

WORKFORCEBUZZ

NY ASSOCIATION OF TRAINING & EMPLOYMENT PROFESSIONALS

NOVEMBER 2019 | ISSUE 23

IN THIS ISSUE

MEMBER CORNER

2019 Fall Conference

**Announcing the Release of
NYATEP's 2019 State of the
Workforce Report**

**2020 NYATEP Youth Academy to
Be Held March 30 - April 1 in
Saratoga Springs**

LEGISLATIVE UPDATE

**NYS Graduation Requirements
Initiative & Regional Meetings**

PARTNER SPOTLIGHT

**Adapting to change critical for
future workforce**

**TCAD to push affordable
housing, workforce help in 2020**

UPCOMING EVENTS

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

NYATEP and NYSEDC Host the 2019 Fall Conference: Partners in Workforce Transformation

NYATEP, in partnership with NYSEDC, hosted the 2019 Fall Conference: Partners in Workforce Transformation at the Hyatt Regency Rochester last week. The event drew hundreds of workforce and economic development professionals from across the state for collaborative conversations and partnership opportunities. Below are some photos of the key plenaries and networking events. Professional images to follow in the coming weeks!

A special thank you to all of our sponsors including our partners NYSEDC and the New York State Department of Labor.

For those planning to use the 2019 Fall Conference for CRC credits, 11 credit hours are in progress of being approved. We will follow up with more information when the credits are officially approved.

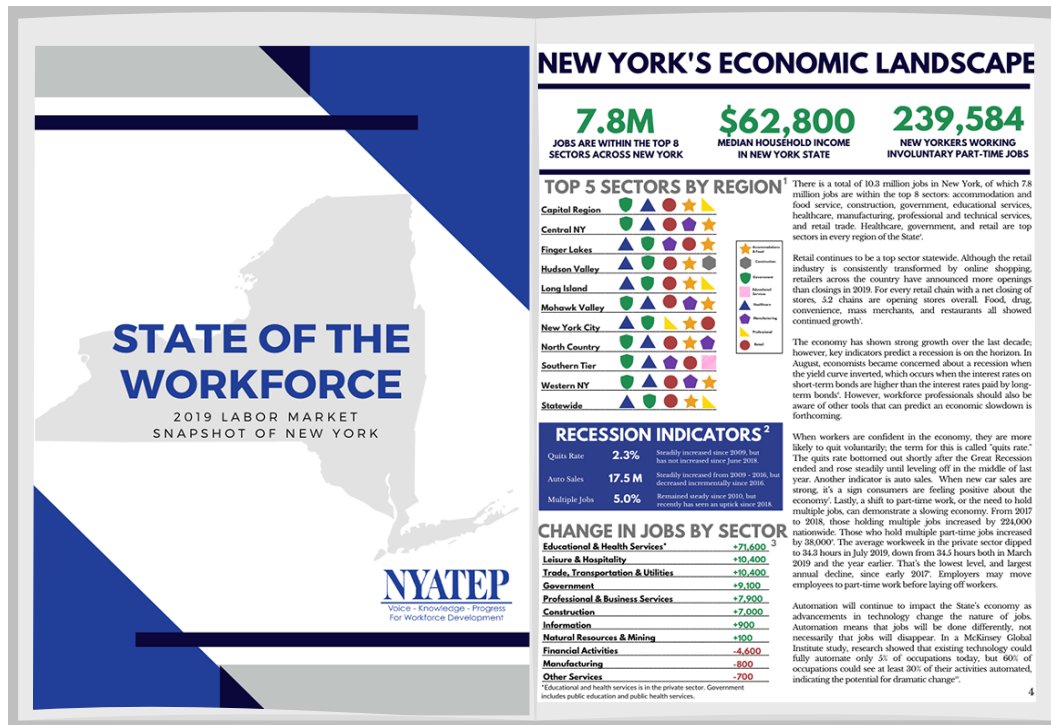
[View workshop presentations HERE](#)



Find us here:



Announcing the Release of NYATEP's 2019 State of the Workforce Report



The 2019 edition of the State of the Workforce is now available!

For the third year, NYATEP compiled an annual snapshot of publicly available data to inform communities about the dynamics of their regional economy and the workforce impact. The data in the report supports four key findings:

- The economic landscape is changing in New York and the United States.
- New Yorkers lack skills in demand.
- Childcare is a barrier to median and low-wage families.
- There are many costs facing New York's workforce.

