

WORKFORCE BUZZ

NY ASSOCIATION OF TRAINING & EMPLOYMENT PROFESSIONALS

What is in this Issue of the BUZZ?

- [Member Corner](#): Member Meetings/Elections/Events
- [Legislative Update](#): NYCAL Response to WIOA
- [Member Spotlight](#): NYS Commission for the Blind
- [Research Library](#)

June 23, 2014 Issue 12

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2014 NYATEP Membership Meetings

In May and June, NYATEP staff traveled across the State to meet with members in Long Island, Capital, Central, and Western. These events were engaging and informative and provided terrific opportunities for sharing of information and networking. At each meeting, the main discussion focused around federal legislation including the Workforce Innovation and Opportunity Act (WIOA). Time was allotted for Q&A and the importance of sending letters to Congressional Representatives sharing the impact of WIOA locally. Additionally, Members were asked to review the WIOA legislation and NYATEP side-by-side (attached) to identify components that need clarification when the regulations are being written. We also took the time to gather Member's feedback on NYATEP events and services. Thank you to everyone who provided such valuable and helpful comments and ideas! We cannot overstate how much we value this! Here are a few of the ideas that were shared for regional event s:

- Recruitment and retention strategies for Out of School Youth;
- Working with individuals with disabilities;
- Strategies for local consolidation;
- STEM pathways for all jobseekers;
- Strengthening relationships with the Regional Economic Development Councils (REDCs).

A special thank you to GLOW Works, OCM BOCES, and the Hempstead WIB for hosting these events! Have ideas? Please forward them to the NYATEP staff. Below are a few photos from the meetings!



Out of Work & Out of Time: Strategies to Serve the Long Term Unemployed

July 2, 2014

9:00 am – 12:00 pm
John Jay College, NYC

Join the NYATEP for a special event to discuss the issues facing the long-term unemployed, and featuring promising programs in the tri-state area serving this population. **Special Member Rate: \$50! Enter NYATEPMBR**

[REGISTER HERE](#)

NYATEP's Workforce Development Network

Business Services Webinar Series

Three new Webinar Series' (10 webinars total) starting June 9 – August 25

Presented by Melanie Arthur from Greg Newton Associates

Spend your summer freshening up your **business services skills!** Join Melanie Arthur of Greg Newton Associates for an engaging summer webinar series thru July and August!

Members don't forget your discounts!

[REGISTER](#)

NYATEP 540 Broadway, 5th Floor, Albany, NY 12207

www.NYATEP.org

Member Corner: Keeping you Connected

Keeping the Long-Term Unemployed in Focus



On July 2nd, NYATEP is hosting a special event in New York City called **Out of Work & Out of Time: Strategies to Serve the Long-Term Unemployed** at John Jay College of Criminal Justice. We're hosting this event because it is critical that we continue to keep attention on the issue of long-term unemployment. Many are surprised to learn that youth and young adults ages 16-34 and older adults over age 50 make-up the majority of those who are out of work for more than 27-weeks. Additionally, the less education you have, the harder it is to get back to work -- making the challenge even greater for the thousands of New Yorkers NYATEP members serve each year. We hope you can join us on July 2nd to learn about these promising programs, and network with your colleagues and share ideas for creating dynamic and successful programs. For more data/information: <http://www.brookings.edu/research/interactives/2014/bpea-long-term-unemployed> -- and see the charts below.

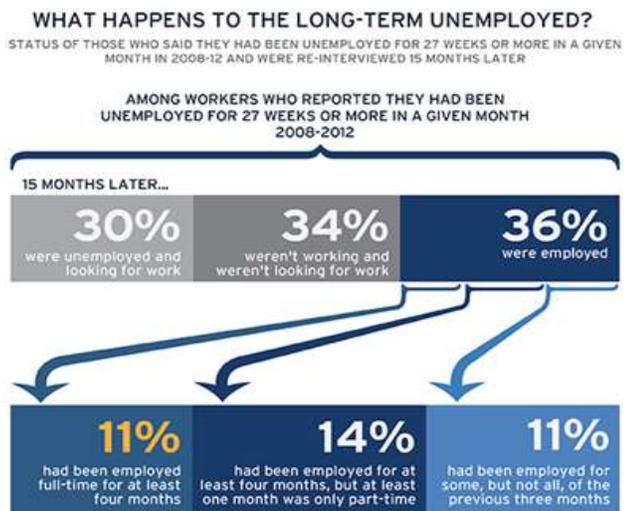
ABOUT THE EVENT:

