

The Workforce Development Board Inc. of Oswego County



July 1, 2015 – June 30, 2016

Annual Report



The mission of the Workforce Development Board of Oswego County is to attract, develop and maintain a qualified workforce for the Oswego County community, to assist in economic development by convening community leaders to engage in strategic planning and facilitating dialogue to educate and train the workforce needed by today's and tomorrow's businesses.

A proud partner of the American Job Center network

A Message from our Chair – Edward A. Mervine

The Workforce Board of Oswego County is very proud of our accomplishments in the past year. We have hired a new Executive Director, Joseph A. Rotella. Joe brings a wealth of experience and lots of energy to the job. We have also continued to cement our tremendous relationship with the State University of New York at Oswego. The college administration is very committed to the vibrancy of Oswego County and that includes the vibrancy of our workforce. We are working closely with SUNY Oswego professionals in several areas, including our recent SUNY Oswego MBA sponsored survey. We are working closely with the college's administration toward the development of a new and highly visible downtown location which will house the Workforce Development Board's future activities and services.



We feel we have done a lot to make our board meetings more focused and productive. We have conducted our board meetings at the business offices of our major employers throughout the county and plan to continue to do so. We received over \$50,000 in contributions from our local business partners. Those contributions were matched by the Oswego County Legislature. This demonstrates a real commitment by both our local employers and our local elected officials. We have also reorganized the board and have begun to implement the all new requirements of the Workforce Innovation and Opportunity Act (WIOA).

Finally, and perhaps most importantly, our devoted One Stop Center staff continues to provide exceptional services to our employees (and potential employees) and employers throughout Oswego County. We are confident that we have the right board, partners, and staff to continue to enhance our workforce environment throughout Oswego County.

The Challenges Ahead – Joseph A. Rotella, Executive Director



As we approach the final phases of implementation of the Workforce Innovation and Opportunities Act (WIOA), we are making great strides in realigning our Workforce Development Board goals and objectives with those set forth in this federal initiative.

Our goal is to partner with our local businesses and community leaders to ensure that our current and future Oswego County workforce is trained with the necessary skills to obtain and retain jobs within our local and regional in-demand occupations - Healthcare, Advanced Manufacturing, Trades and Hospitality. The Workforce Development Board and staff, along with our highly skilled educators and training providers and our local legislative leaders will collaboratively make this goal a reality. Our focus will remain fixed upon the in-demand job opportunities throughout Oswego County, while simultaneously working with our partners to ensure that our regional training and educational support systems are strategic and effective.

We have a great number of employment opportunities within Oswego County as well as many highly recognized and skilled educational and training providers; we have all the necessary elements required to accomplish these goals and they are within our reach. If our local businesses and workforce are to realize sustainable growth and measurable success, it is essential that our existing and future workforce be wholly prepared and that we continue to communicate, remain engaged and work together toward this common vision. The vision of a clearly articulated employment career ladder and a no wrong door philosophy designed to effectively deliver training and supportive services that parallel the specific skills required for

our regions in-demand jobs. We will continue to work toward the development and refinement of “career ladders” that are based upon (certificate and or credit barring) a clear educational and training pathway.

Also in our corner is the creative, dedicated and highly motivated One Stop Center staff that demonstrate on a daily basis their care and commitment to the residents of Oswego County. I am privileged to have the opportunity to thank them for all that they do for each and every person that they assist whom seek resources, services and sometimes even hope.

I look forward to continuing to serve the Workforce Development Board of Oswego County as your Executive Director. Thank you for being a contributing member of the Workforce Development Board and for all that you do to make our vision a reality!

A New Initiative – Advanced Manufacturing Program

In an effort to respond to an increased demand for workers in Advanced Manufacturing, Cayuga Community College (CCC) launched a Pre-Employment Certificate Program in Advanced Manufacturing. Representatives from area manufacturers and One Stop staff worked with Cayuga Community College to help design the 10-week program based on industry-identified needs.

The program prepares job-seekers for careers in the manufacturing sector, and is the first step in a career ladder in Advanced Manufacturing.



Students from the first (cover photo) and second (above) sessions of the Pre-Employment Certificate Program in Advanced Manufacturing pose for a photo with their certificates of completion.

Classes are taught by instructors who work for local manufacturers. Students learn both technical skills-like blueprint reading and OSHA safety rules, along with soft skills, such as teamwork, dependability and problem solving. Practicing for interviews and writing successful resumes are also integral parts of the program. In addition to hands-on training, each class visits local companies to learn about their business and meet management staff. Students who complete the class are prepared to start a career as a machine operator, electrical or industrial maintenance technician, or other skilled positions available with area companies.

Eleven job seekers enrolled in the first Advanced Manufacturing certificate program in February 2016. Ten students completed the program, and over half of the graduates from the first class are either already working in the industry or in the final interview stages with local manufacturing employers; two decided to pursue industry-related degree programs in the career ladder based on their experience in the class. A second class started in May 2016 with thirteen students – this session is scheduled to run through August 2016. A third session will begin in October 2016.

