



**Finger Lakes
Regional Economic
Development Council**

**United for
Success**



FINGER LAKES *FORWARD*

**Special FLREDC Public Meeting on
NYS Workforce Development Initiative
Monroe Community College
June 4, 2019**



**Finger Lakes
Regional Economic
Development Council**



The College at
BROCKPORT
STATE UNIVERSITY OF NEW YORK
**Institute for Poverty Studies
& Economic Development**



United for Success



FINGER LAKES *FORWARD*

**Presentation of Survey Results
2019 Workforce Development Summit
Monroe Community College
June 4, 2019**

Survey purpose

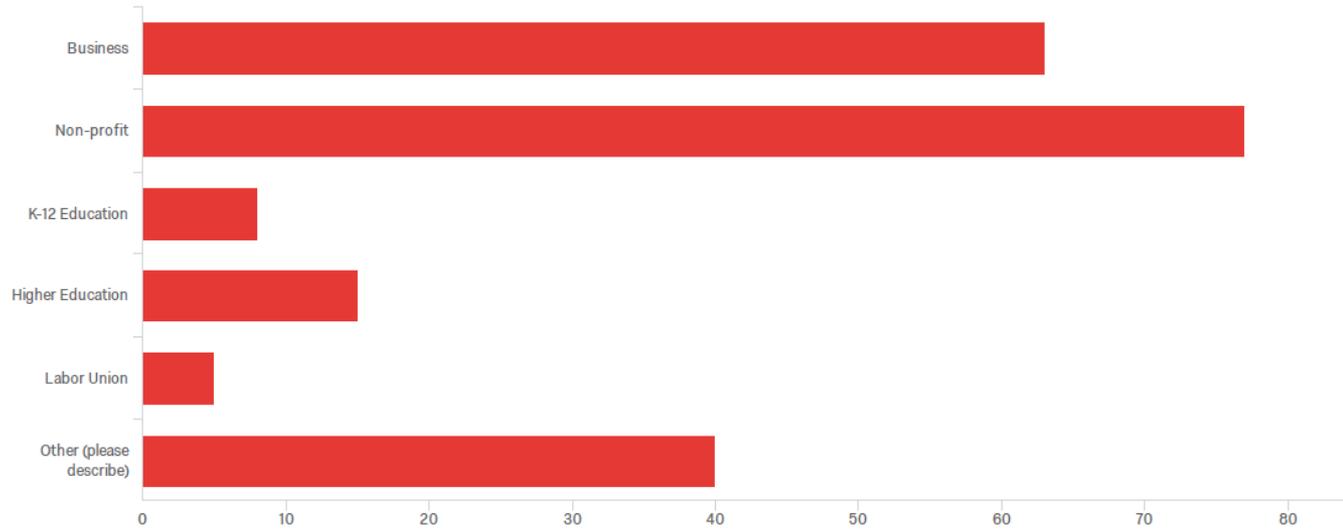
- The FLREDC Hosted a Workforce Summit on January 11, 2019 to discuss priority workforce development strategies to inform future planning efforts that strengthen the talent pipeline.
- The College at Brockport's Institute for Poverty Studies and Economic Development (IPSED) worked with the NYS Department of Labor to digest the work products generated by Summit participants. Four major themes emerged in looking at the ideas and strategies brainstormed in breakout sessions.

Survey purpose (cont.)

- Workforce Development Focus Areas:
 - Industry
 - Education
 - Supporting Services
 - Cross-Sector Partnerships

