

Mid-Hudson Region  
Local Workforce Development Board  
2017-2020 Regional Workforce Plan

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## **A. Regional Service Strategy**

Each Local Workforce Development Area (LWDA) recognizes the importance of delivering services to those adults, youth and dislocated workers who are most in needs, especially those customers who have been long-term unemployed. While there are no cooperative service delivery agreements between the counties, for the past three years the region has worked together on an NEG Grant, Jobs Waiting, that has helped put more than 250 long-term unemployed people into healthcare jobs. The region has weekly job developer and job coaches meetings to discuss re-employment strategies and results and to share best practices. Addition in-service meeting and training helps keep the staff from all six Local Workforce Development Boards (LWDBs) engaged in this successful program.

The region is also focused on helping low-income young adults between the ages of 17-29 through another regional initiative, Tech Hire, which is designed to place them in well-paying bio-technology; information technology; healthcare and advanced manufacturing careers.

Within the region, counties collaborate together on other initiatives and where sectors are in alignment. These include a Career Pathways II grant that Westchester, Orange and Ulster Counties are a part of; workforce development hiring and training initiatives between Sullivan, Orange and Ulster Counties for the soon to open Resorts World Catskills and collaborations with community college campuses throughout the region spearheaded by Rockland County.

## **B. Priority Sectors and Projects**

The Mid-Hudson REDC's target sectors ("clusters") have been identified as Healthcare; Bio-Tech, High-Tech Manufacturing; and Information Technology. Additionally, we see increased demand in Distribution; Hospitality; Financial and Professional Services; Food and Beverage; and Construction. All LWDBs in the Mid-Hudson fund training programs that provide skills in high demand occupations in the industries identified in the REDC's plan. These training programs tend to be specific to an occupation. Without the specific training the job seeker will not be able to obtain the job they seek. Listed below are the Mid-Hudson's target sectors along with the industry specific worker skills required:

- Bio-Tech – Advanced degrees and specialized training in Chemical / Biological Engineering, Pharmacology, etc. According to EMSI, 25% of all jobs require doctoral degrees and 64% require Bachelor's or Master's level degrees. The LWDBs will assist in funding this training for eligible participants but only up to each LWDB's maximum training funding amounts.
- High-Tech Manufacturing – Advanced degrees and specialized training in Mechanical and Electrical Engineering. Lower level workers need a specific set of math skills. Machine operators need industry specific training on certain machines and may need training in CAD or CNC for more advanced machines. The LWDB will assist in funding this training for eligible participants but only up to each LWDB's maximum training funding amounts.
- Information Technology – This requires a wide range of computer skills from the basic to the advanced; from support functions. EMSI states that 17% of the jobs require either High School or Associate Degree. The highly technical software and hardware positions require

BS and MS degrees in Information Technology, Networking, etc. EMSI states 79% of the jobs in this sector require these degrees. The LWDBs will assist in funding this training for eligible participants but only up to each LWDB's maximum training funding amounts.

- Distribution – The skills required for this sector include CDL Class A & B, forklift certification, and general work readiness training. High School or GED is usually the only requirement except for Management positions that require a college degree. The LWDBs will assist in funding this training for eligible participants but only up to each LWDB's maximum training funding amounts.
- Financial & Professional Services – These are jobs that cross all sectors and require proficiency with computers and other technologies along with customer service and sales skills. The LWDBs will assist in funding this training for eligible participants but only up to each LWDB's maximum training funding amounts.
- Food and Beverage – The job skills and education requires run the full spectrum. You can be a High School dropout to perform the entry level jobs up to a chef which requires a specific set of skills and training. General work readiness skills are required for most jobs in this sector as well as customer service skills. The LWDBs will assist in funding this training for eligible participants but only up to each LWDB's maximum training funding amounts.
- Healthcare – This industry also runs the spectrum from High School up to a Medical Doctor and everything in between. Most jobs to require specific training even for the lower end jobs. Lower level includes Home Health Aids and C.N.A's as well as janitorial to food service. Mid-Level include LPN, Phlebotomist, Dental Hygienist, etc. Higher end jobs are RN's, MRI Tech, Radiologist, etc. You then have the entire administrative function that requires many of the skills required in the Bio-Tech, Information technology and Professional Services sectors. The WDB's will assist in funding this training for eligible participants but only up to each WDB's maximum training funding amounts.
- Hospitality and Leisure – Resorts World Catskills, Legoland, YO1 Wellness and many other exciting projects in Sullivan and Orange Counties mean the demand for workers of all skill levels and expertise are currently in-demand.

