

WORKFORCE

DEVELOPMENT 101 for EMPLOYERS



Tuesday, May 21, 2019

Cayuga Community College
197 Franklin Street
Auburn, NY 13021

Cayuga Works Career Center

Cayuga Works is a consortium of agencies working collectively to provide quality workforce development services to community members and businesses. Located at Cayuga Community College, the One-Stop Career Center partner agencies include: Cayuga County Employment & Training; New York State Department of Labor; Cayuga-Onondaga BOCES, Cayuga Community College; Cayuga-Seneca Community Action Agency; Seneca-Cayuga ARC; A4TD and ACCES-VR. The public workforce development system is charged with providing job seekers the tools they need to be self-sufficient, as well as providing businesses with employees that meet their needs.



Cayuga Works Contact:

KELLY KING

Workforce Development
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Cayuga-Cortland Workforce Development Board

The WDB is a part of the Public Workforce System, a network of federal, state, and local offices that support economic expansion and develop the talent of the nation's workforce. State and local WDBs serve as connectors between the Department of Labor and more than 2,500 American Job Centers that deliver services to workers and employers. The WDBs' role is to develop regional strategic plans and set funding priorities for their area.

Think of your local WDB as your link to the public workforce system. As one of their many functions, many WDBs facilitate partnerships between local businesses with similar training needs. WDBs also rely on labor market information to develop sector strategies that focus resources on a particular high growth industry for their area, often involving skill training for local businesses through our local training providers. Businesses can save training costs by connecting with other businesses in the area that have similar training needs. Workforce Development Boards (WDBs) facilitate these connections to maximize the productivity and success of businesses in their region.



Cayuga-Cortland Workforce Development Board Contact:

AMY BUGGS

Director, Cayuga Cortland
Workforce Development Board
Employment & Training Grant
Administrator
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CAP Community Action Programs Cayuga-Seneca

CAP supports local businesses and the economy through recruitment, training and placement of qualified workers in local job openings.

Benefits you may receive by partnering with our Agency for Employer Services include:

- Recruitment
- Identification of Labor Needs
- Pre-Screened Pool of Qualified Applicants
- Pre-Employment Skills Training
- Employer Services
- Customized Soft-Skills Trainings
- Job Accommodation Assistance
- Training for Staff/Management on How to Work with Diverse Employees
- Post-Hire Follow-Up Services
- Other Employment-Related Services



CAP Contact:

EMILY TORTORICI

Employment Services Coordinator
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Cayuga-Onondaga BOCES

The 19 Career & Technical Education (CTE) programs at Cayuga-Onondaga BOCES provide students with the academic and technical skills, knowledge, and training necessary to succeed in future careers. Programs include hands on experience, work based learning, and real world application of skills. After high school and program completion these programs prepare student for entry into college, careers, and the military. Cayuga Onondaga BOCES welcomes business partnerships in the form of

guest speakers, job shadowing, internships, and access to well-trained potential employees.



BOCES Contacts:

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MICHELLE WALKER

*Dean of Students
Work Based Learning Coordinator*
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Cayuga Community College

At Cayuga Community College, employers and employees can benefit from the programs and offerings available throughout the campus. Through Community Education and Workforce Development, customized trainings are developed to meet employer and employee needs either on-site or on campus, short-term career training programs are available, possible funding opportunities for employers are offered, as well as individualized program planning is created. Also, the college offers credit-bearing courses for students to enroll in as a non-degree student taking specific courses to meet their needs or completing a degree program to fulfill their personal and professional goals. Students have the chance to participate in internships as well as applied learning opportunities.



Cayuga Community College

Contact:

EMILY CAMERON

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Workforce Development Institute

The Workforce Development Institute (WDI) is a statewide non-profit that works to grow and keep jobs in New York State. We use a range of tools – including ground level information, workforce expertise, and funding – to facilitate projects that build workforce skills and strengthen employers' ability to hire and promote workers.