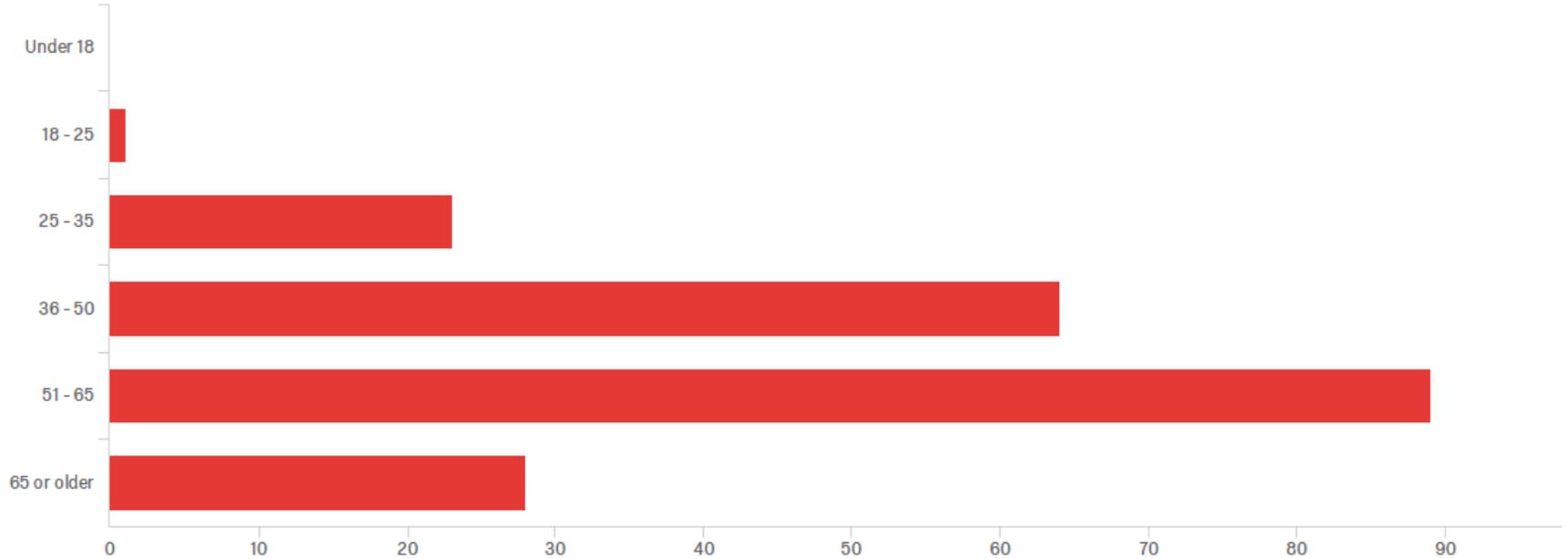
Respondent Demographics: Sector

- 240 Respondents in Total (136 Completed the Survey)



(Other answers are mostly local/municipal government)

Respondent Demographics: Age



Focus Area 1: Industry

Response Rankings	Mean response (Closer to 1 = Higher Priority)	Count Ranking as #1 (highest)	Count Ranking as #2	Count Ranking as #3	Count Ranking as #4	Count Ranking as #5 (lowest)
Create additional employer-based training models	2.58	35*	38	28	19	16
Sponsor more opportunities for high school internships and youth employment	2.69	35*	32	29	20	20
Invest in marketing the job opportunities	3.01	27	21	30	39	19
Create a clearing house of capacity-building/best-practice resources of Cities.	3.28	24	18	27	30	37
Clarify and communicate skill requirements for available jobs	3.43	15	27	22	28	44

*Tie for number of times respondents selected this as their number one priority.

Focus Area 2: Education

Response Rankings	Mean response (Closer to 1 = Higher Priority)	Count Ranking as #1 (highest)	Count Ranking as #2	Count Ranking as #3	Count Ranking as #4	Count Ranking as #5 (lowest)
Build life skills/job readiness/soft skills	2.51	39	32	20	27	10
Engage students in career opportunity discussions	2.53	31	36	33	18	10
Increase student and parental awareness of career and technical education	2.66	29	25	41	27	6
Foster stronger collaboration	3.39	13	25	21	37	32
Invest in proven attendance programs	3.91	16	10	13	19	70

Focus Area 3: Supporting Services

Response Rankings	Mean response (Closer to 1 = Higher Priority)	Count Ranking as #1 (highest)	Count Ranking as #2	Count Ranking as #3	Count Ranking as #4	Count Ranking as #5 (lowest)
Increase public job-training funding for effective programs	2.63	35	30	22	20	17
Increase the number of soft skill programs	2.7	36*	21	29	20	18
Increase the number of high-quality childcare programs	2.99	18	28	30	33	15
Invest in transportation alternatives that meet labor force demand	3.02	24	28	20	26	26
Increase the availability of out-of-school youth services	3.66	11	17	23	25	48
*Highest Frequency of Number One votes						

