participants is used to gain work experience with employers, employers are on a reimbursement formula for the first 90 days of this placement.. This is considered “hired” by the employer and after 90 days they are on unsubsidized employment and entirely paid by the employer with no reimbursement. *Visits can be repeating customers. Case management is provided and ongoing job search assistance is provided and is mandatory.

TANF Summer Youth program is contracted from the Department of Social Services. Youth are given an employment opportunity over the summer months, most are current TANF recipient families from DSS caseloads.

This year all received Employment Skills Training prior to the beginning of their work experience along with an orientation to employment. A total of 25 participants worked approximately six weeks of the summer, 24 completed the program successfully. Decrease in funding contributed to lower numbers being served.

WIA programs Adult and Dislocated Worker Programs:

The Adult WIA program is contracted through the Workforce Investment Board. This program provides employment and training services to individuals that are below 200% income and also unemployed. This program includes employment counseling, On the Job Training, and In Demand Occupation Training opportunities. WFD is contracted through the Workforce Investment Board to deliver employment and training services to the public. Training and OJT eligibility is dependent upon income levels and barrier to employment status among other criteria that is governed by the local Geneva office, Workforce Investment Board and NYS regulations.

The Dislocated Worker Program is to deliver employment and training services to dislocated workers. Services are provided to those that lost jobs from closures, exhausted Unemployment Benefits or lack of current in demand job skills. Includes Worker Adjustment and Retraining Notification Act (referred to as the WARN notice), rapid response, Trade Adjustment Act (TAA services), and 599 participation with our office partners New York State Department of Labor, (NYS DOL).

Both Adult and Dislocated Worker Programs approve participants for training opportunities. The work requires vouchers and intensive paperwork and follow up with students and the education facilities, career assessment, case management, career counseling and tracking of participants while in and after their training. There is a close connection with training facilities, participants, WIB staff, and this requires much concentration and activity by the Director and Counselors to adhere to the State, Local WIB and State policies and mandates that are continuously changing.

State Mandated Measures Met recorded in the PY2011 Program Year Report (Finger Lakes area of Ontario/Seneca/Wayne/Yates):

362 Participants received a training service/funding meeting 95% of the required 88% state goal.

93.5% of Unemployment recipients received an Initial Assessment prior to exiting the system.

The priority of services includes the “Gold Card” administered by the NYS DOL for all Veterans which is the new state initiative.

In 2011 there were 27 Wayne County On The Job Training contracts administered through the Wayne County Workforce Development office amounting to \$90,948 spent on Wayne County Residents to assist them in gaining permanent employment.

Wayne County held a job fair in Newark, NY that drew 438 job seekers and 43 businesses that were offering job opportunities to those job seekers.

Wayne County recruited two new Workforce Investment Board members to represent the local interests: Tom Facer from Pomona Foods and Sarah Fantauzzi from Baldwin Richardson Foods.

Work Keys is an assessment that businesses in Wayne County. This assessment was used by the Wayne County Nursing Home, Garlock,, just to name a few. There were 37 sessions held for Work Keys assessments.

There were four targeted recruitments held at the Wayne County office by: Remedy Staffing, Garlock, Thomas Electronics, Pricision Pipeline, and Concentrix.

WIA Youth program, contracted through Workforce Investment Board, Geneva, NY. Youth are served and the program requires measures to be met. This is gaining a credential, meeting goals such as a skills enhancement and a literacy gain as well as employment opportunities. It is an intensive program for youth and monitored closely to assess gains. Last year the program expanded to include training and OJT possibilities. Requires participant to achieve a credential, literacy/innumeracy gain of 1 level if basic skills deficient, secure unsubsidized employment or enroll in post-secondary education. Work Ready achievement by OJT, ITA, and this year a National Readiness Credential achievement was added as a performance measure. This program is very closely monitored.

There were a total of 175 youth served in the four county region of Ontario, Seneca, Wayne and Yates Counties, and 52 was the average case load in Wayne County.

National Work Readiness Credential: 66% to date received and passed this threshold. There is a 50% passing requirement.

The **Jail Project Grant** is contracted through Wayne Finger Lakes BOCES/Lyons Central School District. Pre-employment skills training takes place at the jail for incarcerated youth ages 16—24. This is the second year of this program and currently we have served **46 participants**. The goal is to connect and maintain this connection when the participant is released from jail to transition the individual to our office and through our programs as appropriate. The goal is to reduce recidivism.

Local office information:

The Wayne County office consists of services provided by:

FLCC – GED class one day per week.

Literacy Volunteers – one day per week to provide computer skills training and literacy training.

Legal Aide to provide outreach for Food Stamp Applicant Services Information.

Public Health to provide outreach for free Health Care Services Information.

Experienced Works provides a participant for 20 hours of assistance per week.

Workforce Investment Board provides a staff person to the system as needed.

New DOL Manager started in the Lyons Office January 3, 2012, Martha Costello.

New DOL Supervisor started in the Lyons Office, February 1, 2012, Barbara Delpriori.

The Tandom Teleconferencing Unit in the office can be utilized, this has been helpful to provide Webinars and training to staff without the travel time and expense normally required.

7 budgets, 7 programs, 10 total staff

5 DSS/TANF program positions

1 WIA Youth position

2 WIA Adult & Dislocated Worker Staff

To include a Business Services Representative

1 Director

1 Program Account Clerk shared across all programs