We are a collaborative organization and our role on a given project may vary. Common roles include:

- Identification of a problem/challenge (for one organization or many)
- Connection of organizations with needs to resources
- Facilitation of projects
- Funding for projects

Our statewide presence is a strength in that if a program works well in one part of the state, we can help move that project to other regions.

Although the types of projects we facilitate and support vary, across ALL sectors, they must all have a positive and measureable impact in the workforce.



Workforce Development Institute

Contact:

DAVID GOODNESS

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ACCES-VR

Each year ACCES-VR assists approximately 12,000 individuals in finding jobs. These jobs range from entry-level positions in food service, manufacturing, and industrial to professional positions requiring Associates, Bachelors, or advanced degrees. ACCES-VR partners with workforce development groups, Chambers of Commerce, and human resources groups to stay informed of local business trends and your hiring needs. ACCES-VR is your no-cost source for quality staff:

- Financial incentives and tax credits
- No-cost employment services
- Pre-screened job-ready applicants
- Ongoing follow-up services
- Job coaching to help workers meet the requirements of the job
- Consultation, recommendations and training for retention of current employees who acquire a disability

ACCES-VR Contact:

BARRY TATTERS

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ACCES-VR
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Department of Labor

There are many services offered by NYS Department of Labor that can assist your businesses bottom line. Services that can assist in listing your open positions, assist in marketing your job orders, helping you to screen talent pools to find the candidates that meet your qualifications. Beyond aiding in the hiring for your open positions there is opportunities for Tax Credits for hiring individuals that meet certain specifications and Tax Credits for hiring youths. Lastly, we have qualified staff to assist with your Human Resources questions, aid in Employee Handbook creation, and overall answers about Employment Laws.



Department of Labor Contacts:

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MAKALAH BETTS

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MACNY

MACNY was the first manufacturing association to act as a group sponsor and intermediary for registered apprenticeships on behalf of New York State manufacturers. MACNY works with educating and supporting manufacturing companies with registering their apprentices in NYS Registered Apprentice programs that will best fulfill the skill gaps within their industry needs.

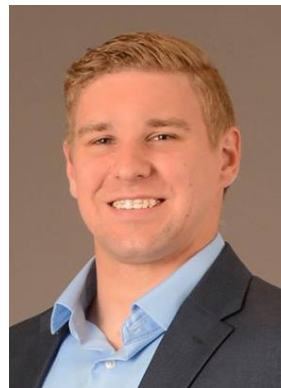
MACNY works with NYS manufacturing companies and apprentice's coordinating and registering related instruction, grant application assistance, and on the job training guidance. While maintaining a close working relationship with the Department of Labor, the approved educational providers, and manufacturing facilities MACNY ensures the apprentices are on track to achieve their nationally recognized journeyman certification. Employers are now able to focus on advancing the skills of the current and future workforce due to the support of the program and guidance they receive.



MACNY Contact:
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MACNY
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Empire State Development

The Workforce Development Initiative (WDI) will invest \$175 million through a newly created Consolidated Funding Application (CFA), targeted to workforce investments. The awarded CFA projects will support strategic regional efforts that meet businesses' short-term workforce needs, long-term industry needs, improve regional talent pipelines, enhance the flexibility and adaptability of local workforce entities, and expand workplace learning opportunities. Focus will be on regionally significant industries in emerging fields with growing demands for jobs, including those in clean energy, life sciences, computer science, and advanced technologies. Funds will also support efforts to improve the economic security of women, young workers, and other populations that face significant barriers to career advancement.



**Empire State Development
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The Cayuga Economic Development Agency (CEDA) is a private, not-for-profit organization that brings all of Cayuga County's economic development services to one place. CEDA achieves this "One Stop" strategy by working collaboratively with other private organizations and public agencies in Cayuga County and beyond. For information about this event and others, visit www.cayugaeda.org.