Focus Area 4: Cross Sector Partnerships

Response Rankings	Mean response (Closer to 1 = Higher Priority)	Count Ranking as #1 (highest)	Count Ranking as #2	Count Ranking as #3	Count Ranking as #4	Count Ranking as #5 (lowest)
Increase Business/K-12 partnerships to communicate career pathways	2.26	49	25	22	19	7
Increase the number of employers offering internships/co-ops	2.7	29	31	24	24	14
Expand pre-apprenticeship opportunities	3.07	17	26	30	30	19
Invest in programs that close the digital divide	3.41	13	22	26	24	37
Expand effective family engagement practices, etc	3.57	14	18	20	25	45

General Ranking Statements

- The survey listed 11 statements about workforce development/labor issues and asked respondents to rank the top 5 that they agreed with the most

General Priority Statements Responses

Answer	Percentage in top 5	Count
We should strive to increase school-business partnerships	13.47%	87
We must improve the job-readiness (soft) skills of candidates	11.92%	77
K-12 teachers and guidance counselors need a working knowledge of in-demand careers and the skills needed for those careers	11.30%	73
Let's invest in apprenticeship opportunities in non-traditional sectors, such as information & computer technology, and health care.	10.22%	66
It's important to promote student engagement in career exploration before high school.	9.60%	62
It's important for businesses to support and invest in culturally competent and inclusive work environments	9.29%	60
Develop a regional, coordinated operation that manages internships and job experience opportunities	8.51%	55
We need better transportation solutions for the working poor in the region.	7.12%	46
We need more affordable childcare slots for all families in this region.	6.50%	42
We need more affordable childcare slots for the working poor.	6.19%	40
We need better transportation solutions	5.88%	38



**Finger Lakes
Regional Economic
Development Council**



The College at
BROCKPORT
STATE UNIVERSITY OF NEW YORK
**Institute for Poverty Studies
& Economic Development**



United for Success



FINGER LAKES *FORWARD*

2019 Workforce Development Summit

NEXT STEPS

FLREDC Workforce Development Committee

- Leonard Brock, Executive Director, RMAPI
- Lynn Freid, Rochester & Genesee Valley Regional Director, WDI
- Adrian Hale, Sr. Manager, Workforce/Eco Dev & Education Initiatives, GRCC
- Todd Oldham, Vice President, Monroe Community College
- Dave Phillips, Training Manager, GW Lisk Company
- Jill Slavny, Exec Principal for Career & Tech Educ, Monroe 2-Orleans BOCES
- Karen Springmeier, Executive Director, FL Workforce Investment Board

Workforce Development Initiative

Consolidated Funding Application (CFA)



Regional Economic
Development Councils

Overview

- New \$175 million Workforce Development Initiative, with funding from SUNY, CUNY, ESD, the NYS Department of Labor and the NYS Energy Research and Development Authority
- Announced in Governor Cuomo's 2018 State of the State and released in the FY 2019 Enacted Budget
- New Executive Office of Workforce Development (OWD) created to coordinate, and improve transparency of, workforce development efforts across state entities
- Two-phase, NO-DEADLINE funding application process: 1) initial evaluation by REDC workforce committee; 2) further review by an interagency panel
- Priority focus on projects that support the regional workforce development strategy, serve populations with barriers to career advancement, and/or improve the flexibility of workforce systems to address industry needs



Consolidated Funding Application (CFA)

- Serves as a single point of entry for workforce development funding
- Developed to streamline and expedite the application process for funding
- Designed to ensure:
 - Less bureaucracy
 - Greater efficiencies
 - Improved community input
 - Enhanced partnerships



Phase One: REDC Endorsement

- Applicants submit a general CFA proposal to their local REDC including information pertaining to:
 - *Workforce problems faced by the region and how project will address it*
 - *Local and regional partners involved in the project*
 - *Estimated project costs including leveraged funds*
 - *Performance targets*
- Proposals reviewed by a newly established Workforce Development Committee at every REDC
- Workforce Development Committee makes recommendations to REDC Co-Chairs
- Phase 1 concluded by REDC Co-Chairs making further recommendations to Office for Workforce Development



REDC Workforce Development Committees

Each REDC is establishing a new Workforce Development Committee by May 15, 2019 to ensure stage one review includes critical members of the local workforce and economic systems.