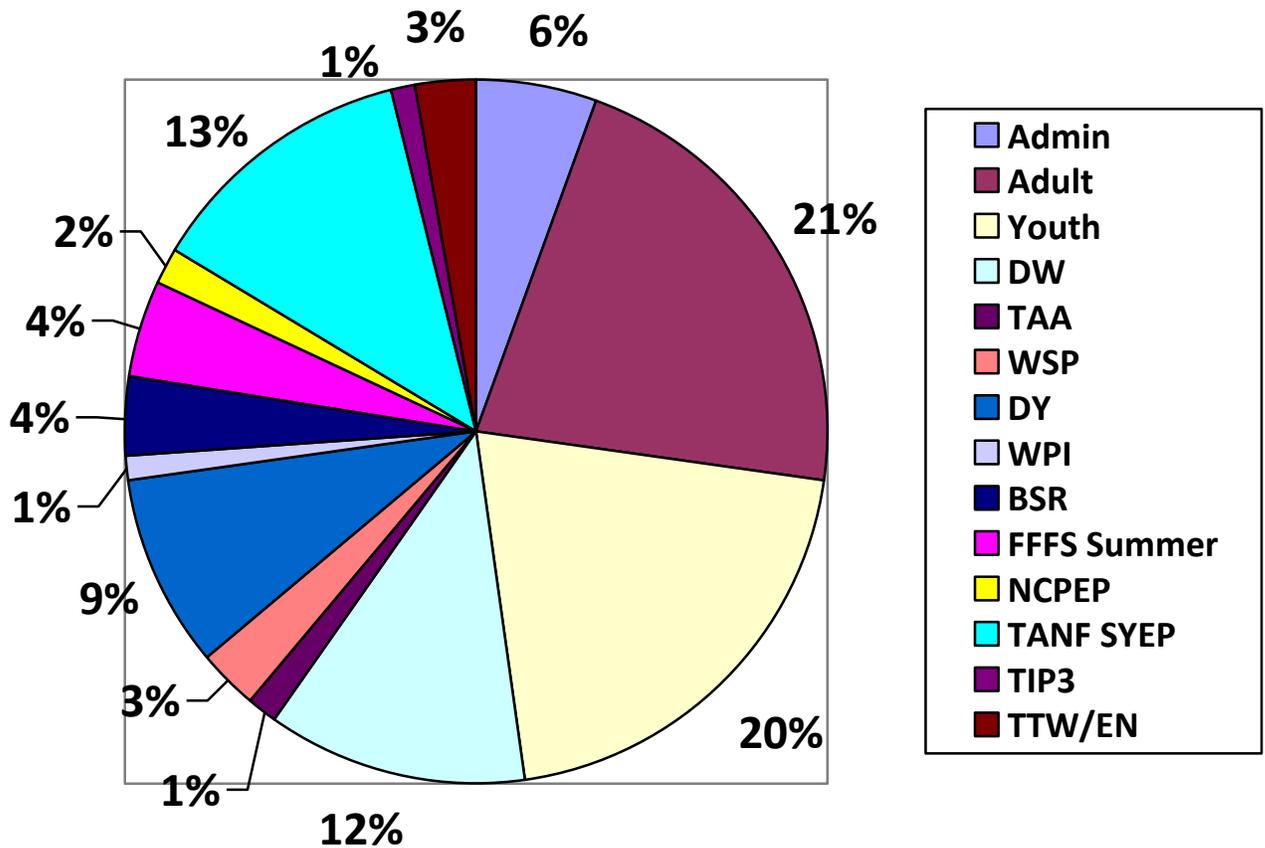
Job seekers have the option of continuing on in a career ladder in Advanced Manufacturing. CCC is offering a one-year credit barring certificate program, and opportunities for two-year degrees at CCC and SUNY Oswego.

Program Year 2015 Budget

July 1, 2015 – June 30, 2016

Federal and state dollars totaled \$2,270,614 in PY '15

WIA Administration	\$ 127,280	5.6%
WIA Adult	\$ 490,241	21.6%
WIA Youth	\$ 464,827	20.5%
WIA Dislocated Worker (DW)	\$ 271,913	12.0%
Trade Adjustment Assistance (TAA) Act	\$ 28,492	1.3%
NYS OTDA Wage Subsidy Program (WSP)	\$ 66,223	2.9%
FFFS Disconnected Youth (DY)	\$ 204,874	9.0%
FFFS Working Parent Initiative (WPI)	\$ 26,000	1.1%
FFFS Building Self Reliance (BSR)	\$ 82,050	3.6%
FFFS Summer	\$ 100,000	4.4%
Non-Custodial Parent Employment Project (NCPEP)	\$ 35,377	1.6%
TANF Summer Youth Employment Program (SYEP)	\$ 287,221	12.6%
Transportation Initiative Program (TIP3)	\$ 20,625	0.9%
Ticket-to-Work/State Employment Network	\$ 65,491	2.9%



Oswego County Workforce New York

The Oswego County Workforce New York One Stop Center provides a comprehensive range of employment and training services to meet the workforce needs of jobseekers and businesses in Oswego County. Jobseekers can upgrade skills and receive help finding suitable employment, while employers can receive assistance with recruitment, hiring and training needs.