Author D.W. Gibson will share his experience as he traveled across the country interviewing and learning the stories from long-term unemployed individuals. Gibson shares, "During the summer of 2011... I interviewed individuals who have lost their job because of the economic downturn over the last five years. The interviews centered on the exact moment when the job was lost, the conditions that led to that moment, and the consequences that followed. They come from all levels of responsibility and income: hourly wage earners, executives, and every tax bracket in between." This short video highlights a few of the individuals he spoke to: [WATCH HERE](#)



Also joining this conversation will be noted labor market analyst **Lesley Hirsch** of the NYC Labor Market Information Service who will discuss the dynamics of the long-term unemployed are in the tri-state area. Following there will be a presentation and discussion of promising practices identified by the White House, including: **Joe Carbone**, The WorkPlace Inc., Bridgeport, CT; **Miriam Ackerman**, Per Scholas, New York, NY; and **Aaron Fichtner**, New Jersey Department of Labor, Trenton, NJ.

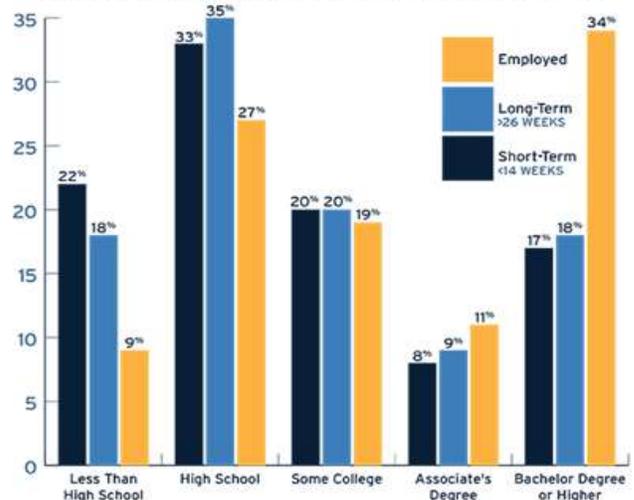
FOR EVENT INFO AND TO REGISTER: [Please click here](#). You may also copy and the paste the following link into your browser: <https://www.regonline.com/builder/site/?eventid=1564492>



Data from "Are the Long-Term Unemployed on the Margins of the Labor Market?" by Alan B. Krueger, Judd Cramer, and David Cho.

BROOKINGS

PROFILES OF EMPLOYED, SHORT-TERM UNEMPLOYED AND LONG-TERM UNEMPLOYED BY EDUCATION, 2012



Data from "Are the Long-Term Unemployed on the Margins of the Labor Market?" by Alan B. Krueger, Judd Cramer, and David Cho.

BROOKINGS

Member Corner: Keeping you Connected



CONGRATULATIONS TO NYATEP Board Member Franca Armstrong

Franca Armstrong, NYATEP Mid-State Regional Vice President, has been named Dean of the Rome Campus and Associate Vice President of Workforce Development at Mohawk Valley Community College (MVCC). MVCC's Board of Trustees approved the appointment at their June 9 meeting. In this position, Armstrong will lead the Rome campus' daily operations and will provide leadership as a member of the President's Cabinet to assure consistent implementation of College policies and procedures. She will further develop and nurture MVCC's "one-college, multi-campus" organizational culture. Full press release: [READ HERE](#)

NYATEP Elections Are Underway! Vote for Executive and At-Large Positions!

