

# WORKFORCEBUZZ

NY ASSOCIATION OF TRAINING & EMPLOYMENT PROFESSIONALS

OCTOBER 2019 | ISSUE 22

## IN THIS ISSUE

### MEMBER CORNER

**NYATEP Hosts New York City Workforce Wine-Down Event**

**NYATEP Fall Conference Final Agenda Released**

**Sluggish job growth continues to cast shadow over Buffalo Niagara**

**Is the city's workforce prepared for the future?**

**Good jobs for New Yorkers are available -- if we invest in skills (Commentary)**

**NYATEP Announces 2020 Youth Academy Dates**

### LEGISLATIVE UPDATE

**NYS Graduation Requirements Initiative & Regional Meetings**

**New Live SMART Training**

### PARTNER SPOTLIGHT

**Oneida Works Job Fair has 1,000 Openings**

**North Country Workforce Board Directors Tour Fort Drum**

### UPCOMING EVENTS

**Fall Conference - October 28-30 in Rochester, NY**

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

Find us here:



## NYATEP Hosts New York City Workforce Wine-Down Event

On Thursday, October 10, NYATEP hosted their second New York City Wine-Down event at Verlaine in Manhattan's Lower East Side. The event drew over 30 workforce professionals for an evening of casual networking.

NYATEP's Deputy Director, Evelyn Ortiz and our new Training and Events Coordinator, Jenine Loche organized the evening. Stay tuned for the next regional mixer in your area!



OCTOBER 28-30 | ROCHESTER, NY

# PARTNERS FOR WORKFORCE TRANSFORMATION

2019 FALL CONFERENCE

PRESENTED IN PARTNERSHIP BY



[VIEW FINAL AGENDA HERE](#)

[CLICK TO REGISTER](#)

Join over 500 professionals in workforce & economic development and education, business leaders, and key state leaders for the 33rd annual fall conference.

We invite you to join the New York Association of Training & Employment Professionals and the New York State Economic Development Council for a unique event to re-imagine the workforce system in NY, to learn from regional and national experts and to network with leaders in economic & workforce development, post-secondary education and job training, business and government.

**This year's #Partners4WorkNY conference will address:**

**Mon, October 28 at 1:00pm**

**Transformation Through the  
NYS Office of Workforce  
Development**

**Madhuri Kommareddi, Director  
of the NYS Office of Workforce  
Development.**

Response Panel: **Karen Coleman**,  
NYS Department of Labor;  
**Denise Zieske**, SUNY Office of  
Community Colleges and the  
Education Pipeline.  
Moderated by **Anne Kress**,  
Monroe Community College

**Tues, October 29 at 9:00am**

**Next Generation Economic  
Development**

**Panelists: Tom Nardacci**, President  
of Aurelius Co Works; **Mike Grella**,  
Founder, Grella Partnership  
Strategies; **Tamika Otis**, Director of  
KeyBank Business Boost & Build NY;  
and **Kristen Jarnagin**, President and  
CEO, Discover Long Island.  
Co-Moderated by Ryan Silva,  
NYSEDC and Melinda Mack, NYATEP

**Wed, October 30 at 9:00am**

**New York's Green New Deal**

**Adele Ferranti, Project Director  
NYSERDA**

**\*Session topics are subject to change. Stay tuned there will be more content added as it is confirmed!\***

# THE BUFFALO NEWS

## Sluggish job growth continues to cast shadow over Buffalo Niagara

By David Robinson | October 21, 2019



*Local job growth has been subdued during the last decade, despite the feel-good vibe of the so-called Buffalo renaissance. (Derek Gee/News file photo)*

For years, the weak point in Buffalo Niagara's so-called "renaissance" has been its sluggish job growth.

Now, there are signs that the pace of hiring is becoming even more anemic.

The big question is why it's happening. And that's not so easy to answer.

It could be that the economy is finally starting to slow after a decade of slow, but steady, growth. But it also could be that more benign factors are at play, like the difficulty that companies are having finding qualified workers at a time when the pool of available workers has shrunk to its lowest level in nearly 30 years and our population is stagnant.