The One Stop Center has staff from Oswego County Employment and Training, the NYS Department of Labor and the NYS Veterans program on-site. In addition, specialized services are provided on-site by Adult Career and Continuing Education Services-Vocational Rehabilitation (ACCES-VR), Oswego Industries Career Employment Services (CES) and Experience Works.

Services to Jobseekers:

- One Stop Career Center offering:
 - Access to NY Job Bank/job listings
 - Job referrals
 - Access to computers, printers, Internet and fax/copier/phones
 - Labor Market Information
 - Resume, cover letter and interviewing assistance
 - Referrals to Healthcare Marketplace
- Career assessment, career exploration, career planning services and employment counseling
- Employment plan development
- HSE/Basic Skills tutorials/referral to programs
- Workshops to sharpen job seeking and job keeping skills; classes on digital literacy and using technology in the job search
- Computer classes in Word, Excel and QuickBooks
- Skill upgrading opportunities to obtain occupational skill certificates, upgrade basic (math/reading) skills, or prepare for licensing exams through the Metrix Online Learning System
- Tuition assistance (up to \$4,000) in the form of Individual Training Accounts (ITA's) for vocational training opportunities in demand occupations
- On-the-Job Training (OJT) opportunities to learn job skills while earning a paycheck.
- Specialized services for individuals with disabilities, veterans and youth

Services to Businesses:

- Assistance finding qualified workers
- Job posting/job referral services
- Job Fairs
- Recruitment, pre-screening and interviewing assistance
- Skill upgrading opportunities to obtain occupational skill certificates, upgrade basic (math/reading) skills, or prepare for licensing exams through the Metrix Online Learning System
- Prove It! testing to identify and select among applicants. Hundreds of skills and behavioral assessments for clerical, software, technical, call center, industrial, financial, legal, medical and more.
- Assistance with HR procedures
- Use of career center for recruitment purposes
- Customized Training to upgrade the skills of incumbent workers
- On-the-Job Training (OJT) subsidies to offset the cost of training new workers
- Tax Credit and Labor Market Information
- Testing site for the following certifications: Microsoft Office Specialist (MOS); Internet and Computing Core Certification (IC3); Adobe Certified Associate (ACA); Microsoft Technology Associate (MTA); CompTIA Strata; QuickBooks Certified User; Autodesk
- Rapid Response services



Customers attended a Metrix Online Learning orientation.

Program Year 2015 Highlights

- Oswego County welcomed nearly two dozen local employers and training agencies to its second Training and Career Expo on March 23, 2016 at Oswego County CiTi's Mexico campus. Employers spoke with area high school students about good paying job opportunities in Oswego County and the training required for these jobs. Over 100 students from all 9 school districts met with employers from the Energy, Manufacturing, Skilled Trades and Healthcare industries.
- The One Stop continued to assist local business with employment and training needs.
 - Novelis continued to utilize the One Stop for recruitment services including pre-employment testing and interviewing. One Stop staff proctored testing for approximately 600 applicants in PY15.
 - Huhtamaki utilized the One Stop for recruitment services including pre-employment testing and to train new employees. One Stop staff proctored testing for approximately 140 applicants in PY15. Six employees were hired and trained through the On-the-Job Training (OJT) program.
 - Northland Filter used One Stop services to train and upgrade the skills of 19 employees.
 - Penske Logistics continued to use the One Stop for orientation for new, over-the-road driving positions to transport aluminum from the Oswego Novelis plant to Ontario, Canada.
 - GDI continued to recruit at the One Stop in support of the Novelis expansion.
 - Oswego Health used the One Stop to recruit for RN's, LPN's and CNA's.
 - Holiday Inn Express & Suites used the One Stop to recruit for Front Desk Agents, Night Auditors, Guest Room Attendants, Maintenance Personnel and Breakfast Hosts/Hostesses.
 - Oswego Industries used the One Stop to recruit for Direct Support Professionals.
 - CNY Developmental Disabilities Office used the One Stop to recruit for LPN's and Direct Support Professionals.
 - Pathfinder Bank used the One Stop to train and upgrade the skills of incumbent workers.
 - Aspen Dental used the One Stop to recruit for Call Center Representatives.
 - Harbor Freight Tools used the One Stop to recruit for the new store in Oswego.
 - Rapid Response Monitoring recruited on site at the One Stop.
 - VNA Homecare used the One Stop to recruit for Home Health Aides.
 - Self-Direct Inc used the One Stop to recruit for Personal Care Aides.
 - FedEx Ground use the One Stop to recruit for Package Handlers.
 - McLane Northeast used the One Stop to recruit for Fuelers, Clerks, Selectors, and CDL-A Drivers.
 - Home Aides of CNY used the One Stop to recruit for Home Health Aides.
 - Auxiliary Services of SUNY Oswego used the One Stop to recruit for food service positions.
 - Pathfinder Bank used One Stop services to train and upgrade the skills of employees.
 - ECO-Foam Insulators used the One Stop to post job openings and train employees.
 - Bellvue University and Columbia College recruited on site at the One Stop.
 - Combined Life Insurance held recruitments on site at the One Stop.
 - 7 employers used the On-the-Job training program to hire and train 21 employees.
- The One Stop met or exceeded all Federal and State performance goals. Adult and Dislocated Workers standards measure entry to employment and employment retention rates, average earnings, and services provided. Youth standards measure placement in employment and education, attainment of degrees or certificates and literacy and numeracy gains. These measures will change during the next program year (PY16) under the Workforce Innovation and Opportunity Act (WIOA); PY15 was used by USDOL as a data collection period for the new measures.

