

# WORKFORCEBUZZ

NY ASSOCIATION OF TRAINING & EMPLOYMENT PROFESSIONALS

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**NYATEP Holiday Happy Hour in Albany, December 11, 2019**


**NYATEP Youth Academy March 30-April 1, 2020**

## NYATEP Launches Summer Youth Employment Program (SYEP) Website

Every year NYATEP collects information on Summer Youth Employment Programs (SYEP) and youth profiles from across New York State. For the past seven years NYATEP has showcased this information on a dynamic website that highlights the great work done in youth programs across New York state. We encourage legislators, employers, and workforce colleagues to view youth profiles to understand the impact and importance of summer work experiences for New York State's young adults. This year we are happy to feature 33 youth who completed exciting job opportunities.


Excitingly, Summer Youth Employment Programs offered a first job to half of the participants. Also, the number of worksites has increased since last year, which allows youth to have a more diverse experience!

This year, NYATEP collected information on the biggest challenges and successes of programs. The challenges that consistently came up across many counties were the need to develop more funding, transportation across the county, working with participants in summer school, and finding appropriate jobs for youth ages 14-15. The successes that consistently came up across many counties were youth who received job offers, businesses who asked extended the program to keep youth longer, being able to place youth in their dream jobs and high rates of successful completion!

A HUGE thank you to everyone who worked with youth this summer and submitted youth profiles. It is amazing to go through and hear from youth in their own words. Every single youth found something they enjoyed about the work and something they learned. Selected youth profiles will be highlighted at the 2020 Youth Academy! [VIEW THE SITE HERE](#) 

## Governor Signs Bill to Exempt Youth SYEP Wages from TANF Benefit Calculation

NYATEP has long advocated to exempt youth income earned during government funded workforce programs from wages used to calculate TANF benefits. Last year, the New York City Department of Youth and Community Development took on this issue on behalf of young adults in Summer Youth Employment programs, with advocacy support from NYATEP to help get this over the finish line.

Last week, the Governor signed the bill into law and will likely impact (go into effect) Summer of 2020. A huge thank you to our fellow advocates who supported this effort and the staff within the Governor's team and State Agencies who pushed for this change. [VIEW THE BILL HERE](#) 

Find us here:  

# Please Join NYATEP in Welcoming the 2019-2020 Workforce Policy and Advocacy Academy Class

On November 18th NYATEP kicked off its 11th cohort of our Workforce Policy and Advocacy Academy.

The program is unique as it takes participants through the legislative and budgetary processes at the federal, state, and local levels; describes the nuance of advocacy and appropriate timing; and provides concrete tools to integrate advocacy into their day to day work; or set a larger agency vision.

This year we have 28 participants from across NYS representing local community-based organizations, government agencies, local Workforce Development Boards and the higher education system. We are thrilled to be leading another group of talented and passionate workforce professionals to become future advocates for the field!



**Adrian Hale**  
Greater Rochester Chamber  
of Commerce



**Ana Culver**  
Workforce Development  
Institute



**Carmen Duncan**  
Mission Accomplished  
Transition Services



**Christina Samuels**  
HERE to HERE



**Derrick Stroman**  
The Knowledge House



**Janelle Snow**  
Center for Youth



**JeNeane Jones-Seo**  
NYC Department of Small  
Business Services



**Joel Thomas**  
Urban Resource Institute



**Justin Collins**  
The Workforce Field Building  
Hub at WPTI



**Kathy Bishop**  
Clinton County Employment  
and Training



**Katie Peabody**  
Hot Bread Kitchen



**LuAnne Blaauboer**  
Good Shepard Services



**Mark Wiltshire**  
Per Scholas



**Martha Ponge**  
Manufacturing Association of  
Central New York



**Mary Rutigliano**  
Literacy West NY, Inc.



**Mary Sise**  
Upwardly Global



**Megan Farry**  
NYATEP



**Nikeisha Smothers**  
Brooklyn Public Library  
Adult Learning



**Patricia A. Frazier**  
Herkimer County One-Stop  
Career Center



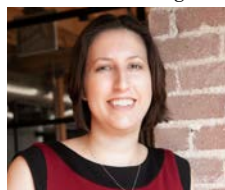
**Penny Pagliaro**  
Richmond Community  
Services