There are worker skills that cross all sectors and occupations. These skills not the job specific skill that have mostly been identified above but basic skill required to perform any job at a high level. These skills are commonly referred to as soft skills or work readiness skills. These skills include but are not limited to basic math and reading, time and attendance, problem solving, teamwork, conflict resolution, etc. The Mid-Hudson region is committed to addressing the lack of work readiness skills our customer base possesses, and has incorporated Job Readiness Boot Camps into the two regional grants (Jobs Waiting and Tech Hire).

### **C. Labor Market Information for Workforce Planning**

Labor Market Information (LMI) to support LWDB regional workforce planning has been developed in a form that provides workforce planners an understanding of: (1) labor demand, or the occupational skills needed by businesses – immediately, short-term and long-term; (2) the labor supply, or availability of skilled workers in each of these labor markets; and (3) the education and community capacity to train skilled workers.

LMI for Workforce Planning is available at:

<http://labor.ny.gov/workforcenypartners/lwia/lmi-for-workforce-planning.shtm>

This information includes: LWIB regional priority occupations; Regional Economic Development Council priority occupations; occupations in demand in current, short-term and long-term labor markets; and occupations associated with significant economic development projects

Individual WDBs use subscription-based services such as EMSI, Statebook and Chmura to supplement information available from New York State's Bureau of Labor Statics. This information is shared and utilized for joint analysis as needed.

#### **D. Establishment of a Regional Spending Plan**

When working on a regional initiative or grant that is adequately funded, administration will be centralized as they are with Jobs Waiting and Tech Hire.

#### **E. Coordination of Supportive Services**

Individual LWDBs have provide a variety of supportive services based on their funding levels On a regional level, services such as childcare, transportation assistance including bus fare, car repairs, tolls, and gas cards are offered through Jobs Waiting and Tech Hire.

Where counties have similar demands they are working together to address the local needs. In Ulster and Sullivan Counties, van pools have been established to get casino workers to their jobs. Orange County routinely provides transportation to people from one centralized location to major employers both within and outside of their county. Additional funding would allow initiatives such as these to be broader.

#### **F. Coordination of Services with Economic Development**

A representative from each LWDA's economic development agency/organization sits on each WDB. Local Workforce Board Directors meeting individually on a regular basis with their economic development counterparts working cooperatively as new businesses are brought into a county and provide assistance to those that already exist expand.

The region works together to develop a list of the high demand occupational sectors and clusters. The key sectors are Bio Tech, Healthcare, High Tech Manufacturing, Information Technology, Distribution and Financial Services.

Additionally, the region is engaged in a NEG Ready To Work Grant known as Jobs Waiting. This grant has trained and placed into employment more than 200 people in the high demand healthcare field. Efforts will continue into 2018. Further, an additional regional grant focuses on putting people between the ages of 17-30 into high paying technology careers in healthcare, high tech manufacturing and other regional Demand Sectors.

Lead by Sullivan County, the region has engaged in long-term planning for developing career pathways training for the high growth Tourism and Hospitality sector. Four counties worked on job fairs and workforce attraction for the high priority economic development project Resorts World Catskills Casino, and continue to work to supply newly opened businesses such as YO1 Wellness.

All LWDA are actively involved in reviewing and providing assistance to businesses submitting a Consolidated Funding Application (CFAs) Workforce Solicitations application.

The region's LWDB Directors meeting quarterly together with the regional NYS DOL Business Services Representative Sherry Young to be sure that regional priorities, objectives and goals with regard to economic development are being met.

**G. Performance Accountability**

Under WIOA, the region had regional performance measures for businesses services. Under WIOA, all performance to date has been in baseline measurement. The region agrees to continue to share strategies for effective employment and training initiatives and business services strategies. Additionally, labor market data will be shared where appropriate.