- The One Stop continued its initiative with Child Support and Family Court to provide absent parents behind in child support payments with assistance in finding employment. Between July 2015 and June 2016, 42 individuals entered new employment.
- The One Stop continued an initiative begun in 2014 with Oswego County CiTi to provide Safety Net and SNAP recipients lacking a high school diploma with training to raise math and reading levels and prepare for the high school equivalency exam. 21 students enrolled during the PY15 time period. 14 of these students raised both math and reading levels. 5 of these students earned their high school equivalency diploma.
- The One Stop continues to see increases in employers recruiting at the One Stop. 171 on site recruitments were held in program year 2015, compared to 119 in program year 2014 (a 44% increase).
- The One Stop continued use of the Metrix Online Learning System to provide job seekers with the opportunity to develop technical and soft skills online at their own pace. The system includes over 6,800 Prove It, SkillsSoft, MedCom and Amatrol courses. In program year 2015, over 200 licenses were issued to jobseekers who spent approximately 1,300 hours online, earning over 875 certificates to enhance their employability. Certificates included: Restaurant Management, Safety and Maintenance, Microsoft Excel, Intro to Communications, General Accounting, Forklift Operation, Mechanical Reasoning, EEO and Lawful Hiring, CompTIA, Administrative Professionals, Customer Service and Introduction to Information Security.
- One Stop staff wrote and submitted a federal Educational Opportunity Center (ECO) Grant application. An award decision is anticipated by Fall 2016.
- The One Stop was awarded \$20,625 in Transportation Initiative Program (TIP) funding to provide low-income families with assistance for transportation expenses to enable them to accept or retain employment.
- The One Stop earned \$65,491 through the Statewide Employment Network (EN) for assisting SSI/SSDI recipients to obtain or upgrade employment.
- One Stop staff continued involvement in community activities to expand and promote services available through the system:
 - Staff participated in Senator Patty Ritchie's Oswego County Job Fair on May 19, 2016.
 - Staff organized and participated in the Exploring Careers in Healthcare event on August 27, 2016. Healthcare representatives included Oswego Health and Morningstar.
 - Staff participated in the Regional Career Expo held at the OnCenter on November 5, 2016.
 - Staff worked with the Literacy Coalition of Oswego County (LCOC) to organize the *Every Hero Has a Story* Event held at Kenney Middle School in Hannibal on November 7, 2015. Over 125 people from 5 school districts attended and 20 agencies participated.
 - Staff presented information on Youth Works at the Fulton Sunrise Rotary meeting in July 2015.
 - Staff helped organize the Youth Program Forum held at the McCrobie Building on November 4, 2015. The event provided information on services available to youth throughout Oswego County.
 - Staff helped organize the Youth Summit held at SUNY Oswego on March 22, 2016.
 - Staff worked with the Job Placement Network to organize the 9th Annual Disability Mentoring Day on October 29, 2015. Over 80 people attended the event followed by 24 mentees participating in a mentoring experience at 19 worksites (including the One Stop Center).
 - Staff worked with the Job Placement Network to organize the 8th Annual Tools-of-the-Trade Event held on June 15, 2016. The event provided information and best practices for agencies who serve individuals with disabilities. Almost 70 job placement professionals attended.



CiTi's Assistant Director of Adult Education for Literacy, Cynthia Proiette, presents an award to a student in the Workforce Development Literacy class.

Program Year 2015 by the numbers

- 3,375** Job Seekers utilized the One Stop Center
- 1,461** Individuals entered employment
- 977** Informational Services (use of resource room, labor market information) provided to jobseekers
- 4,218** Staff Assisted Services (workshops, resumes and job search assistance) provided to jobseekers
- 2,964** Intensive Services (development of an employment plan, employment counseling, case management) provided to jobseekers
- 285** Training Services (on-the-job training, customized and incumbent worker training, vocational training and skill development training) provided to jobseekers
- \$27,540** Average annual earnings for Adult program participants
- \$31,422** Average annual earnings for Dislocated Worker program participants
- 383** Customer satisfaction surveys were returned by jobseekers. Approximately 98% of jobseekers expressed satisfaction with the services they received.



Local employers and training providers speak to students at the 2nd annual Training and Career Expo.



Trade Act and Rapid Response

Trade Act

The Trade Adjustment Assistance (TAA) Act is a federally funded program that assists US workers who have lost their jobs as a result of the free trade agreements between the United States and other countries. TAA seeks to provide trade-affected workers with the opportunity to obtain the skills, resources and support they need to become reemployed. TAA offers a variety of benefits and services to support workers seeking reemployment including job training, income support, job search and relocation allowance.

The Trade Adjustment Assistance (TAA) program was first authorized by the Trade Act of 1974 and then amended in 2002, 2009, and 2011. The 2002 amendment created the Trade Adjustment Assistance Reform (TAA) program. The 2009 amendment created the Trade and Globalization Adjustment Assistance (TGAA) program as part of the American Recovery and Reinvestment Act of 2009. The 2011 amendment created the Trade Adjustment Assistance Extension (TAAEA) program which ended on 12/31/13. Effective 1/1/14 the TAA Reversion 2014 went into effect.