**Raisa Schwanbeck**  
NYC Dept of Education Office  
of Postsecondary Readiness



**Ronin Davis**  
Seedco



**Sarah Fletcher**  
Center for Employment  
Opportunities



**Schamiqua Young**  
NYC Dept. of Social  
Services/HR Administration



**Sean Maguire**  
SUNY Schenectady County  
Community College



**Sharon Cavanaugh**  
Baker Victory Services



**Terri Saucier**  
Opportunities for a Better  
Tomorrow



**Tracy Ellis**  
Rensselaer County Career  
Center

## 2020 NYATEP Youth Academy Call For Presentations Now Open



Do you have a great workshop idea for the 2020 Youth Academy? We are currently accepting presenter applications on the following topics:

- WIOA YOUTH PROGRAM ELEMENTS
- GOING BEYOND PROGRAMS TO SUPPORT YOUTH
- YOUTH WORKFORCE STAFF TOOLS
- BUSINESS ENGAGEMENT
- OUTREACH & RECRUITMENT

All submissions must include an interactive element to the presentation to engage participants in each session. This may include but isn't limited to -- opportunities to share between colleagues in small group work or with discussion questions; facilitated activities to help attendees understand the content; and or a presentation that solicits audience participation.

Deadline for submissions is 4:00pm January 10, 2020.

**[SUBMIT YOUR PRESENTATION HERE](#)**

**Registration is now open!**

**VISIT [NYATEP.ORG](https://nyatep.org) TO LEARN MORE**



# Rölnr Stadt-Anzeiger

## Visit to Cologne-Ehrenfeld Americans explore ways to work

This article was translated using Google Translate. View the original article [HERE](#) 



Ehrenfeld - When looking into the labs, the smartphones were drawn. "They are really well equipped. Very impressive," said Melinda Mack appreciatively. Meanwhile, the young students answered questions from the surprise visit from the US. The American from New York, together with Luann Dunsford from Michigan, led an eleven-member delegation to the Rhineland to learn about the systems of vocational training and integration into the job market and job placement.

### Experts from Michigan and New York

The goal was to learn more about the successful transition from school to work. The focus was also on developing a sustainable system for training skilled workers to enable the growth of important sectors. The group was made up of employment and human resource development experts - the Michigan Works Association (MWA) and the New York Association of Training and Employment Professionals (NYATEP), as well as corporate representatives from both states.

In the Rhenish Education Center (RBZ) on the Vogelsanger Straße, where the second visit from the USA was soon rejoicing, the guests could explain the structure and offers of the individual educational institutions. Personal talks with members of the College and a brief visit to the Medical-Technical (MTA) and Pharmaceutical Technical School (PTA) laboratories rounded off the visit.

### Theory and practice combined

Brunke Barelmann, head of the Rheinische Akademie, gave an overview of the different systems of vocational training in Germany as well as the supply structure of training in private educational institutions under the umbrella of the Rheinische Stiftung. One of the special features of the Rheinisches Bildungszentrum is that the degree programs offer theory and practice in equal measure, as well as state-recognized qualifications.

The guests were greeted by the advertising slogan "Make yourself great again", with which the educational institution recently advertised posters for their courses. Advertising is in trouble, student numbers at private schools and academies are declining. Especially because in recent years, billions have been invested in public universities whose offer is free.



Die elf Mitglieder der US-Delegation mit den Gastgebern vom Rheinischen Bildungszentrum

Among other things, the guests were interested in the extent to which the teaching offer was reviewed and adapted. "The specifications for the course contents and the final examinations are specified by the state," explained Ralf Münstermann, director of the RBZ. This serves the reliability of the qualification both for the graduates and also for future employers. By contrast, in-company training courses only have benefits within the company because they are geared to its requirements.

### MTA training no longer economical

As private educational institutions, the RBZ and the Rhenish Academy would always have to consider from an entrepreneurial point of view whether an offer was economical. Thus, the MTA training may soon be discontinued because the framework conditions have changed drastically. The paid training at RBZ is even remunerated in hospitals or public schools. Nevertheless, in order to be able to offer this education to students, the Biological-Technical-Gymnasium was founded only this year. It offers a high school upper secondary school leaving certificate plus an apprenticeship as a biological-technical assistant. For them, private laboratories would later offer job opportunities, since hospital-trained MTAs would usually find employment there as well. "We hope it works," said Brunke Barelmann about the offer launched in September. Another plus for the graduates of the "Rheinische" are additional courses about software applications and application.

Natalie Branosky, who organized the binational exchange, also addressed a labor market problem in the US: how are immigrants and refugees made fit for the labor market and integrated? At first, there is nothing going on without the knowledge of the national language. However, the next step would be the recognition of qualifications and qualifications, which often could not even be proven. A "vicious circle" often forms, which often results in illegal employment.

