

DIVISION OF EMPLOYMENT AND WORKFORCE SOLUTIONS

# Southern Tier LWIB Regional Plan

PROGRAM YEAR 2013



## Narrative

1. Describe the progress that has been made on the action steps you outlined in support of REDC strategic goals and priorities in your 2012 Regional Plan.

The Southern Tier LWIBs are committed to working closely with all partners in the Southern Tier Region. Our Southern Tier Regional industry concentrations continue to include Agriculture and Food Processing, Advanced manufacturing, Health Care and Medical Services, Technology, Construction and skilled trades. Working together with the Southern Tier Regional Business Services Team and the Regional Labor Market Analyst, we will continue to identify and update regional demand occupations and businesses. The Southern Tier WIBs also commit to assisting WIA eligible customers in identifying and attending local BOCES and community colleges in STEM and other regionally relevant training programs that address the occupations of our current demand list and anticipated growth areas. This commitment includes financial assistance, if funding is available. The Southern Tier LWIBs may also pursue outside grant opportunities that target demand occupation training and recruitment. We will also continue to work with educators of the region in the further development of the Southern Tier STEM Hub.

2. Using labor market information provided through NYSDOL, identify the worker skills commensurate with your REDC's target sectors.

*REDC Strategic Plans can be found at <http://regionalcouncils.ny.gov/> under the "Regional Councils" button.*

In consultation with the Southern Tier Region Economist,

### **AGRICULTURE:**

**Comprehension** — Understanding written sentences and paragraphs in work related documents.

**Critical Thinking** — using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.

**Writing** — communicating effectively in writing as appropriate for the needs of the audience.

**Active Listening** — giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.

**Complex Problem Solving** — identifying complex problems and reviewing related information to develop and evaluate options and implement solutions.

**Coordination** — adjusting actions in relation to others' actions.

**Speaking** — talking to others to convey information effectively.

**Judgment and Decision Making** — Considering the relative costs and benefits of potential actions to choose the most appropriate one.

**Monitoring** — Monitoring/Assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action.

**Active Learning** — Understanding the implications of new information for both current and future problem-solving and decision-making.

**Learning Strategies** — Selecting and using training/instructional methods and procedures appropriate for the situation when learning or teaching new things.

**Social Perceptiveness** — Being aware of others' reactions and understanding why they react as they do.

**Instructing** — Teaching others how to do something.

**Reading Comprehension** — Understanding written sentences and paragraphs in work related documents

### **Additional Occupations in Support of Tourism/ Agriculture**

*Waiters and Waitresses, Bartenders, Hotel, Motel, and Resort Desk Clerks; Counter Attendants, Cafeteria, Food Concession, and Coffee Shop; Restaurant Cooks, Managers; Farm and Home Management/Advisors; Meeting, Convention, and Event Planners*

**Active Listening** — Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.

**Service Orientation** — Actively looking for ways to help people.

**Social Perceptiveness** — Being aware of others' reactions and understanding why they react as they do.

**Speaking** — Talking to others to convey information effectively.

**Coordination** — Adjusting actions in relation to others' actions.

**Monitoring** — Monitoring/Assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action.

**Judgment and Decision Making** — Considering the relative costs and benefits of potential actions to choose the most appropriate one.

### **HEALTHCARE:**

#### **Pharmacy Aides**

**Active Listening** — giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.

**Speaking** — talking to others to convey information effectively.

**Service Orientation** — actively looking for ways to help people.

**Social Perceptiveness** — Being aware of others' reactions and understanding why they react as they do.

**Coordination** — adjusting actions in relation to others' actions

**Reading Comprehension** — Understanding written sentences and paragraphs in work related documents.

**Critical Thinking** — Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.

**Additional skills for Nursing Assistant/HHA/PCA/Orderly**

**Writing** — communicating effectively in writing as appropriate for the needs of the audience.

**Active Learning** — Understanding the implications of new information for both current and future problem-solving and decision-making.

**Instructing** — Teaching others how to do something

**Additional skills for LPN/RN/Dental Hygienists**

**Judgment and Decision Making** — Considering the relative costs and benefits of potential actions to choose the most appropriate one.

**Science** — Using scientific rules and methods to solve problems

**Advanced Manufacturing:**

**Critical Thinking** — using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.

**Complex Problem Solving** — identifying complex problems and reviewing related information to develop and evaluate options and implement solutions.

**Active Listening** — giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times

**Reading Comprehension** — Understanding written sentences and paragraphs in work related documents

**Monitoring** — Monitoring/Assessing performance of you, other individuals, or organizations to make improvements or take corrective action.

**Operation Monitoring** — watching gauges, dials, or other indicators to make sure a machine is working properly.

**Complex Problem Solving** — identifying complex problems and reviewing related information to develop and evaluate options and implement solutions. Engineers/Maintenance

**Additional Skills for Machine Maintenance/Technicians**

**Repairing** — Repairing machines or systems using the needed tools.

**Equipment Maintenance** — performing routine maintenance on equipment and determining when and what kind of maintenance is needed.

**Troubleshooting** — determining causes of operating errors and deciding what to do about it

**Additional Skills for Engineers/Managers:**

**Judgment and Decision Making** — Considering the relative costs and benefits of potential actions to choose the most appropriate one.

**Monitoring** — Monitoring/Assessing performance of yourself, other individuals, or organizations to make improvements or take corrective action.

**Speaking** — talking to others to convey information effectively.

**Systems Analysis** — Determining how a system should work and how changes in conditions, operations, and the environment will affect outcomes.

**Time Management** — managing one's own time and the time of others.

3. Describe how the Regional Business Services Teams have been deployed to effectively broker the region's demand and supply for skilled workers in REDC target sectors.

The Regional Business Services Team members have been working together to broker training for the region's demand occupations by accessing all available funding to promote growth in REDC target sectors. OJT and customized training funds have been used to promote growth in advance manufacturing sectors and healthcare opportunities. We are committed to continuing to seek funding to provide training in the sectors of healthcare, advanced manufacturing, agriculture and food processing and construction and skilled trades so that we can continue to provide a skilled workforce to local and regional employers.

4. Identify existing resources to be utilized region-wide to help businesses and job seekers acquire occupational skills necessary to support REDC target sectors.

The following existing resources will be utilized region-wide to help businesses and job seekers acquire occupational skills necessary to support REDC target sectors of Healthcare, Agriculture, Advanced Manufacturing, and Construction & Skilled Trades:

Align individual training account policies across LWIAs in the Southern Tier for target sectors/skills.

Align suitability policies across LWIAs to fully vet, train and refer highly qualified individuals.

Workings with employers in the target sectors align skill needs with training programs. Southern Tier universities, colleges, community colleges and training resources offer hundreds of degree and non-degree programs to prepare the workforce of the future. These training providers are prepared to add programs as needed. Convene employers in target sectors with educators to engage in responsive planning and curriculum development to meet emerging educational needs that support the fastest growing economic sectors.

Develop regional aggressive workforce training programs specific to the needs of target sectors for funding applications.

Entrepreneur training availability for unemployed workers receiving UI

5. Describe how the business memberships of the region's LWIBs have or are planned to be aligned with REDC target sectors and/or REDC members.

Currently the Southern Tier WIBs have 9 board representatives from the private sector that are involved in Advanced Manufacturing including 3 from the energy sector and 1 from technology. In addition we have 2 representatives from the agriculture/food processing sector, 5 representatives from the healthcare sector and 4 from the construction and skilled trades sector.

When filling future vacancies, preference will be given to appointing representatives from the Southern Tier REDC target sectors.