Trade Act in Oswego County

During program year 2015, the following companies were Trade Act certified and had employees who resided in Oswego County: Belden Inc., Daiken-McQuay, Honeywell, M*Modal Services, Ltd, and Travelers Insurance (2014). Many of these individuals accessed services such as resume assistance, job search, computer classes, skill upgrading and vocational training through the Career Center.

Oswego County paid \$28,492 in Trade Act funding during program year 2015 for TAA customers to attend training. Approved programs included Advanced Manufacturing at Cayuga Community College, Dental Assistant and CiTi; Medical Assistant at OCM BOCES; and HVAC/R training at OCM BOCES.

Rapid Response

Oswego County is part of the NYS Department of Labor's Central NY Regional Rapid Response Team, which is located in Syracuse. The team meets with employers who are anticipating either closure or major layoffs to set up services for impacted employees. One employer in Oswego County received these services: The Oswego City School District with potential impact to 51 employees.

Entergy announced plans to close the James A. FitzPatrick Nuclear Power Plant in Oswego County, impacting over 600 jobs – the closing was targeted for January 2017. SUNY Oswego along with staff from the Workforce Development Board and the One Stop met with Entergy officials in spring 2016 to begin planning services for impacted workers. Fortunately, an agreement was reached for Exelon to purchase the Entergy plant eliminating the need for services.

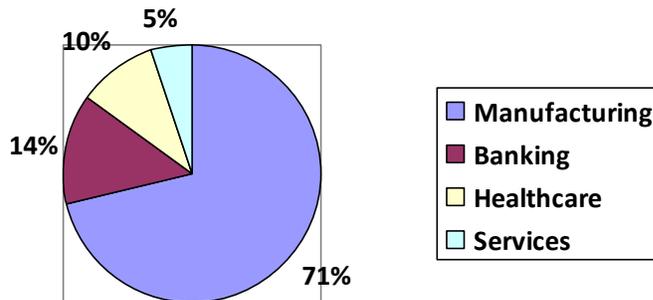
Business Services

Program Year 2015 statistics:

- 316 Businesses were served
- 186 Businesses posted jobs
- 171 Onsite recruitments were held at the One Stop Center
- 7 Businesses participated in subsidized employment programs, which trained 21 participants
- 274 Customer satisfaction surveys were issued to businesses. 77 responses (28%) were received with 90% of the businesses expressing satisfaction with service(s) received.

On-the-Job Training (OJT) and Incumbent Workers

21 people were active in OJT or Incumbent Worker training during program year 2015. Several new and renewing employers utilized the programs, including The Manor at Seneca Hill, Pathfinder Bank, ECO-Foam Insulators Inc. and Huhtamaki NA. Training spanned a variety of in-demand occupational areas including healthcare, manufacturing and financial services. All training occurred at the employers' workplaces where the employees learned occupational skills in a new field or upgraded their skills in their current fields.



On-the-Job Training (OJT) and Workplace Training

Active during PY'15

21 Trainees
 10 Adults
 3 Youth
 2 Dislocated Workers
 2 Building Self Reliance Program

Training Fields

Manufacturing – 15
 Banking – 3
 Healthcare – 2
 Services – 1

Outcomes

OJT completed/Entered Unsubsidized Employment – 11 (52%)
 Quit – 3 (14%)
 Terminated – 1 (5%)
 Still active as of 6/30/16 – 6 (29%)



Matt Cappelletti, a weatherization team crew member cuts trim needed to install a new window during OJT training with ECO-Foam Insulators, Inc. last August.

Customized Training

19 employees of Northland Filter in Oswego completed LEAN Manufacturing training in April as part of a Customized Training program during program year 2015. Training started in September and consisted of five programs - LEAN 101, Value Stream Mapping Kaizen Event, Job Relations, Training Within Industry Job Instruction, 5S Kaizen Event and a Plant Layout Kaizen Event. According to the plant manager, the training has inspired workflow & plant layout changes. These changes have resulted in increased productivity and the ability to expand lines to other products. The company is considering additional Six Sigma training for supervisors.

Vocational Training

220 vocational training services and/or computer classes were provided to job seekers during the program year 2015 timeframe. Participants were enrolled in certificate and degree-bearing training in community and four-year colleges, CiTi (BOCES), and proprietary schools. Participants also took part in on-site, contracted computer classes such as QuickBooks, Microsoft Word, and Microsoft Excel.