# PRESS-REPUBLICAN

## Can we reciprocate in NYS?

By McKENZIE DELISLE Press-Republican Nov 19, 2019

PLATTSBURGH — Germany's apprenticeship model could be coming stateside. North Country Workforce Development Board Executive Director Sylvie Nelson went overseas in early November, alongside 10 other New York- and Michigan-based Workforce Development representatives.

The week-long visit to Germany was to give reps time to study how the country's trainee programs were designed and conducted, with hope of advancing apprenticeship models in their respective states.

"Similar to the German model, the visit will help the North Country Workforce Development Board identify apprenticeship programs and systems of how local businesses can implement them to maximize their investment," Nelson said in a news release.

"In Germany, there are standardized occupational profiles, or curricula, developed by the federal government in collaboration with employers, educators and union representatives," she continues. "Can we reciprocate these in New York State?"

### WORKFORCE DEVELOPMENT

The North Country Workforce Development Board, a public-private entity, considered themselves the line joining education with workforce. That connection gets made through employment-related services offered via the board's regional OneWorkSource Career Centers, located in Plattsburgh, Malone, Elizabethtown and Indian Lake.

"Businesses look to the North Country Workforce Development Board for skilled employees, expertise in job training and supportive services," its website says. "Job seekers, both adult and youth, receive referrals and placement in quality jobs, education, and training programs."

### THE APPRENTICESHIP

According to the release, Germany's workforce development effort was world-renowned.

"(It) emphasizes apprenticeship," the release says. "It's a system of training that combines on-the-job, paid experience with classroom learning.

"This sets students up to compete for jobs directly out of school and obtain relevant professional licenses more easily."

And, while still in Germany, Nelson told The Press-Republican that she had met with German government officials from the Federal Ministry of Education & Research, as well as the German Office for International Cooperation in Vocational Training.

"We learned how apprenticeships are industry-driven and how the federal government oversees the programs," Nelson said.

"While each state runs them — including the funding of schools, teachers and development of curriculum.

"Yearly, the federal government, with industry input, review the apprenticeship programs, decide to modernize or eliminate them." Commonly referred to as "dual training," the release says, that type of learning was highly respected in Europe.

### AMERICAN CONTRAST

That's atypical compared to the U.S., the release says, "where, for the past 40 years, the preferred career pathway has been through colleges and university." This academic-only approach has left the U.S. with an urgent need for technical jobs." That's because, in the United States, fewer than 5 percent of youth train as apprentices and, the release says, a majority of that percentage study in the construction trades. "In Germany, the number is closer to 60 percent in fields as diverse as advanced manufacturing, IT, banking and hospitality," it continues.

### HEADED UPSTATE

Nelson, in her upstate New York role, said the apprenticeship model could soon make a North Country debut. "We will organize a roundtable of shareholders in early 2020 to discuss some of the highlights of the trip and how we can implement some of things we are learning," Nelson told The Press-Republican. "Already, we were contacted by a high school and community college who are interested in being part of the discussion."

### SPONSORSHIP

Helping to send the local North Country Workforce Development Board rep to Germany were sponsors Community Bank N.A. and Coryer Staffing. Community Bank Vice President and Regional Banking Manager Kent Backus said his group was a continued partner with the local Workforce Development branch.

"A strong workforce development program is key in providing a trained and ready work force in an ever-changing job environment," he says in the news release.

Coryer Staffing Co-Founder and COO David Coryer had a similar sentiment. "We are devoted to expanding employer investment in a skilled workforce pipeline and recognize this learning experience as a valuable opportunity to ensure the vitality of our community," Coryer says in the release. [VIEW THE ARTICLE HERE](#)





## Springmeier, Davis receive 2019 statewide workforce awards



Mike Davis and Karen Springmeier recently received statewide workforce awards at a conference in Rochester.

GENEVA — Karen Springmeier and Mike Davis were presented workforce awards at the 2019 Statewide Workforce Awards conference Oct. 29 in Rochester, in conjunction with the Partners for Workforce Transformation conference. The event is done in partnership with the New York Association of Training and Employment Professionals and the state Economic Development Council, and included more than 400 workforce and economic development professionals from across the state.

Springmeier, executive director of the Finger Lakes Workforce Investment board, was presented with the Statewide Leadership award. This is awarded to a person or entity in the state that deserves recognition for their impact on workforce development services and policies across the state. She received the Statewide Leadership Award for her 40 years of leadership at both the state and local level.

Davis, representing the IBEW 840, was awarded the Business Leadership award. The award honors a business leader who has locally supported workforce and economic development efforts. This business must have a proven track record of working with workforce development programs and/or initiatives; and serves as a vocal advocate for workforce in the local business community. He was nominated by Mike Manikowski, director of the Ontario County IDA and Springmeier. Davis serves as chairman of the IDA and as a member of the Finger Lakes Workforce Investment Board.