Check out the full report for key facts including recession indicators, educational attainment levels, key underutilized populations, highlights on childcare and financial security, and more!

The purpose of the report has always been to set a common language and understanding of the labor market in New York State. We can proudly say that to-date the reports have reached over 3,000 people and we hope the report's impact will continue to grow.

Connect with a NYATEP staff member to book your local training! Depending on your membership status and level, the training may be low to no cost.

[CLICK HERE TO READ THE FULL REPORT](#)



2020 NYATEP Youth Academy to Be Held March 30 - April 1 in Saratoga Springs

Mark your calendars -- the 2020 Youth Academy will be held at the Gideon Putnam Hotel in Saratoga Springs, March 30 through April 1, 2020. This annual event brings together youth-serving professionals from around the state for technical training, networking and professional development. The Call for Presenters and registration details to be released before Thanksgiving. Don't miss this premier event!

To get you excited, here are few picture from last year's event!





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

OBSERVER-DISPATCH

GUEST VIEW: Adapting to change critical for future workforce

By Alice Savino and Franca Armstrong

Manufacturing Day at Mohawk Valley Community College last Friday introduced more than 800 high school students and more than 250 job seekers to 51 manufacturing opportunities in our area at companies such as ConMed, Munson Machinery and Collins Aerospace. Encouraging the next generation of employees to explore the options right in their own backyard is a must if the Mohawk Valley is to maintain a thriving manufacturing sector.

However, with the industry rapidly changing to the pace of technological development, manufacturers need to change the way they go about training their current and future workforce.

Connecting the region's education providers with employers and labor organizations is critical to build a sustainable workforce pipeline. In recent years, the manufacturing industry has changed dramatically, both in terms of expanding technology and the need for a workforce well versed in science, technology, engineering and math. The Mohawk Valley is well-suited for the challenge. According to the Mohawk Valley's Regional Economic Development Council, more than 31 percent of the working age population has some college education, which includes certificate programs offered through local community colleges. Twelve and a half percent of Mohawk Valley adults have an associate's degree, which is higher than rates seen across the state and the country.

Still, we shouldn't become complacent. Upskilling the region's workforce must remain a top priority and requires a multi-pronged approach. Rethinking traditional approaches to workforce development is a good place to start.

With technology innovating at a rapid pace today, the instructional settings for new skills must expand beyond universities and into the workplace. Employers also need to go beyond focusing on recruitment to retaining and developing their current workforce to remain competitive. Offering micro-courses on the skills employees need in real-time and encouraging baby boomers to transfer soft skills to the next generation is another way to nurture the talent in-house.

We should also examine forces outside the workforce. How do we address the need for day care centers and after school programs so parents can invest the necessary time in their careers? What should we do to connect the region's rural hard-to-serve population to new economic opportunities? What infrastructure needs should we be focusing on?

Identifying what is needed to bridge the gap between what employers need and what job seekers can offer requires foresight, commitment and resources. Bolstering economic development is a shared responsibility. The Workforce Development Board of Herkimer, Madison and Oneida Counties is a proud member of Invest in Skills NY, a statewide coalition of businesses, schools, training providers and community-based organizations. As Board Members of the New York Association of Training & Employment Professionals, we are pushing the state to develop our greatest resource — our workforce.

Earlier this year, the governor 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.

While this investment is a strong first step, we believe a more permanent statewide investment is needed to cultivate our labor pool. The strategy must be holistic and involve every region in the state. The manufacturing industry, along with other sectors of our economy, is evolving fast. Adapting our workforce, and in turn our state, to ever-changing economic realities should be our top economic priority.

Alice Savino, executive director of the Workforce Development Board, and Franca Armstrong, associate vice president of Workforce Development and Dean of the Rome campus at Mohawk Valley Community College, are board members of the New York Association of Training & Employment Professionals.