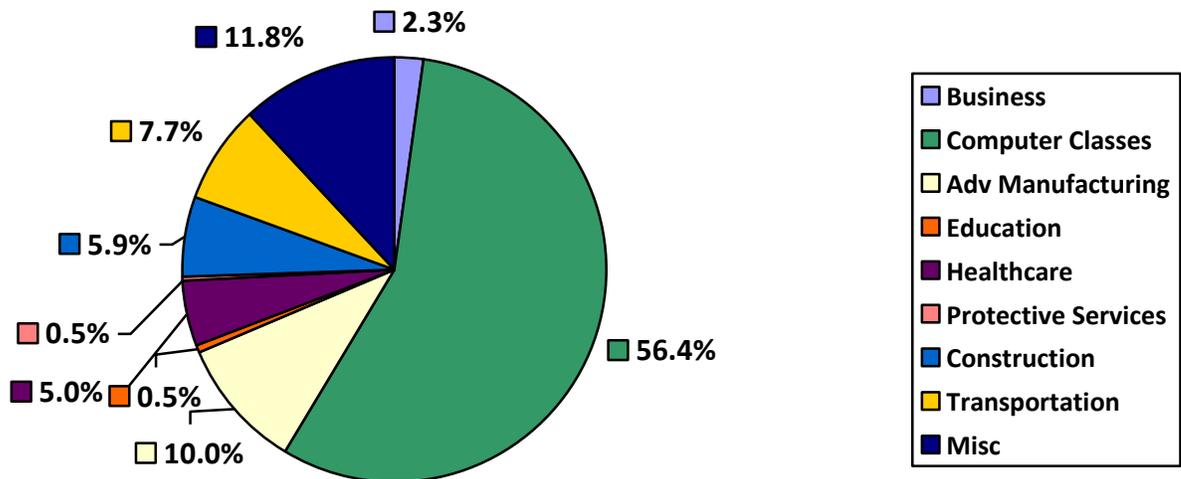
Fields of Training

- 5 Business/Accounting
- 124 Contracted Computer Classes
- 1 Education
- 11 Healthcare Fields
- 22 Advanced Manufacturing
- 1 Protective Services
- 13 Construction
- 17 Transportation
- 26 Miscellaneous



Active during Program Year 2015

- 96 Trainees in Vocational Programs
- 124 Individuals in Computer Classes



Youth Services

Youth programs are designed to provide access and referrals to the wide array of services available to young people through the One Stop Center and in the community. Referrals and services provide for youth employment and training needs. These services help youth to connect with and achieve academic and employment success. Oswego County is committed to expand opportunities for our youth by participating in programs operated with the new Workforce Innovation and Opportunity Act (WIOA), ongoing Federally funded Temporary Assistance to Needy Families (TANF) and the innovative Disconnected Youth funding streams.

During program year 2015, Oswego County continued to strengthen its many partnerships with our community-based organizations. These contracted services provide the vital program elements for WIOA youth. Through association with organizations like Oswego County Opportunities (OCO), Branch's Driving School, Career Zone, Metrix Online Learning, Oswego Industries (OI) Career Employment Services (CES) and the Center for Instruction, Technology and Innovation (CiTi), youth have experienced the benefits of services that include tutoring, financial literacy instruction, career/ labor market workshops, job coaching, credentialed workforce training, driver's education, occupational skills training and high school equivalency remediation. In addition, Oswego County contracted with local employers to provide youth with short-term wage subsidized employment, allowing them to gain valuable work experience, job readiness skills and local character references in order to become better equipped to become productive members of the local workforce.

Oswego County also provides work readiness workshops for youth including: online job search, work readiness, interview skills, personal finance, resume development, electronic job applications, healthy relationships, digital footprint/social networking and personality to career matching.

The 2015 Summer Youth Works Program continued to be one of the most effective programs to engage youth in work readiness services. 138 youth were employed throughout the county, 68 of whom were cash assistance recipients. Youth workers were placed throughout the county as daycare aides, custodial assistants, clerical helpers, grounds keepers, library helpers, mechanics helpers, day camp counselors, and park aides. Oswego County Conservation Corps (OC3) crews maintained nature trails at Camp Hollis, Camp Zerbe, Granby and Volney Elementary schools and the Hannibal Woodsy Walk. A total of 138 Youth workers earned wages totaling over \$200,000. This money is typically spent by young wage earners almost immediately and directly in the local economy. Summer counselor staff provided youth with work readiness sessions covering topics like social and professional networking, phone etiquette, job readiness, personal finance and customer service.



A youth assigned to an Oswego County Conservation Corps (OC3) crew works on maintaining a nature trail.

The youth team continually works to expand and maintain our presence in social networking. Professional staff counsel Youth in the safe and proper use of online networking accounts. We encourage and instruct youth regarding the setup of their own online accounts for professional exposure to businesses and employers. We utilize a professional Facebook account with ongoing posts regarding workshops, job openings, job fairs and employer recruitments. We also post community events like food pantry distributions, financial literacy information, public enrichment events, and youth-oriented program updates. Both program youth and local service providers have consistently expressed satisfaction with these social networking communications. We are seeing continued growth in our Facebook following increasing from 346 last year to 404 this year (an increase of almost 17%) with a total reach of 4,828 (total number of views

by Facebook users to our posts - an increase of 3%). Given our success using Facebook in 2015, we will continue to further utilize this free and effective resource in our Youth Works service implementation.

