

WORKFORCEBUZZ

NY ASSOCIATION OF TRAINING & EMPLOYMENT PROFESSIONALS

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GLOW With Your Hands - 9/24

Fall Conference - October 28-30 in Rochester, NY

NYATEP's 2019-2020 Policy and Advocacy Academy Is Now Accepting Applications



The New York Association of Training & Employment Professionals (NYATEP) through their new Level Up NY training initiative is thrilled to announce that applications are now available for the 2019-2020 Workforce Academy for Policy and Advocacy.

Completed electronic applications are due no later than 4:00PM on October 11th.

Through this intensive, informative, and fun training you will learn the ins and outs of federal & state political, legislative and budgetary processes and a candid take on the politics in New York. This year's Academy will recruit up to 30 members from across New York for a three-month immersive, professional development. In addition to the sessions from November through January, participants will engage in experiential learning through legislative visits.

What will you learn in the Academy?

- Learn invaluable, REAL advocacy skills Learn how the Federal, State and local legislative systems really work
- Grow your network of workforce colleagues from Upstate and Downstate
- Participate in at a minimum of two legislative visits to put your skills into practice

Who should apply to participate in the Academy?

- Mid-high level workforce professionals (i.e. 3-5 years' experience)
- Serving in a leadership position within your organization
- Will have the opportunity to influence the policy-engagement at your organization).

Find us here:  

LEARN MORE AND HOW TO APPLY HERE 

OCTOBER 28-30 | ROCHESTER, NY

PARTNERS FOR WORKFORCE TRANSFORMATION

2019 FALL CONFERENCE

PRESENTED IN PARTNERSHIP BY



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.

*Here's a sneak peek at the agenda. (Details subject to change.)
Speakers will be announced soon!*

Monday, October 28

- Opening Plenary - 1:00 PM
- Workshops - afternoon
- Leadership Reception (invite-only) - 4:30 PM - 6:00 PM
- Dessert Reception - 7:00 PM - 9:00 PM

Tuesday, October 29

- Breakfast & Breakfast Discussions - 8:00 AM
- Keynote & workshop sessions - 9:00 AM start
- Statewide Workforce Award Luncheon
- Workshop sessions - afternoon
- Evening Activity at Radio Social

Wednesday, October 30

- Breakfast & Breakfast discussion - 8:00 AM
- Closing plenary - 9:00 AM
- Workshop sessions
- End of conference - 12:00 noon

What you will learn

This year's #Partners4WorkNY conference will address:

National Best Practices

- Federal Reserve System's Investing in America's Workforce
- A Different Way to Do Workforce Development with First Step Staffing

Partnerships for Workforce Transformation

- 2020 Census Recruitment Opportunities and Strategies
- What is a Workforce Development Board?
- NYC's Customized Training Program: Engaging Employers for Successful Incumbent Worker Training
- 21st Century Employability Skills

New Ways to Work

- LadderzUp: Creating a Local Public-Public Partnership
- Roaring to the Finish: A Degree Completion Effort
- How Local Workforce Areas Are Using Metrix Learning to Support Online Skill Development

Trends in Economic Development

- Non-traditional Factors in Evaluating Economic Activity
- Authorities Budget Office Public Authorities Accountability Act (PAAA) Training
- What is an Industrial Development Agency?
- Economic Inclusion and Investing in People

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

NYATEP Releases Request for Proposals for Professional Development Trainers

This fall, NYATEP will launch a new training initiative called Level Up NY to advance the knowledge and skills of the workforce community. Level Up NY is now accepting proposals to offer professional development training and consulting services to the workforce development field, including members of NYATEP and their partners.

Join this exciting initiative to provide high-quality training and consulting services related to the workforce development system in New York. Selected training providers will be included in a catalog of training offerings brokered by NYATEP, with a negotiated shared fee structure based on the level of customized curriculum and proprietary content.



Topical Areas of Interest:

- Basics of Workforce Wevelopment
 - Case Management
 - Use of Labor Market Data and Industry Intelligence
 - Business Development
 - Trauma Informed Care
 - Population-specific Strategies
 - Youth Development Principles
- Business Engagement Strategy Building, including Sector Strategies & Pipeline Development
- Organizational Development and Leadership Strategies for Senior Staff
- Diversity and Inclusion
- Entrepreneurship
- Fiscal Management in New York State
- Other customized training topics

Interested organizations and qualified individual trainers can view the Request for Proposal (RFP) below.