VOTING MEMBERS: There is still time to cast your ballot for President, Treasurer, and 3 At Large Member Seats on the NYATEP Board. Ballots are due Tuesday, June 24th by 4:00 p.m. to: laura.quigley@co.sullivan.ny.us

ALL MEMBERS: NYATEP Board Nominations for are being sought for: Executive Vice President and Second Executive Vice President. Please submit your nominations by 4:00 p.m. June 27th to Gail Breen at gbreen@fmsworkforcesolutions.org



Join us at NYATEP's 2014 Fall Conference
Creating Innovation & Leading Change
October 20 – 22, 2014

Woodcliff Hotel & Spa
199 Woodcliff Drive
Fairport, NY 14450

Only 4 Months Away! 2014 NYATEP Fall Conference

Conference Registration is open:

Early Bird Member: \$425
Early Bird Non-Member: \$475

After September 15th...
Member: \$450
Non-Member: \$500

Exhibitor Rate: \$595

[For Conference Website Click HERE!](#)

Nominations for 2014 Workforce Awards Due July 15th!

This year we will once again be awarding an outstanding *NYS Workforce Program* and saluting an employer with our new *Business Leadership Award*. Do you know a program or employer that deserves recognition? Nominate them today!

[For Award Nominations Click Here](#)

SUBMIT YOUR WORKSHOP PROPOSAL! Due July 15th

NYATEP's 2014 Fall Conference will feature 15, seventy-five minute workshops on October 20th and 21st. [Call for Proposals!](#)

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www.NYATEP.org

Member Corner: Keeping you Connected



Want to get more involved with NYATEP?

Members are constantly reaching out saying “how can I help?”. Here are a few ideas – that range to no time at all to volunteering!

I’m busy, but know skills matter, so I’ll make a donation!

We get generous donations to NYATEP that range from \$5 to \$5,000 – and every little bit helps fund our advocacy efforts! Donations of all sizes from individuals and/or organizations will help us to increase these services. NYATEP is a 501(c)3 non-profit, tax-exempt organization. Your gift is tax-deductible as allowed by law. Please visit our www.nyatep.org and click on the “Donate” button to help make a difference.

I have some time, so I can spread the word! Refer a friend, colleague or local organization to NYATEP to join, or to attend our events! The more members we can represent, the more services we can provide and the stronger our advocacy efforts will be. If you refer a friend to NYATEP by July 31st, and they join at a Bronze, Silver, Gold or Platinum level – we’ll give you 50% off one Fall conference registration!

I want to donate my time and volunteer! Welcome aboard – we’re happy to have you volunteer. Areas where we need volunteers right now includes:

- Workforce Buzz contributors – pictures, Member Spotlight or opinion articles are all welcome!
- Conference marketing and day-of conference volunteers
- Conference Sponsor outreach
- Summer Youth Employment data collection

If you are interested in supporting NYATEP in any of these ways, or have other ideas on how you might contribute call or email Jan and Melinda 518-433-1200 or jhennessy@nyatep.org or mmack@nyatep.org

Welcome Back! Thank you for your recent membership renewal!

Oswego County Department Social Services and Employment and Training
Fulton-Montgomery-Schoharie Workforce Investment Board
Cayuga-Cortland Workforce Investment Board
Ontario County Department Social Services
Ulster BOCES
Rensselaer County Employment and Training

Legislative Update: *Insights from Albany & D.C.*

The View of WIOA from Adult Education

By Michael Hunter, Policy Co-Chair of the New York City Coalition for Adult Literacy (NYCCAL)

The recent proposed overhaul of Workforce Investment Act (WIA) called Workforce Innovation and Opportunity Act (WIOA) presents opportunities and potential pitfalls for those students, programs and advocates which fall under WIA Title II which is the adult education portion of WIA.

While English for Speakers of Other Languages (ESOL) and Low Literacy students remain a part of the proposed bill, adult education has always featured objectives other than postsecondary education and gaining employment. In New York State, most of the participants in WIA funded programs are ESOL students. We have seen how the U.S. Department of Education (OCTAE) has interpreted WIA recently to mean all students should aim for postsecondary if they have a high school diploma; even though a student coming in an ESOL program already has a high school diploma from their country. This is a real disconnect, because a student with a 0-level English ability may not have the immediate goal to attend college, instead may plan to be in a literacy program for a year.