"If we are slowing down, it's because it's too hard for employers to find people," said Timothy Glass, the regional economist for the State Labor Department.

In fact, Glass isn't even convinced that we're slowing down at all. Let's start off by looking at the numbers. New data from the State Labor Department on Thursday showed that the pace of job growth here slowed last month to an annualized rate of just 0.5%. Nationally, hiring is almost three times faster.

What was concerning about the latest local numbers is that September's hiring was the slowest monthly increase since February and the third straight month that the pace of hiring had slowed from the month before.

"That trend is not a positive sign," said Julie Anna Golebiewski, a Canisius College economist. "It's half the growth rate we saw in June."

That's worrisome, but those monthly job numbers come with a big caveat: While they are the most timely employment indicator that we have, they also can be quite volatile – and in recent years, they also have been subject to some major revisions as more detailed job data becomes available. But we have to wait until next year for those revisions.

A second set of more detailed job data paints a similarly subdued picture of the local job market. But while those numbers are considered to be highly accurate, they also are much less timely. The latest numbers from that series run only through March, but they also peg job growth during the first three months of this year at a sluggish 0.6% – less than half of the nationwide gain.

Another indicator – the local unemployment rate – also has ticked up slightly, rising to 4.2% in August from 4% in July.

Then there's the recent flurry of concerning employment news this month. Catholic Health Systems is offering buyouts to older workers in a bid to cut costs. DeGraff Hospital is scaling back its operations in a move that affects 50 jobs. Synacor Inc. is cutting 14 jobs after losing a key contract. Edwards Vacuum is eliminating 65 jobs at its Wheatfield factory.

[Read the complete article HERE](#)



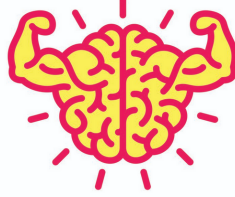


# CRAIN'S

NEW YORK BUSINESS

## Is the city's workforce prepared for the future?

By: WILL BREDDERMAN



### THE ISSUE

New York's economy is in flux. The past decade has seen a continued decline in manufacturing employment and uncertainty in the retail sector, combined with strong job growth in hospitality, health care, construction and tech. The questions are whether public and private institutions have adjusted to these changes, and whether city residents have the skills that fit the positions the economy is creating.

"The rapidly transforming labor market of the 21st century is making obsolete traditional ways of training and educating," the Center for an Urban Future, a leading think tank, warned in a 2016 report. Of particular concern are those who do not complete high school or a four-year degree and "end up taking low-wage jobs in retail or food service without considering their options for advancement."

### THE PLAYERS

Both the city and the state have sought to channel the labor pool in order to meet market currents. In 2014 Mayor Bill de Blasio launched his Career Pathways program, which sought to better connect and coordinate youth and the unemployed with city programs, business owners, unions and nonprofits—which CUF lauded for refocusing public efforts from rapid job placement to long-term career planning and advancement.

Gov. Andrew Cuomo, meanwhile, announced his own Workforce Development Initiative four years later. As with Career Pathways, the state program emphasizes communication and cooperation between the public and private sectors to ensure that workers get training for the specific posts employers aim to fill.

### YEAH BUT...

The elephant in the room, of course, is automation. But some evidence suggests that anxieties about robots taking over the workplace—anxieties de Blasio stoked as a presidential candidate—are overblown. A 2018 CUF report found New York's particular abundance of "social, cognitive and technical" positions would shield its economy from the sort of apocalyptic layoffs some futurists predict.

"Technology is still anticipated to create more jobs than it displaces," the report read. "In many cases, automation will require humans to work more closely with machines, rather than be replaced by them."

Randy Peers, president of the Brooklyn Chamber of Commerce, agreed, saying that human labor remains indispensable to the fastest-growing fields. "You can't take the people aspect out of health care, for the most part," he said. "You can't take the people aspect out of the skilled trades."