The Committee will include experts from the following fields:

- Economic Development
- Higher Education
- Local Workforce Investment Boards
- Boards of Cooperative Educational Services (BOCES)
- Empire State Poverty Reduction Initiative (ESPRI) rep from each region



Phase Two: Interagency Committee Approval

Phase 2 review conducted by an interagency committee.

The Office of Workforce Development will:

- Review REDC recommendations on Phase 1 applications and determine the appropriate funding source(s)
- Send the applicant the full CFA / Phase 2 application, tied to the identified funding source(s)
- Convene the interagency committee, which will evaluate the completed CFA applications and make a determination

NOTE: Applications for statewide or multi-region projects will be submitted to the Office of Workforce Development, which will forward to the interagency committee for Phase 1 and Phase 2 review.



Eligibility

WEBSITE: www.ny.gov/workforcedevelopment

Successful applicants will have a clearly articulated proposal that addresses a workforce problem faced by the region and a comprehensive implementation strategy.

In addition, applications may be evaluated based on the following criteria:

- The role of local and regional partners;
- Project cost; the extent of leveraged funds;
- Performance targets that are measurable and achievable;
- Transferable nature of the training or accreditation;
- Description of any public/private partnerships and how they will expand workplace learning.



Workforce Funding Options

Public-Private Partnerships to Advance 21st Century Skills (SUNY / CUNY)

A mix of capital and operational funding to expand the infrastructure and capacity of SUNY and CUNY to produce skilled talent that meets the needs of regional employers.

Four SUNY / CUNY programs that provide funding for:

- SUNY / CUNY 2020: Capital costs including building of classroom / training lab space; technology upgrades; equipment purchases
- Job Linkage: Industry-engaged curriculum development, data analysis, or experiential learning in regionally significant or growing industries
- Workforce Development: Business/industry-partnered training workshops
- Apprenticeship Program: Development and operation of Registered Apprenticeship programs in growing or in-demand industries



Workforce Funding Options

Employer-Driven Skills (ESD, DOL, NYSERDA)

Funding will expand employer investment in a skilled workforce pipeline.

ESD Employee Training Incentive Program previously was included in REDC CFA process, and incents employers to invest in incumbent worker training

NYS Department of Labor (DOL) Unemployed/Underemployed Worker Training program funds efforts to support full or part-time employment for unemployed or underemployed works

New York State Energy Research Development Authority (NYSERDA) funds focus on building operations and maintenance programs



Workforce Funding Options

Workforce Solutions (DOL, Pay for Success)

Provide flexible funding for innovative workforce development projects. Funds will support strategic regional efforts that meet businesses workforce challenges including:

- Addressing long-term industry needs
- Improve regional talent pipelines
- Enhance flexibility and adaptability of local workforce entities, and
- Expand apprenticeships.

Some funds (Pay for Success) subject to requirement that individuals trained remain in jobs for at least 6 months to receive full state funding.



Examples of Potential Projects

- WEBSITE: www.ny.gov/workforcedevelopment
- Workforce development and innovation in college and university settings;
- Opportunities for populations which traditionally face barriers to career advancement, including women and young workers, ex-offenders, veterans, immigrants, refugees, and persons with special needs;
- Projects addressing worker dislocation due to foreign competition;
- Development and operation of programs that award recognized credentials to program graduates (e.g., apprenticeships, certifications, etc.);
- Curriculum development for career- or job-specific purposes.



QUESTIONS?

WEBSITE: www.ny.gov/workforcedevelopment

Workforce Development Initiative

Consolidated Funding Application (CFA)



Regional Economic
Development Councils



**Finger Lakes
Regional Economic
Development Council**

**United for
Success**



FINGER LAKES *FORWARD*