Read the article [HERE](#)







## Workforce development open house in Manhattan offers training to help unemployed

By Todd Maisel



Representatives, participants, teachers and graduates from the nearly 60 Consortium for Worker Education partners gathered at Town Stages in Manhattan to celebrate and share their stories.

The Consortium for Worker Education is a network of 35 unions and 45 community based organizations that foster worker protection, education and advancement. The Consortium offers job training and skills to become a carpenter or any number of skilled tradesmen. They also provide support services to prepare individuals with special trade education.

Few had a better story to tell than Town Stages owner Robin Sokoloff, herself a graduate of CWE's partner programs Nontraditional Employment for Women (NEW). With a degree in sociology and passion for the arts, Sokoloff found herself learning carpentry.

And now a member of Carpenters Local 157.

Armed with her love of performing arts and her new skills, she built out and opened Town Stages.

"You can't put on a performance without a performance space,. That space has to be up to code," said Sokoloff. Now she is overseeing a business, hiring workers, paying wages and looking to replicate her successful model.

"It started in a class with some 30 women, some with skills and some unskilled. All that was needed was a GED and willingness to learn."

All now had skills, and good jobs.

NEW is only one of the nearly 60 programs and agencies which provide the educational and support services for workers, immigrants and the unemployed and the underemployed. CWE partners include Catholic Charities of the Archdiocese of New York, the Harlem Empowerment Project, Make Road New York, the Yemen American Merchants Association, Coalition for the Homeless, Edward J. Malloy Construction Skills, Inc., and the Actors Fund.

Supporting those efforts are the more than dozen unions including Plumbers, Carpenters, Painters, Operating Engineers and Teamsters. The unions provide training and apprenticeships leading to careers paying union wages and providing advancement. "I remember when we started 35 years ago and Anthony Alvarado was our first director, and he said if we do this right we can help 3,000 workers," recalled CWE Executive Director Joseph McDermott. "Today we have 30 union and 30 Community partners and all in the same room."

Read the article [HERE](#)





## **CSW National Benchmarking Survey Informational Webinar**

Since 2008, the Workforce Benchmarking Network's national surveys have yielded the largest data-set of information from community-based organizations and others who provide direct workforce services (job preparation, job placement assistance, job retention support).

Led by Corporation for a Skilled Workforce (CSW), the comprehensive survey captures aggregate information about program participants, services, and a variety of results. The survey's confidential and customizable reports help individual programs assess how their results compare in an "apples to apples" way to peers, to guide program improvement. More general aggregate reports are a useful reference tool for providers, funders, and other stakeholders in the field. All individual program data is kept confidential.

CSW has just re-launched the WBN survey this summer, with a goal of generating more current information for the field and expanding the number and types of programs represented.

This webinar will focus on what's included in the survey and reports, the benefits of participation, and how to get started.

### **TO REGISTER:**

**December 10, 2019**

2:00pm - 3:00pm

[\*\*CLICK HERE\*\*](#)

**January 15, 2020**

2:00pm - 3:00pm

[\*\*CLICK HERE\*\*](#)





CELEBRATE WITH  
NYATEP

# HOLIDAY HAPPY HOUR EVENT

DECEMBER 11 | 4:00 PM - 7:00 PM

**THE HOLLOW BAR AND KITCHEN**

79 N PEARL STREET  
DOWNTOWN ALBANY



LIGHT FARE WILL BE SERVED  
DRINK SPECIALS AVAILABLE

**CLICK TO REGISTER**



# Upcoming Member Information, Events & Funding Opportunities



## Job Opportunity

### Executive Assistant

JOIN OUR TEAM! NYATEP is hiring in the Albany area. The Executive Assistant will be responsible for a wide variety of administrative functions to ensure the effectiveness and efficiency of a fast-paced, membership-focused environment.

[Learn More HERE](#)

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## Job Opportunity

### Director of Workforce Service

This position will be responsible for working directly with key sector employers to enhance workforce retention and attraction efforts; collaborate with workforce stakeholders; and track, analyze and convey workforce data and trends.

[Learn More HERE](#)

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## Job Opportunity

### Tompkins County Workforce Development Director

The Workforce Development Director is a dynamic and accomplished leader with a passion for workforce development and training. The Director reports to the County Administrator and provides leadership and vision to workforce development working in conjunction with the Workforce Development Board. The Director is a champion for policies and services for youth, adult learners, job-seekers, and employers.

[Learn More HERE](#)