### SOME BACKSTORY

Workforce development has been a politically popular solution to employment woes since the 1980s, economist Gordon Lafer, a former adviser to Mayor Ed Koch, noted in his 2002 book, *The Job Training Charade*. Lafer said job-training programs are a political distraction from what he deems the real causes of unemployment and poverty: anemic job growth, a low minimum wage and the decline of organized labor.

New York City, however, recently has seen strong job creation and substantial increases in the minimum wage. It also has one of the highest unionization rates in the nation.

### WHAT'S NEXT

CUF faulted Career Pathways for failing to reach all public school students and for insufficiently coordinating with the CUNY system, which the governor controls. And Cuomo's Workforce Development Initiative is run through his Regional Economic Development Councils, which have allocated more funding upstate and on Long Island than to the five boroughs.

Peers, for his part, says the most important kind of workforce development is in what he describes as core competencies useful both in personal and professional life: emotional intelligence, critical thinking, conflict resolution and financial literacy.

Crain's is a subscription based site but  
you may find the article: [HERE](#)





syracuse.com

## Good jobs for New Yorkers are available -- if we invest in skills (Commentary)

By Cheryl Mayforth and Melinda Mack | Special to Syracuse.com



*In this Jan. 29, 2015 file photo, Tyler Kelly, 19, left, fills out job applications during a public safety job fair at City Hall in Saginaw, Mich. A job fair in Watertown this week features nearly 1,000 job openings. Workers need more skills to fill many of them. (David C. Bristow | The Saginaw News via AP)*

Nine hundred thirty-six job openings – that’s how many positions are up for grabs at the 8th Annual Jefferson-Lewis Job Fair today (Wednesday) at the Hilton Garden Inn, in Watertown. That many jobs in a city where the population is just under 26,000 people is something to celebrate. The positions available include HVAC technicians, speech language pathologists, machine operators, truck drivers, IBEW apprenticeships and more.

But there is cause for concern. While the changing jobs market has created exciting new openings, employers are having a hard time finding employees with the skills necessary to fill them.

Those of us who follow the local economy are worried. Upstate New York’s unemployment rate is at a historic low. But employers are struggling to recruit and retain skilled employees. They may leave the area or, at the very least, put off expansion plans.

Northern New York’s workforce is shrinking. An aging population plus an exodus of people (a 3% drop in population between 2010-2017) means fewer people vying for jobs. Today’s manufacturing job is not your grandparent’s manufacturing job.

Technology has radically altered the workplace and continues to evolve at lightning speed. As the jobs and skills required to perform them have changed dramatically, how we address workforce needs as a region and a state needs to change dramatically as well.

Invest in Skills NY is a coalition of businesses, schools, training providers and community-based organizations. The Jefferson-Lewis Workforce Development Board is a proud member of this coalition. Since early 2018, we have worked together to help ensure the governor and state Legislature make developing a skilled workforce an economic priority. We’re starting to see the wheels turn in the right direction. Earlier this year, Gov. Andrew Cuomo announced a \$175 million workforce development initiative to improve talent pipelines. Through this program, SUNY campuses may apply for funding for customized workforce development training programs with local employers, which provide matching funds. To date, projects have been approved in the North Country, Southern Tier and Mohawk Valley regions. In fact, late last month, the state announced an investment of \$3 million to expand SUNY’s apprenticeship programs in artificial intelligence, cybersecurity, and information technology, as well as other growth industries.

Read the complete article [HERE](#)



## NYATEP Announces 2020 Youth Academy Dates

SAVE  
*the*  
DATE

**NYATEP**  
Voice - Knowledge - Progress  
For Workforce Development

**2020 YOUTH ACADEMY**  
**MARCH 30 - APRIL 1**

*Saratoga, New York*



New York State  
EDUCATION DEPARTMENT  
Knowledge > Skill > Opportunity

## NYS Graduation Requirements Initiative & Regional Meetings

The Board of Regents and State Education Department have undertaken a review of the graduation measures in New York State.

Please see more information in this power point presentation here: [CLICK LINK](#)

If you want to be part of this important conversation and process please forward your email address to Jennifer Trowbridge, Director, Office of Governmental Relations, NYS Education Department. Interested individuals that we be notified of upcoming regional meetings or opportunities to comment, etc.