The 11th annual Oswego County Youth Career Summit was held March 22nd, 2016 at SUNY Oswego's Lanigan Hall. The format for the day included six activity rotations of twenty-five minutes each beginning at 9 a.m. and ending at 12:30 p.m. The summit was an opportunity for more than 700 eighth graders, their teachers and chaperones from eight school districts across Oswego County to explore career interests, discuss specific educational and training needs, as well as to learn about resources in the community to address those needs. The event was a collaboration between SUNY Oswego Office of Business and Community Relations, the Workforce Development Board of Oswego County, CiTi and the Oswego City-County Youth Bureau. This year's presenters included: Cornell Cooperative Extension, The American Red Cross, Oswego City-County Youth Bureau, CiTi, SUNY Oswego, Oswego County Opportunities, Mash Camp, Youth Works, Boy Scouts, US Army, Navy, Air Force and Marines, Upstate University, P-Tech, Novelis, CNYJATC IBEW, NYS Police, Riccelli Trucking, and Oswego County.

Youth participants were asked to consider: Which careers match and cultivate your personal talents? How can wise choices in high school help get you the type of career and life you need and want? Participants also learned about future employment and educational opportunities available locally and regionally. The Summit provided access to workshops presented by local working professionals. These presentations can help young people to consider and formulate their personal, educational and career goals. Workshop topics included Emergency Services, Veterinary Science, STEM/Energy, Hospitality, and Construction Trades.

During the transitions from one workshop to the next participants were encouraged to visit display tables set up around the building with additional information about community resources. Displays and information were provided by 4-H, American Red Cross, Camp Hollis, CiTi (BOCES), Oswego County Personnel, SUNY Oswego, Oswego County Youth Bureau, CNYAHEC (MASH summer program), Oswego County GENIUS Olympiad (SUNY Oswego), Oswego County Opportunities, Youth Advisory Council, Youth Court and Oswego County Workforce New York. Sponsors of this year's event included the Workforce Development Board of Oswego County, Novelis, Excelon, Pathfinder Bank, Eastern Shore Insurance, Oswego County Federal Credit Union, Fulton Savings Bank, State Farm Insurance, Thrive Innovative Community Solutions, SUNY Oswego, and Oswego County Workforce New York.

A scavenger hunt, based on information gathered by the students from each of the event presenters, was arranged with a grand prize drawing for an iPad Mini. Students and their adult chaperones were also offered the opportunity to share their thoughts regarding their experiences at the end of the event in group sessions led by event organizers. They met and talked in classroom settings while the participants were waiting for their bus to return them to their individual schools. Everyone was encouraged to complete a written survey to evaluate the presentations and to suggest improvements for similar events in the future.

The youth team also participated in the Oswego County Youth Services Forum on November 4, 2015 at the McCrobie Civic Center in Oswego. This event featured more than 100 participants sharing information on the valuable human service programs for youth in Oswego County. Presentations explained services including: jobs and training, runaway emergency services, shelter and homeless services, juvenile justice services, youth development, health and mental health services and recreation programs.

Services for Individuals with Disabilities

Despite the loss of Disability Employment Initiative grant funding, the One Stop continues to offer services to individuals with disabilities using an Employment Advisor with training as a Disability Resource Coordinator. The DRC works together with the Social Security Administration to assist Social Security beneficiaries in the return to work process, and provides information on how work affects SSDI/SSI benefits. The DRC also works with the Ticket-to-Work program to provide opportunities for SSDI beneficiaries to obtain vocational rehabilitation, employment and support services. Outreach is provided to inform beneficiaries about Social Security incentives that support work efforts. The program is designed to help individuals get back to work or to increase their work activity.

Oswego County Workforce New York joined the New York Employment Services System (NYESS) as part of their Administrative Employment Network. As part of the NYESS Employment Network, Oswego County is able to generate revenue for assisting beneficiaries to obtain and retain employment. Oswego County generated \$65,491 in program year 2015. NYESS provides a single point of access to employment supports for Ticket holders, and assists providers of employment-related services in coordinating supports for individuals served by multiple providers.

Outlined below are services provided:

- **Ticket to Work** — Services are available to serve customers that receive either SSI or SSDI benefits. The DRC gives advisement of how work will affect benefits and informs beneficiaries of various SSA Work Incentive Programs. Individual employment plans are developed and case managed to ensure success of the individual while employed and involved the Ticket to Work Program.
- **Integrated Resource Team** —Oswego County Workforce New York, along with community partners, is dedicated to assisting customers who could benefit from the resources of multiple agencies. In order to better coordinate this effort, an Integrated Resource Team (IRT) focuses on the needs of individual job seekers utilizing the experience, skills and resources of this collaborative approach.
- The DRC coordinated the 8th annual Tools of the Trade event in conjunction with the Oswego County Placement Network. The event was successfully attended by over 70 job placement professionals and those who work with individuals with disabilities. The event offered useful information and five different training sessions regarding the current and ongoing challenges found in achieving viable job placements for a diverse population. This event also offers networking opportunities among various agencies throughout CNY.
- The DRC coordinated the 9th annual Disability Mentoring Day in Oswego County in conjunction with the Oswego County Placement Network. The event was attended by over 80 people including several Oswego County agencies who work with individuals with disabilities and 24 mentees who were mentored by 19 Oswego County businesses. The ceremony included a breakfast with a guest speaker and presentation of certificates to the mentees/mentors prior to the job shadowing that morning. At the event this year the NDEAM (National Disability Employment Awareness Month) awards were presented to two businesses in Oswego County. Uniforms Etc was nominated and awarded with the regional NDEAM award for their continued employment of persons with disabilities. The local NDEAM award was given to Ontario Cleaners.
- **Partnerships and Collaboration** — Leveraging opportunities for individuals with disabilities to participate in education, training and employment opportunities is also a focus of the DRC. Partnership Plus continues between the DRC and ACCES-VR, to collaborate with Ticket to Work participants and those whose cases are successfully closed with ACCES-VR. The participant can assign their Ticket to Oswego County Workforce Employment Network and receive continued long term support through the DRC.