From Literacy NY: "Over 2 million New Yorkers read at or below basic literacy levels and need literacy services. These adults may have trouble filling out a job application, reading a newspaper written at the 8th grade level, helping their children with school work, reading and following directions on a prescription label, or they are immigrants needing English for citizenship, jobs, and to be part of the American dream." <http://literacynewyork.org/>

If the student has the goal of going to college, nothing in OCTAE's interpretation made the requisite changes in National Reporting System (NRS) so that students who wanted to pursue college education could stay in programs through a NRS level 9 which both Center for Applied Linguistics (CAL) and CASA recognize is needed for college readiness for an ESOL student. More importantly, the WIOA bill doesn't address the goals of most of

those students that don't come to WIA Title II programs. In NYS, with the majority of the participants in WIA Adult Education studying ESOL for many different reasons, what happens to them in a system where the "Unified Plan" is only focused on the overall strategy for workforce development? What does this proposed bill do for immigrant parents who currently are in programs learning English because they want to work with the school system and help their children navigate the school system? The formula for funding (WIOA) is still based on the number of people without a High School diploma. This criterion has negative implications for NY as we have a higher percentage of ESOL students who have degrees in our English programs.

Additionally, without a new immigration bill that would provide support for immigrants and ESOL students' needs, NY and its population of immigrants may not be served well by WIOA versus the current WIA law. While there are many positives that the training programs and youth centered programs can rightly point to in this bill, the impact on Title II is decidedly more worrisome. There are still many outstanding questions and in my opinion, bi-partisanship and moving quickly are not always the best recipes for taking care of the concerns of our NYS participants.



New York City Coalition for Adult Literacy

The New York City Coalition for Adult Literacy (NYCCAL) is comprised of adult literacy teachers, managers, students, and allies from community-based organizations, CUNY campuses, libraries and Dept. of Ed programs

across NYC. NYCCAL advocates for an adult literacy system that provides quality, comprehensive and accessible educational services to the over 3.9 million adults in NYC who need them. NYCCAL believes that being able to read and write, learn English, obtain a High School Equivalency, and enter training and postsecondary education are the rights of every New Yorker, and the cornerstone to an equitable and just society. To learn more about NYCCAL: <http://www.nyccaliteracy.org/>

Member Spotlight

New York State Commission for the Blind (NYSCB)

Members Since 2013



For 100 years, New Yorkers who are legally blind have relied on the New York State Commission for the Blind (NYSCB), a division of the Office of Children and Family Services (OCFS), to enhance employability, maximize independence, and assist in the development of their capacities and strengths. Legislation signed in July 2013 by Governor Andrew M. Cuomo, enacted a name change for the agency, eliminating the term “visually handicapped” from its name. For more about the NYSCB, visit visionloss.ny.gov.

In 2013, the Commission:

- Successfully assisted 425 consumers in securing paid employment;
- Helped more than 200 legally blind transition-aged youth gain paid work experiences with employers statewide;
- Served more than 3,800 adults who are legally blind, including dozens who were at least 100 years old, through the NYSCB Older Blind Program, providing adjustment counseling, vision rehabilitation therapy, orientation and mobility instruction and low vision services.

Vocational Rehabilitation Program (VR)

The VR Program helps legally blind New Yorkers find or retain employment. Vocational counselors work with consumers to develop an Individualized Plan for Employment (IPE) that serves as a road map for achieving employment goals. Assistive Technology Centers (ATC) are available for any individual who is blind and either entering or returning to employment. ATCs offer assessment of the consumer’s computer skills and training, and determine the appropriate technology for each person using this service. Trainers at [seven sites](#) teach clients how to use technology in the workplace.

Business Enterprise Program (BEP)

The BEP offers specialized training for consumers who want to run their own concession or vending businesses in federal or state office buildings. Consumers who complete the program become proficient in all aspects of retail management, including purchasing products, controlling inventory, marketing products, maintaining good customer relations, and keeping accurate records. Licensed BEP program managers are offered continuing education classes to maintain and enhance managerial skills. The BEP program supervises the operation of approximately 100 newsstands, cafeterias, snack bars, and vending machine operations throughout the state.

Independent Living Services (ILS)

Those who are not eligible for vocational rehabilitation services may qualify for ILS, which provides independent living skills, including orientation and mobility, and services, including low-vision and social casework. The Adaptive Living Program (ALP) allows older legally-blind New Yorkers who are not seeking employment to remain safely in their own homes by providing them with homemaker training.