### Blue Ribbon Commission

#### Goal:

To undertake a thoughtful and inclusive process to reaffirm what a New York State high school diploma means and what it ought to signify to ensure educational excellence and equity for all New York State children.

#### Purpose:

The purpose of the Commission is to review research, practice and policy and to gather input from across the state, to help inform recommendations to:

- reconsider current diploma requirements;
- ensure all students have access to multiple graduation measures; and
- ensure a transition plan timeline allows time to prepare for and implement any changes.



2

### Draft Timeline

#### Phase I: Information Gathering

- **November 2019 – January 2020:**
  - Regional workgroups hold meetings and gather feedback from across the state.
  - Review of research and practices in other states.
- **February 2020:**
  - Establish the Blue Ribbon Commission (BRC) and draft meeting schedule.
  - Compile Regional Meeting feedback and review of research and practices in other states.

#### Phase II: Blue Ribbon Commission

- **March 2020:** Commission's first meeting – the BRC convenes and defines the scope of its work.
- **April 2020:** Blue Ribbon Commission second meeting to identify priority areas and a framework for moving forward. Establish sub-groups for priority areas.
- **May 2020 – September 2020:** Sub-groups meet.
- **October 2020 – November 2020:** Sub-groups develop proposed recommendations.
- **Winter 2021:** Sub-groups advance recommendations to the BRC.
- **Spring 2021 – Summer 2021:** The BRC finalizes recommendations and a report is prepared.

#### Phase III: Regents Discussion

- **Fall 2021:** The Blue Ribbon Commission's final report is presented to the Board of Regents for consideration.



11





## New Live SMART Training

While you can review the SMART training modules online, there is nothing like an interactive, live event! So mark your calendar, because ETA is hosting new, live SMART 3.0 trainings every Tuesday and Thursday from September 24 through November 19 (no October 10 session) at 2 p.m. EST.

We kick off with an ETA Grant Management Overview-Readiness Assessment followed by Financial Management Procedures and Internal Controls. If you haven't already created your free WorkforceGPS account needed to register, do so now to take advantage of these new and improved trainings! And register now!



### SMART 3.0 Series: Budget Modification and Grant Modifications

Oct 08 - Oct 15, 2019 • 2:00 - 3:30 PM ET

This module reviews the requirements for budget and grant modification processes as described in Employment and Training Administration's (ETA) grant terms and conditions and the Uniform Guidance.



### Partnering with Conservation Corps for Out-of-School Youth and Young Adult Outcomes

Oct 10, 2019 • 2:00 - 3:30 PM ET

This Webinar will provide examples of how Workforce Development Boards and Conservation Corps are partnering in employment, training, education and placement programming for Opportunity Youth and young adults.



### SMART 3.0 Series: Procurement and Contract Administration

Oct 15, 2019 • 2:00 - 3:30 PM ET

This module focuses on the updated procurement standards in the Uniform Guidance along with the needs of proper contract administration.



### SMART 3.0 Series: Payments and Cash Management

Oct 17, 2019 • 2:00 - 3:30 PM ET

This module focuses on the Uniform Guidance requirements for payments and the general principles of proper cash management, including internal controls, improper payments, and interest income.

[View More Smart 3.0 Sessions here](#)





## Oneida Works Job Fair has 1,000 Openings



*Newstalk guest David Mathis, the Workforce Development Director, talks to us about an upcoming job fair, Oneida Works, that has 1,000 job openings*

Newstalk guest David Mathis, the Workforce Development Director, talks to us about an upcoming job fair, Oneida Works, that has 1,000 job openings.

It will be held at the Adirondack Bank Center Utica Memorial Auditorium this upcoming Monday, October 21st, from 11am to 6 pm.

A media session with County Executive Anthony J. Picente Jr. and organizational representatives will take place at 10:30 a.m. "Oneida Works! will be a career event unlike any other," Picente said. "We are assembling a diverse assortment of employers from across Oneida County who need to fill 1,000 jobs right now.