RFP Released: August 14, 2019

RFP Due Date (Proposals accepted until): September 16, 2019

Questions can be directed to Megan Farry, Director of Strategic Partnerships, mfarry@nyatep.org, 518-728-7751.

Announcing Public Meetings on Vocational Rehabilitation Services

The New York State Education Department's Office of Adult Career and Continuing Education Services-Vocational Rehabilitation (ACCES-VR) will be holding public hearings to provide an opportunity for individuals with disabilities, families, advocates, vendors and businesses to provide feedback on the ACCES-VR section of the Workforce Innovation and Opportunity Act (WIOA) Combined State Plan and to solicit feedback on several ACCES-VR proposed policy updates. The WIOA Combined State Plan outlines the strategies, goals, and activities that the New York State workforce development programs work together on to better meet the employment needs of all New Yorkers. As one of the workforce development programs, ACCES-VR is holding these public hearings to obtain feedback on its section of the WIOA Combined State plan and its four- year strategy for services.

During these public hearings, ACCES-VR will also outline the following proposed policy updates:

[CLICK TO READ POLICY UPDATES](#)

The public hearings will be held at the following locations. Please note:

- An RSVP is required for attendance at each location. Please use the link in the email to RSVP. Note: Interpreters will be provided upon request. Request can be made in your RSVP, by email to vrpolicy@nysed.gov (subject: Public Hearing), or by calling 1-800-222- 5627. Interpreter requests must be made at least 10 days prior to the hearing to ensure arrangements can be made.
- All hearings are at accessible locations and are reachable by public transportation.
- Individuals will be allocated five (5) minutes to provide oral testimony.
- The draft of the ACCES-VR section of the WIOA Combined State Plan is located at <http://www.acces.nysed.gov/file/wioa-combined-state-plan-draft-acces-vr-section> and will be available for public comment from 8/23/19 to 9/30/19.
- Written comments can be sent to: NYS Education Department, ACCES-VR WIOA Implementation Unit-EBA 5th Floor, 89 Washington Ave Albany, NY 12234 or to vrpolicy@nysed.gov.

[Click to View WIOA Combined State Plan - Draft ACCES-VR Section](#)

Region	Location	Date	Time
Central NY	Syracuse Public Library, Central Branch 447 South Salina St., Syracuse, NY 13202	September 11, 2019	12:00 pm - 1:30 pm 6:00pm - 7:30pm
Statewide Teleconference	1-866-394-2346 Conference ID: 1359204987 OR WebEx Toll Free number: 1-844-633-8697 Local number (518) 549-0500 Access code: 806 065 450	September 13, 2019	12:00 pm - 1:30 pm
Capital District/ Eastern NY	Albany Public Library 161 Washington Ave. Albany, NY 12210	September 19, 2019	12:00 pm - 1:30 pm 6:00pm - 7:30pm
Statewide Teleconference	1-866-394-2346 Conference ID: 1359204987 OR WebEx Toll Free number: 1-844-633-8697 Local number (518) 549-0500 Access code: 808 095 626	September 20, 2019	12:00 pm - 1:30 pm
Downstate	ACCES-VR **Harlem District Office Adam Clayton Powell State Office Building 163 West 125 TH Street, 2 nd FL New York, NY 10027 ** Photo ID is required	September 25, 2019	12:00 pm - 1:30pm 6:00pm - 7:30pm

The New York Times

How High Tech Is Transforming One of the Oldest Jobs: Farming

By Norman Mayersohn Sept. 6, 2019



Igino Cafiero, Bear Flag's chief executive, said the need for driverless farming equipment was intensifying because of a crushing labor shortage. Jim Wilson/The New York Times

Of all the out-of-the-box products a Silicon Valley tech start-up could offer, Bear Flag Robotics may be delivering the most unexpected: plowed fields.

The company is developing autonomous tractors, a goal that equipment companies like Case IH, John Deere and Kubota are chasing as well. But the business model of Bear Flag, based in Sunnyvale, Calif., has a twist — it does not build the tractors. Instead, it adapts the sensors and actuators needed for driverless plowing to existing tractors produced by major manufacturers.

That step is not as sci-fi as it might seem. From equipment automation to data collection and analysis, the digital evolution of agriculture is already a fact of life on farms across the United States.