Working Parent's Initiative (NCPEP Grant)

The Working Parent's Initiative program is a collaboration between Employment and Training, Family Court and Child Support. The goal of the program is to assist unemployed/underemployed non-custodial parents find employment so that they are able to pay on their child support cases. When a non-custodial parent goes to court for child support, the Support Magistrate may order the individual to Employment and Training to participate in the Working Parent's Initiative program. This order to participate with Employment and Training is mandatory.

Once ordered to participate the non-custodial parent has one week to contact Employment and Training to set up their initial appointment. The initial appointment includes determining eligibility for the program, discussing the person's past experience, education, short and long term employment goals and barriers to employment. These customers are provided assistance with their resumes, given job referrals and are required to provide a work search. Customers are registered to utilize the Workforce resource center allowing them to access the computers to look for work, take workshops and potentially access scholarship money for training.

This program has assisted many non-custodial parents obtain employment so that they are able to pay on their child support cases. Additionally, it has assisted participants with funding for training to enable them to secure employment.

Between July 2015 and June 2016:

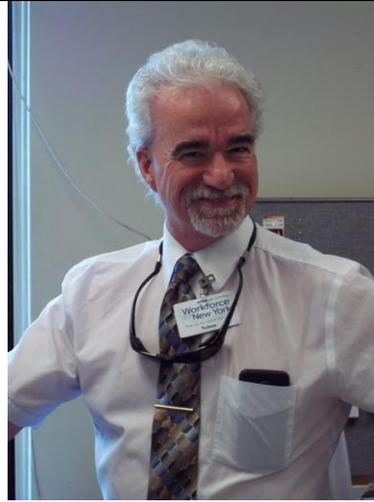
\$67,685.78 Total child support received
92 Total served
42 Entered new employment

Oswego County Workforce New York Welcomes New Staff

Due to retirements, promotions and caseload changes, Oswego County Workforce New York has some new and returning faces this year. Please join us in welcoming John Babcock, Nelson Metz, Devon Niccoli and Jennifer Patrick to our team. Welcome aboard!



John Babcock – Senior Employment Specialist –
Adult and Dislocated Worker Programs



Nelson Metz – Senior Employment Specialist –
Youth Programs



Devon Niccoli – Employment Specialist – Youth
Program



Jennifer Patrick – Employment Specialist –
Youth Programs

Oswego County Workforce New York Partners

Oswego County Employment and Training

New York State Department of Labor

Oswego County Department of Social Services

Cayuga Community College

Career Employment Services (CES) of Oswego Industries

CiTi (formerly Oswego County BOCES)

Oswego County Opportunities

Adult Career and Continuing Education Services – Vocational Rehabilitation (ACCES-VR)

The Partner Agencies continued to work toward the goals and objectives established for the system around:

- ▣ System Building
- ▣ Partnering/Collaboration
- ▣ Marketing/Promotions
- ▣ Technology
- ▣ Customer Service
- ▣ Training
- ▣ Communications

Workforce Development Board Members

Stacy Alvord
Oswego County Department of Social Services

Eric Behling
Behling's Orchards

Shane Broadwell
Broadwell Hospitality Group

Patrick Carroll
UA Plumbers and Steamfitters

Jessica Chapa/ Jim Marco, Interim
Oswego Health

Brian Chetney
Oswego City-County Youth Bureau

Phil Church
Oswego County

Diane Cooper-Currier
Oswego County Opportunities Inc.

Paige Cochrane
The Fulton Companies

Carla DeShaw
Cayuga Community College

Wagner Dotto
Oswego County Business Magazine

Joseph Fiumara
City of Fulton Community Development Agency

Krista Fox
Entergy Nuclear Northeast

Karen Goetz
Richard S. Shineman Foundation

Gloria Grimaldi
GDI Services Inc.

Robin Hansen
Penske Logistics

Timothy Hardy
Sunoco

Gregg Heffner
Oswego County Department of Social Services

Greg Hilton
Huhtamaki Packaging

Mark Hilton
The Fulton Companies.

John Hovey
Oswego Industries Inc.

Sabine Ingerson
ARISE Inc.

David Lloyd
Novelis

Edward Mervine
Pathfinder Bank

Donald Morgan
Local 43 IBEW

Joseph Murabito
Morningstar

Christopher Nelson
State Farm Insurance

Juanita Perez Williams
New York State Department of Labor

Bruce Phelps
Fulton Tool Company Inc.

Patrick Sheppard
ACCES-VR)

Kris Smith
Exelon

Christopher Todd
Center for Instruction, Technology & Innovation (CiTi)

L. Michael Treadwell
Operation Oswego County Inc.

Garrette Weiss
Center for Instruction, Technology & Innovation (CiTi)