This is a golden opportunity for job seekers to capitalize upon, and I strongly encourage anyone who is looking for a new career path, interview training, resume building or work attire to attend.

"There will be full-time and part-time jobs available. The event will also provide on-site resume review and a Career Clothes Closet.

Nearly 50 organizations are confirmed for Oneida Works, representing multiple industry sectors and position types, including the following:

### **Manufacturing**

- Fountainhead Group
- Hood
- Sovena USA

### **HealthCare**

- Mohawk Valley Health System
- Slocum Dickson Medical Group

### **Hospitality/Entertainment**

- Turning Stone
- Vernon Downs
- Garden Entertainment
- Human Services
- Masonic Care Community
- Upstate Cerebral Palsy
- ICANRome Memorial Hospital

### **Banking**

- BNY Mellon
- AmeriCU
- Federal Contracting
- AIS

Learn More here

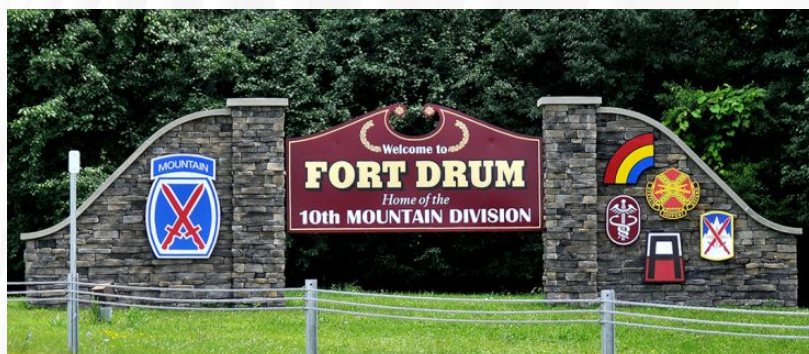
## North Country Workforce Board Directors Tour Fort Drum



*North Country Workforce Board Directors (from left) Sylvie Nelson, North Country WIB, Cheryl Mayforth, Jefferson-Lewis County WIB and Barb Lashua, St. Lawrence County WIB*

On Friday, October 18, all three North New York WDB Directors attended a day long tour of Fort Drum through the Fort Drum Soldier for Life-Transition Assistance Program to learn about the skills and abilities of soldiers and how their skills translate to civilian jobs.

The tour included visits to a simulator used for battlefield medical casualties training, a medical warehouse, a medical facility and an all components tour of the motor pool operations.





# Upcoming Member Information, Events & Funding Opportunities

## Job Opportunity

### Director of Technology Training Initiatives



Reporting to the Senior Director of Workforce Development, the Director of Technology Training Initiatives will lead our work on a 3.9 million dollar grant from the US Department of Labor over 4.5 years to deliver the TechHire Open Code program, including training tracks for young adults in web development and networking and for incumbent workers in data analytics, as well as develop plans to sustain training in these areas past the life of the grant.

[Learn More HERE](#)

## Event Notification



FOR AN OPEN HOUSE  
WITH THE  
CONSORTIUM FOR  
WORKER EDUCATION  
AND ITS PARTNERS  
**TUESDAY  
NOVEMBER  
19TH  
10AM-12PM**  
TOWN STAGES  
221 W. BROADWAY  
NEW YORK, NY  
10013

# SAVE THE DATE

## Webinar

**Rethink Re-Entry: Empowering Formerly Incarcerated Individuals Who are Re-entering the Workforce**

**October 24th 9:30 AM — 11:00 AM**

9:30 AM — Introduction to MHANYS

9:40 AM — Panel Discussion to Include Kacie Hull, Rensselaer County Re-entry Task Force Coordinator, Chris Wessell, Principal of Staffegy Jack Delaney, Transportation Manager at McLane Foodservice

10:40 AM — Question & Answers

[REGISTER HERE](#)



## Free Training

**PersonCentered Planning Comprehensive System Transformation Statewide Training Initiative.**

NY Alliance are hosting a variety of Regional Trainings and Learning Institutes throughout NYS. The audience for these sessions includes providers of I/DD, Behavioral Health and Aging services.

[Learn More HERE](#)