Auto-steer systems, which use GPS receivers to keep rows straight and avoid gaps or overlap, are available for equipment ranging from tractors to harvest combines to sprayers with 100-foot-wide booms. Precision seeders and fertilizer systems can be satellite guided to accuracy of an inch or less.

The difference: For the most part, those operations still depend on an operator at the controls.

“Autonomous operation will be a service in agriculture before it’s a product,” said Igino Cafiero, Bear Flag’s chief executive during a break from his work in a test field of cilantro about 60 miles southeast of the company’s headquarters.

The company’s niche is providing secondary tillage, deploying its equipment after a harvest is complete to prepare the fields for the next planting.

The need for driverless farming equipment is intensifying, Mr. Cafiero said, because of a crushing labor shortage, which drives up wages and worker mobility. Tractors equipped with Bear Flag technology are able to work fields around the clock, without a driver, using sensors similar to those in autonomous road vehicles under development: lidar, radar and digital video.

The sensory devices provide more than what Mr. Cafiero calls situational awareness, vital for safe operation where workers and livestock may be nearby, also collecting data on the land to improve efficiency. While Bear Flag pursues expanding capabilities to tasks like planting and spraying that have long demanded human supervision, it also plans to expand to the labor-intensive harvest duties of crops including tree nuts and row crops.

The drive to increase productivity is urgent in all phases of agriculture. Feeding a world population expected to reach 9.7 billion by 2050 faces dire challenges, according to the summary of a United Nations report released in August. The effects of climate change — extreme weather, soil loss, migration pressures — will strain land and water resources, potentially disrupting food supplies.

[Read the complete article here](#)





Panera losing nearly all workers in fast-food turnover crisis

By: Eric Rosenbaum 8/29/2019

If you think it sounds like a mathematical impossibility for a company to lose more than 100% of its workers every year, you've never worked in the fast-food industry. At fast-food restaurants, losing 100% of employees — and then losing still more of the employees hired to replace those workers — is a common, and worsening, labor problem.

The case of Panera Bread shows just how deep the employee turnover issue is for restaurant companies. Panera loses close to 100% of workers every year, and by fast-food industry standards that's considered good.

"In the restaurant industry, turnover is 130%, turning over more than a full workforce every year," said Panera bread CFO Michael Bufano at CNBC's @Work Human Capital + Finance conference earlier in August. "We are a little under 100%, but still a huge number."

The official Bureau of Labor Statistics turnover rate for the restaurant sector was 81.9% for the 2015–2017 period, but industry estimates are much higher, reaching 150%, and the problem has gotten worse in recent years. "It's definitely been going up," said Rosemary Batt, chair of HR Studies and International & Comparative Labor at the Cornell School of Industrial Labor Relations.

Batt said decades of fast-food industry efforts to standardize and "routinize" jobs — take the skill out of them — has been intended to create turnover-proof jobs.

"If you lose someone, it is not a real cost, because they are so easily replaceable. ... The industry has thrived on this HR model of turnover-proof jobs for many years, because they could get away with it," she said, through a slack labor market or absorbing the cost of high turnover. But that model is being stretched.

"Now turnover is absolutely excessive, and some chains are beginning to put numbers on the cost of turnover. I know some chains that are focused on it," Batt said. "Because turnover is getting so serious and because chains have the ability to do the HR analytics, they can begin to cost out turnover and say, 'This is not a cost we have taken seriously, because historically we were counting on high turnover model as acceptable.'"

The cost of turnover

How much does turnover cost? According to Batt, the rule of thumb in estimating the expense can be broken down into a few simple parts: the time it takes a manager to hire a worker, the time it takes to train a worker, and the time it takes for them to become proficient on a job — in fast food, that is measured in one to two months, and during that period of time, half of the pay should be considered a loss. And there are less tangible costs: organizational disruption and team disruption.

"If people get beyond 90 days, turnover really drops, and so that's why we make investments in technology and training in those first 90 days. It has a huge return," the Panera CFO said at the CNBC event in Chicago. "Turnover and recruiting costs you money and is felt in the guest experience."

Robin B. DiPietro, director of the International Institute for Foodservice Research and Education at the University of South Carolina's School of Hotel, Restaurant and Tourism Management, says that six years ago, when she was in touch with Burger King, the average cost of turnover was about \$600 per employee.

Cornell's Batt said a survey of restaurants she helped conduct in 2013 put the cost of fast-food turnover at \$1,600 per worker, and that was at a time when turnover was significantly lower. The turnover cost estimates have kept going up.