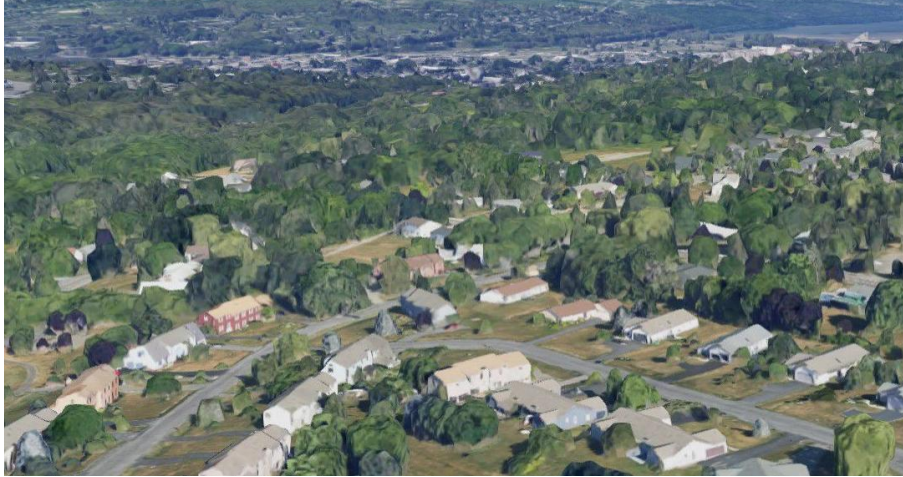
Read the complete article [HERE](#)





TCAD to push affordable housing, workforce help in 2020

By Matt Butler



The Tompkins County Area Development (TCAD) agency presented their draft work plan to its first county body last week, debuting the plan to the Housing and Economic Development Committee.

The annual presentation provides a snapshot of what TCAD wants to prioritize during the next calendar year among their overall goals of fostering business and workforce growth throughout the county. Heather McDaniel enters her second year leading the agency, having taken over for longtime president Michael Stamm in 2018.

The presentation's most salient content dealt with the agency's priority items for 2020. First, it highlighted the direct services that TCAD provides as part of its programming, including the revolving loan fund for businesses that are rapidly growing, as well as foreign trade zones.

Perhaps predictably, economic development leadership does appear to be where most of TCAD's attention is going to go in the next year, or at least where their efforts appear to intersect the most with those of other entities in the City of Ithaca and elsewhere in Tompkins County. The presentation listed affordable housing incentive policies as one of the priorities, which could mean the continuation of affordable housing requirements as tenets of housing incentives. The City of Ithaca enacted something similar with their Community Investment Incentive Tax Abatement Program (CIITAP) when they passed a resolution that stated that 20 percent of a project's housing units (if it is a rental housing project) had to be aimed at working class renters in order to be considered for a letter of recommendation under CIITAP. That letter can be significant in receiving official approval for a tax abatement from the Tompkins County Industrial Development Agency.

Additionally, the Business Energy Advisors is listed as another priority, something that could become significantly more relevant in the next few months if the Green Building Policy is fully approved and implemented, as is expected. Considering the energy goals of local municipalities, it seems likely the BEA program will see increased participation, even as it already found 16 interested companies since it launched in 2018, according to TCAD's last annual report. While it's not clear exactly what positions would be added, the presentation also stated that it would add "new staff" for workforce development, which would be "business-facing, collaborative and data driven."

One of the more public-facing propositions will be sector-based round-tables, which will be held as part of the agency's business retention and expansion efforts. Which sectors will be featured in 2020 isn't yet known, but tech and real estate are likely a safe bet given their prominence locally, with others sure to follow.

Additionally, there are plans to update TCAD's website and enact a marketing plan on behalf of both TCAD and the Tompkins County Industrial Development Agency, which is in charge of doling out tax abatements to new developments who apply for them.

Further, in terms of economic development leadership, TCAD named energy, housing, air service/transportation and infrastructure as key issue areas that exist as overarching themes of focus from year to year.

[Read the article HERE](#)



Upcoming Events on Long Island

Friday, November 15
9:00 a.m. - 4:00 p.m.

Farmingdale
State College

2350 Route 110
Farmingdale,
New York 11735

New York Offshore Wind Technical and Training Workshop

An opportunity for local businesses, training
providers, labor organizations, and educators

Connect with offshore wind developers, component manufacturers, and service suppliers to identify the technology and training needs of Sunrise Wind, Empire Wind, and future offshore wind projects in the region.

This workshop will also set the stage for New York's \$20 million Offshore Wind Training Institute, which will provide benefits to workers across New York State through new job training programs, tailored college curriculum, and enhanced academic research opportunities.

Please register at wind.ny.gov

LSR-OSW-10.15ws-fl-1-v1 10/19

New York State Energy Research and Development Authority



2ND ANNUAL LONG ISLAND MANUFACTURERS' SYMPOSIUM

WEDNESDAY NOVEMBER 13, 2019
MARRIOTT MELVILLE LONG ISLAND

REGISTER HERE

Upcoming Member Information, Events & Funding Opportunities



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](#)



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



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](#)