

**ST. LAWRENCE COUNTY
LOCAL WORKFORCE DEVELOPMENT AREA
LOCAL PLAN
Title II Segment**

7/17/17

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.

Vision

The St. Lawrence County Workforce Development Board envisions for the St. Lawrence County Local Workforce Development Area (LWDA) a unified workforce development system that is locally coordinated and programmatically seamless, delivering workforce training, business services, and job linkages to all the job seekers and employers in the local area.

To do this, the LWDA must address at least three general goals that can be categorized under the following headings: governance, service delivery, and accountability.

Goals

Governance: Workforce Innovation and Opportunity Act (WIOA) programs in the St. Lawrence County Local Workforce Development Area will be governed in a seamless system that is coordinated with both the State Plan and the regional sector-based workforce strategies that align with the NYS Regional Economic Development Council (REDC) strategic planning.

It is a goal of this plan to build partnerships and strategic alliances to create a unified workforce vision that brings government, education, and business into an integrated force. Progress has been made towards integration; however it is important that this continues so that the workforce system can most effectively collaborate on the mission, vision, curriculum, and outcomes.

Service Delivery: Services will meet the needs of businesses through public-private sector partnerships such as education, government, and community, with priority given to removing barriers to employment for individuals with disabilities, veterans, formerly incarcerated persons, disconnected youth, individuals in economically distressed communities, adults with limited literacy or English language proficiency who lack a High School Equivalency (HSE), adults with limited literacy who have a HSE, New Americans including immigrants and refugees, and other special populations.

Services will include: job development, job posting, job match and referral, basic skills training, occupational training in career pathways, HSE preparation, and employment support services.

Services are easily accessible to provide all individuals with equal opportunity to work or obtain training, and frontline staff is able to seamlessly move individuals to applicable services.

The LWDA partners will to the extent possible target adults who have low literacy skills, are English language deficient and those who lack a high school diploma or equivalent utilizing strategies to engage participants in Title II activities. These strategies may include, but not be limited to: the development of a comprehensive marketing and outreach program, sector partnerships, career pathways and the engagement of participants in programs that integrate both basic academic education and occupational skills training.

Accountability: Meaningful performance metrics will be reported to support evidence-based and data-driven workforce investments and decisions, and accountable and transparent programs. This includes alignment of technology, metrics, and data systems across programs. The WDB recognizes that the number of the local area's out-of-school youth and adults who have low literacy skills or lack a high school diploma or the equivalent are considerably below State-wide averages and the LWDA's One-Stop Network Partners are determined to improve these metrics, even though they realize that to do this will require a long-term concentration on a task that on incremental improvement.

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 St. Lawrence County Workforce Development Board (SLCWDB) will work closely with One Stop Partners within the Local Workforce Development Network Area to identify and recruit eligible Title II participants. The SLCWDB will encourage and support local Title II Service Providers to develop a marketing and outreach program to provide needed employment, training, education and supportive services to community members who lack a high school diploma and/or are basic skills and English-language deficient.

The SLCWDB will create opportunities for Title II providers to regularly update One Stop Partners both during monthly partner meetings and through ongoing and direct outreach with agencies providing services to the target populations. Updates will consist of current and upcoming Title II offerings, as well as the various support programs that target specific populations. Through these efforts One-Stop Partners will have the tools to facilitate the marketing of programs to clients and the referring of prospective participants.

One-Stop Career Network services are marketed broadly to prospective participants throughout the workforce delivery area. Marketing channels include the Local Workforce Development Network's websites, newsletters, flyers, catalogs and other materials distributed throughout the community to include job fairs, community events, and social media. Resulting applicants recruited through these means are encouraged to provide background information that helps One Stop staff and partners to determine eligibility and initiate referrals.

The SLCWDB and partner programs have built close working relationships which ensure that County residents needing education and career services are best served. Using the established referral process, One Stop Career Center staff and partner agencies refer clients who need services to Title II providers

for registration/enrollment, which links clients to community career services, training opportunities and supportive services. These referrals include community members who lack a high school diploma and those that are basic skills deficient. These individuals are possible candidates for program activities that include: job search, job readiness assistance, job skills training/vocational education, educational training and work experience.

Career counseling/case management is an essential component in the delivery of services within the Local Workforce Development Network. This process facilitates a comprehensive customer-centered delivery system that utilizes the strengths of partner agencies within the workforce development system. The “system” provides job placement, career planning, preparation and training, linkage to supportive services, English language assistance, 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 employment planning process is intended pinpoint a participant’s specific needs and engages all partners relevant to implementing that plan to ensure the individual is given all the necessary available resources to overcome any identified barriers.

III. IDENTIFY HOW THE LWDB WILL FACILITATE THE DEVELOPMENT OF CAREER PATHWAYS AND CO-ENROLLMENT IN ACADEMIC AND TRAINING PROGRAMS.

The SLCWDB 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 this type of programming is 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 within local industry sectors. Career pathways are organized as a series of steps that lead community members towards employment with industry recognized credentials, certificates and/or licenses. The selection of specific career pathways is identified locally through business sector engagement and developed collaboratively by the community of partners, specifically occupational training program providers. Pathways will be highlighted by those sectors that need skilled employees and also have local promotional opportunities.

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.”

The SLCWDB expects that the key mechanism that will ensure service alignment in St. Lawrence County is the monthly (at least) Network Partner meetings that will be organized and managed by the St. Lawrence County Network Operator. Even prior to the changes wrought by implementing WIOA, the partners in St. Lawrence County worked well together, if only because the sparsely populated rural nature of the area translated into fewer partner organizations and staff members.

However, the recent series of meetings among the enlarged list partners focused on developing and understanding the WIOA-mandated Memorandum of Understanding has brought the partners together in a way that has added to their cohesion. The plan is to use this momentum as the partners come to grips with how to maintain and enhance among the partners so that they can deliver programmatically seamless services to all the job seekers and employers in the local area in the decentralized environment sanctioned by WIOA, i.e., where only two required partners must be physically located at the central One-Stop Career Center. We have made a good start in the run-up to the MOU.