[Read the complete article here](#)





Mayor Barlow Opens Inspire Workforce Development Center



OSWEGO – Mayor Billy Barlow opened a new workforce development center today, September 5, at the city’s Section 8 Rental Assistance HUD Housing Program as part of the city’s efforts to combat poverty and better connect individuals to employment opportunities and additional resources.

The “Inspire Center,” funded through a \$15,000 allocation in 2019 city budget proposed by Mayor Barlow, includes four computer workstations, a printer/copier/fax machine, a 55-inch television for job postings and employment opportunities, programs and materials from nearby employers and a new website, Nate Emmons, director, told Oswego County Today during a brief tour Thursday morning.

The Inspire Center has a new software system that will be used to track and maintain goal settings for clients, can immediately link community services to participant needs, allows for customized questionnaires to develop training/employment needs, generates referral lists, develops a path to self sufficiency plans and tracks the progress for clients. The center will serve as a centralized location for city staff to work directly with clients on finding opportunities, securing long-term meaningful employment and working towards a path of self-sufficiency. The creation of the new Inspire Center is the latest change the city has made to the Rental Assistance Program in the last few years. In 2017, Mayor Barlow announced the RAP would be separated from the Office of Economic Development and would be fully staffed, naming Emmons director of the program in January of 2018.

In 2018, Mayor Barlow proposed, and the Common Council adopted, major changes to the city RAP priority ranking system by placing a preference on

individuals currently employed, going to school or enrolled in a vocational training program higher on the ranking system.

At the time, Barlow said changing the ranking criteria and placing people partially employed or going to school would reward individuals for trying to work their way out of poverty and would allow the city RAP to have a more positive impact on the community. Barlow said the changes were part of other comprehensive reforms aimed at making the program more of a helpful “hand up” program rather than a government “hand out” program. The city signed a Memorandum of Understanding with a local company, Northland Filter, who received a \$100,000 grant to do an expansion and hire up to 40 people, to directly connect clients for employment opportunities.

“In three years, we’ve made significant changes to our Section 8 Rental Assistance HUD housing program, all in an effort to position our residents to find and keep meaningful employment and place them on a track to self sufficiency. The Inspire Center will give city government an opportunity to develop a personal relationship with our clients, assist them with their situations, find them a job, prepare them for interviews, and stand by them once they are employed,” said Mayor Barlow.

“In addition to lifting our clients out of poverty, we’ve made changes to improve the housing standards associated with our program, placed a priority on helping the homeless and those with disabilities, included an emergency system to assist victims of domestic violence, incorporated the Violence Against Women Act language into our program, and made other changes to our program to lift people out of poverty, better position them to success and break the cycle of generational poverty in the Oswego community.”



Upcoming Member Information, Events & Funding Opportunities

Job Opportunity

Director, Post-Secondary Innovation



The Director serves an instrumental role in leading the Transfer 2 Career Collaborative project in partnership with New Visions for Public Schools. This pilot demonstration project is focused on reimagining the school to career transition for over-age, under-credited students by building partnerships between Transfer High Schools and workforce development organizations to build structural pathways to post-secondary opportunities.

To learn more about this opportunity visit: [HERE](#)

Job Opportunity

Young Adult Mentor



Center for
Employment
Opportunities

Our Buffalo team is hiring a passionate, resilient, and social justice-minded Young Adult (YA) Mentor (referred to internally as Credible Messenger or Peer Navigator) to support YA participants in achieving success during their time in our program and as they assume full-time employment. The ideal candidate has lived experience of incarceration or involvement in the justice system.

The online application can be accessed: [HERE](#)

Upcoming Webinar

Update on Recruitment for the 2020 Census



Join the U.S. Census Bureau for an exclusive webinar on the upcoming recruitment efforts across New York State. As we approach the 2020 Census, which gathers critical data that informs federal funding coming to New York, the Bureau will need to recruit thousands of temporary, flexible positions including recruiting assistants, office operations supervisors, clerks, census field supervisors and census takers.

New York's workforce system has an important role in connecting those in need of employment or work experience to this unique opportunity. Learn about the application process and timeline; current job opportunities, and how to work with the Census Bureau to maximize recruitment locally.

FREE webinar will be held on **September 12, 2019 12pm-1pm**. Registration is required.

[Click here to register.](#)