Children’s Program

The Commission’s Children’s Program provides rehabilitation services to children who are blind by working with parents to develop a plan to meet the child’s needs. The plan may include services provided in the home, the community, and/or private rehabilitation agencies. The consultant may provide counseling and guidance to the family, advocacy services, educational consultation and vocational coordination. The Children’s Program also provides children with the opportunity to attend summer camps and year-round recreational programs that encourage independence and increase self-confidence.

Job Save

The Job Save program assists businesses with employees experiencing vision loss by offering technical assistance, follow-up, and, in some cases, training and adaptive devices to keep the employee on the job. Such services allow businesses to retain skilled workers, maintain productivity, and reduce costs associated with hiring and training a new employee, while also allowing employees with vision loss the opportunity to remain in their jobs.

Research Library: *Workforce & Education Research and Tools*



My Brother's Keeper: Task Force Report to the President

May 28, 2014

President Obama established this Task Force to “develop a coordinated federal plan to give lifelong support and opportunities to boys and young men of color.” Over a three month period, the Task Force interviewed, researched, compiled information, and produced this progress report which outlines “six ‘key milestones’ that are predictive of later success in life. “(1) entering school ready to learn,” (2) “reading at grade level by third grade,” (3) “graduating from high school ready for college and career,” (4) “completing postsecondary education or training,” (5) “successfully entering the workforce,” and (6) “reducing violence and providing a second chance.” The task force identifies recommendations and opportunities at each of these key milestones or “focus areas.” [READ REPORT](#)

Upcoming Member Information, Events & Funding Opportunities

If you have an event that you would like announced in the next edition of the Buzz, please submit it to: jhennessy@nyatep.org by close of business **July 2, 2014**. All events are open to the public unless otherwise noted.

NYS CASE Professional Development Training Webinar Series: 9/19; 12/12 Click [here](#) for more information

U.S. Department of Labor, ETA - Division of Youth Services: E-Newsletter...read [here](#)

Employment Counselor at the Queens Library

Queens Library currently looking for an Employment Counselor who will facilitate and support customers in their job search and career development. These programs include workshops, individual counseling, referrals, research, computer training, and general library services. Provides customers with direct training and assistance with job searches. Conducts job search training needs assessments and assesses customers’ job search skills using JobMap and other tools. Plans and implements classroom training, electronic learning and hands on labs. Facilitates job readiness training using the established curriculum outlines. Facilitates computer training that allows job seekers to enhance their skills and employability. Develops and implements new job readiness training services to address community needs including, but not limited to, financial literacy workshops, budget management and soft skills. Develops and implements exercises/tests to evaluate participants’ knowledge of the material presented. Meets one-on-one with clients to prepare a resume for each client. Ensures that all clients develop a job readiness portfolio. Assists job seekers in practicing mock interviews and preparing references. Develops resources for securing proper attire for interviews and employment for low-income job seekers. Tracks customer attendance in all services using provided tools. Assists in the development of JobMap and other tools to measure the impact of the job readiness training program on job placement. Prepares regular reports according to specifications set by the Job and Business Academy Manager. Participates in outreach activities with special attention paid to continuously developing and refining the job readiness services of the JBA program.

Bachelor’s Degree in Education, Social Work, Sociology, Psychology or related field required. One (1) or more years of experience in job readiness or workforce development required. Experience in developing and delivering instructor-led and interactive workshops is necessary. Experience in MS Office Suite software (Word, Excel, and PowerPoint). Excellent presentation skills. Strong verbal and written communication skills; good networking and team building skills. Detail oriented, flexible and a self-starter. Basic knowledge and experience serving a diverse population. Good organization and administrative skills including experience with tracking program attendance and preparing reports.

What we offer: Excellent salary and our comprehensive benefits package includes generous vacation/sick pay, medical, dental, vision, life insurance, defined benefit pension, 403B, deferred compensation and more. Opportunities to further your education and professional credentials are plentiful. **TO APPLY:** Please send your resume and cover letter to Employment@queenslibrary.org and reference “**Employment Counselor - EXT**” in the subject line. Resumes will only be accepted by email. Queens Library is an equal opportunity employer.

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