

Westchester-Putnam Workforce Development Board Local Planning Information for Title II

- A. LWDBs 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.

The Westchester-Putnam Workforce Development Board's strategic vision is to prepare an educated and skilled workforce with a strong focus on serving out of school youth and adults who have low literacy skills, in need of basic skills, English Language Learners, and those that lack a high school diploma or equivalent by using innovation, information, technology, and collaborative partnerships to provide the tools to build skills, obtain credentials such as national and or industry credentials that align with the in-demand jobs in the Hudson Valley Region. Thus developing a highly-qualified workforce for businesses and strengthening the regional economy.

Our mission is to develop programs and services that will provide avenues for out of school youth and adults who have low literacy skills, basic skills deficient, English Language Learners and or lack high school diplomas or equivalencies to gain skills and competencies that will lead to recognized post-secondary credentials and industry related credentials/ certifications and licenses . We will strengthen partnerships with business sectors, service providers and the public education system to offer career services and various training modalities to youth and adults. Continue to seek and or develop innovative solutions driven by regional business needs, develop model programs, pursue funding opportunities, and share leading edge practices and provide an environment where job seekers and employers can interact to meet the needs for a highly qualified regional workforce. To

The Westchester-Putnam Workforce Development Board in developing its goals certifies these goals that align with servicing Title II customers and align with the WIOA legislation. The goals are designed to help the WPWB move forward in creating a streamlined, more effective workforce system that leverages key relationships with business sectors/industries and partnerships with educational and community partners. The goals listed below reflect those that directly support Title II program:

Goals:

- o Ensure all customers eligible for WIOA are served equally
 - o Engage and expand partnership with businesses, educational and community partners
 - o Seek funding outside of WIOA
 - o Enhance the One-Stop web portal to enhance communication, resources and tools jobseekers can easily access
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- B. 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 Westchester-Putnam Workforce Development Board will expand access to employment, training, education, and supportive services provided through the One-Stop delivery system for Title II participants with barriers to employment by:

- Expand relationships with training partners, including colleges and universities to provide training to meet employer needs while addressing language and or learning barriers of the customers
- Create opportunities for Title II and all One-Stop customers to gain hands-on work experience through On-the-Job Training, paid/unpaid work experience opportunities, Contextualized and Customized Training and or volunteer experiences
- Strengthen services provided through the One-Stop web portal as a place where customers can interact through webinars, videos and access tools and located needed resources
- Explore the use of social media for communications Facebook, Twitter, online chat, Instagram, etc. to expand outreach
- Incorporate Adult Literacy, Basic Education, English as a Second Language and high school diploma/equivalency classes where possible within the One-Stop centers and or in locations accessible to the population
- One-Stop will work together with partners and the community to focus on priority customer groups, drawing on experts for guidance through quarterly meetings, conferences, summits, etc. when needed for:
 - People with disabilities
 - Basic skills deficient
 - Low-income
 - TANF recipients
 - Youth
 - Redefine services for In School and Out of School youth
 - under WIOA:
 - Provide paid and unpaid work experience
 - Develop new programs in the following areas
 - Financial Education
 - Entrepreneurial Skills Training
 - Access to Labor Market Information
 - Transition to post-secondary education
 - Support the needs of youth in these areas
 - Foster Care
 - Reentry
- Provide a holistic approach to assisting individuals and families in reducing barriers to employment by assisting them in accessing federal, state and local benefits that may

include by not limited to tax incentives/ programs (VITA/EITC), health care facilitators, legal services, etc.

- Provide linkage with K-12 education system, businesses and workforce to begin articulation around in-demand and high growth careers in the Hudson Valley, needed skill sets, curriculum alignment, contextualized training and intern/externships.
 - Identify shared customers and differentiate between similar and unique services among partners to ensure customers receive maximum and targeted services, resources and tools
 - Ensuring there are clear steps for partners to deliver an integrated network of services to customers, including a shared referral process
 - Use web portal to communicate with businesses and customers:
- C. Identify how the LWDB will facilitate the development of career pathways and co-enrollment in academic and training programs.

The Westchester-Putnam Workforce Development Board identified career pathways as one strategy to help its customers, primarily; low skilled and under-employed individuals pursue careers in industries that have been identified as in-demand high growth high-wage jobs in the Hudson Valley. This decision was driven by the Board's interest in designing and implementing effective strategies to get its customers into high paying jobs in growing industries. Furthermore, the WIOA requires boards and their career centers to offer Career Pathways as a strategy for its customers.

Career Pathways is a series of organized steps with multiple entry and exit points that lead participants toward careers with increased earning opportunities by providing industry recognized credentials, certificates, and/or licensures. Career Pathways links education and occupational training to subsequent employment through a continuum of educational and training instruction combined with intensive case-management, career readiness, career exploration retention, and follow-up. The WPWDB seeks to implement Career Pathways as a vehicle to train individuals in order to create a dynamic and effective workforce development system that strengthens the Hudson Valley economy as an integral part of the statewide system.

Career Pathways is an ideal model for the unemployed, long-term unemployed, underemployed, youth, young adults and mature adults. Furthermore, it allows out of school youth and adults who have low literacy skills, in need of basic skills, English Language Learners, and those that lack a high school diploma or equivalent to continue to learn while working towards their career goal; thus becoming life learners. Customers will be assigned a Career Coach/Employment Counselor at the onset. The Career Coach/Employment Counselor will provide guidance and support during and after training, employment and follow-up and supportive services.

The WPWDB high-demand high growth industries/sectors that will align with its Career Pathways Program are:

- Advanced Manufacturing
- Biotechnology
- Healthcare
- Information Technology (IT)
- Professional Services (Legal)

The WPWDB has elected to use a percentage of its WIOA training funds to support training costs for its Career Pathways and seek other funding to help supplement the cost of training.

- D. 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 Carl D. Perkins Career and Technical Education Act to support service alignment.”

The Westchester-Putnam Workforce Development Board 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 Carl D. Perkins Career and Technical Education Act to support service alignment,” by:

- Providing continuous staff training system wide to ensure One-Stop Career Center staff and partner staff are knowledgeable of the services available for Title 1-Title IV customers
- Ensuring the One Stop Career Center and partner staff uses the One-Stop Operating System (OSOS) as the sole case management, data collection and reporting system
- Reducing duplication of services, streamlining processes, developing a unified assessment, sharing of information and referral system
- Ensuring priority is given to those customers of individuals with barriers to employment to include but not limited to youth and adults who have low literacy skills, in need of basic skills, English Language Learners, and those that lack a high school diploma or equivalent
- The WPWDB and One Stop Career Centers are attuned to the needs of the businesses, workforce system and customers will be addressed in an efficient and thorough manner.
- Review of the system, programs and services are evaluated for continuous improvement
- Seek other funding to support and enhance One Stop program and services