

# CAREER PATHWAYS PROJECT

ALL – PARTNERS MEETING

JULY 29, 2009



WORKFORCE INVESTMENT BOARD  
OF  
HERKIMER, MADISON, ONEIDA COUNTIES

# Agenda



- Introductions
- Program Overview
  - Purpose of Career Pathways
  - Funding
  - Who we Serve
  - Services
  - Milestones
- Partnerships
- Next Steps
- Questions and Answers

# Overview



## Create a system

- Working with a broad coalition of more than 30 partners in Herkimer, Madison, Oneida and Otsego Counties. Career Pathways seeks to integrate programs and resources of community colleges, other education providers, workforce agencies, and social services providers.

## Train and employ target population

- Career Pathways integrates work experience, instruction and supportive services, enabling low income individuals to successfully combine school and work.

## Self sufficiency

- Over time participants can advance to better jobs and higher levels of education and training in high demand occupations, leading to increased salary and self-sufficiency.

## Build a better workforce

- Through partnerships with business, industry, and education this “system” seeks to build a workforce customized to the specific needs of our regional labor market.

# Building a system



“An effective career pathway system serves to improve the capacity of and strengthen cooperation among organizations involved in education, workforce preparation, and social services to meet the needs of local residents and employers. But it must also serve to keep a regions workforce skills up to date. To ensure strong pipelines to targeted sectors, a career pathways system has to not only adapt existing education and training programs and services but add new ones as well.”

Source: Bridging Business and Education for the 21<sup>st</sup> Century Workforce – A strategic plan for Virginia’s Career Pathways System (December 2008)

# Partners



## **Regional DSS Offices:**

Herkimer, Madison, Oneida and Otsego counties

## **Overall Partners:**

Workforce Investment Board of HMO, Morrisville State College, MV Chamber of Commerce, Centro of Oneida, Chenango, Delaware, Otsego WIB, MV EDGE, Utica College Leadership Institute, MV Economic Development District, Working Solutions

## **Employers:**

Sidney Federal Credit Union, Faxton-St. Luke's Healthcare, Marquardt Switches, Thermold, Crouse Community Center, Masonic Care Community, HEI Inc., Bartell Machinery, Oneida Healthcare, Revere Copper Products, Lutheran Care, Oneida Molded Plastics, Bassett Healthcare, Dielectric Labs, ARC of Oneida -Lewis

## **Training Providers:**

MVCC, USC, M-O BOCES, Herkimer BOCES, WERC

## **Case Management / Supportive Services:**

OC Workforce Development, MV Resource Center for Refugees, Johnson Park Center, MV Housing and Homeless Coalition Assistance, RCIL, Peacemaker Program, Community Action Partnership for Madison County, WERC, HTC, VESID, Madison County E&T, Herkimer County E&T

# Funding



**New York State OTDA (Office of Temporary and Disability Assistance) with New York State Dept. of Labor – couples federal TANF (Temporary Assistance To Needy Families) and WIA (Workforce Investment Act) funds**

## **Initial contract**

- Up to \$382,182 funding
- Contract Term 2/1/09 – 1/31/10

## **New contract**

- Up to an additional \$500,000
- Contract term 2/1/09 – 1/31/11

## **Multi-year contract term**

- 2/1/09-7/31/14

# Who we serve



- Family Assistance recipients
- Former Family Assistance recipients who exceed 5 year lifetime limit and transitioned to Safety Net
- Safety Net recipients up to age 24
- Non-Family Assistance/Safety Net individuals who meet 200% of poverty guidelines (WIA)

# Eligibility

## *200% Poverty Requirements*



- NYS Residents
- U.S. Citizens or Qualified Non-Citizens
- Under the age of 25 and member of a household with a minor child
- Gross family income at or below 200% poverty guidelines
  
- WIA Eligibility
  - 18 years of age or older with income at or below 200% of poverty

# Eligibility

## 200% Poverty Guidelines



### Family Size

### Annual Income

1	\$21,660
2	29,140
3	36,620
4	44,100
5	51,580
6	59,060
7	66,540
8	74,020

For families with more than 8 persons, add \$7,480 for each additional Person.

# Funding Restrictions and Priorities



- 70% to be used on TANF Eligible
  - 30% 18-24 yrs old
  - 40% FA recipients, former FA's transitioned to Safety Net, Safety Net up to age 25, 16-17 year old supporting, head of household.
- 30% used for non-TANF, WIA eligible

# Benefits of Career Pathways



## Participant

- Paid training in a high demand occupation
- Employment assistance
- Stipend upon completion of training
- On-going support and assistance to move up career ladder
- Case manager to help coordinate and access supportive service needs

## Training Providers

- Increased enrollment (\$)
- Partnership with regional business and industry
- Opportunities for new programs to serve unmet needs

## Employers

- Potential employees trained to meet individual industry needs
- Potential subsidy and tax credits
- Direct input into training programs design (potential OJT cost savings)

## Community-based Organizations

- Increased referrals
- Increased service options/referral sources for customers
- Milestone sharing

# Training Pathways



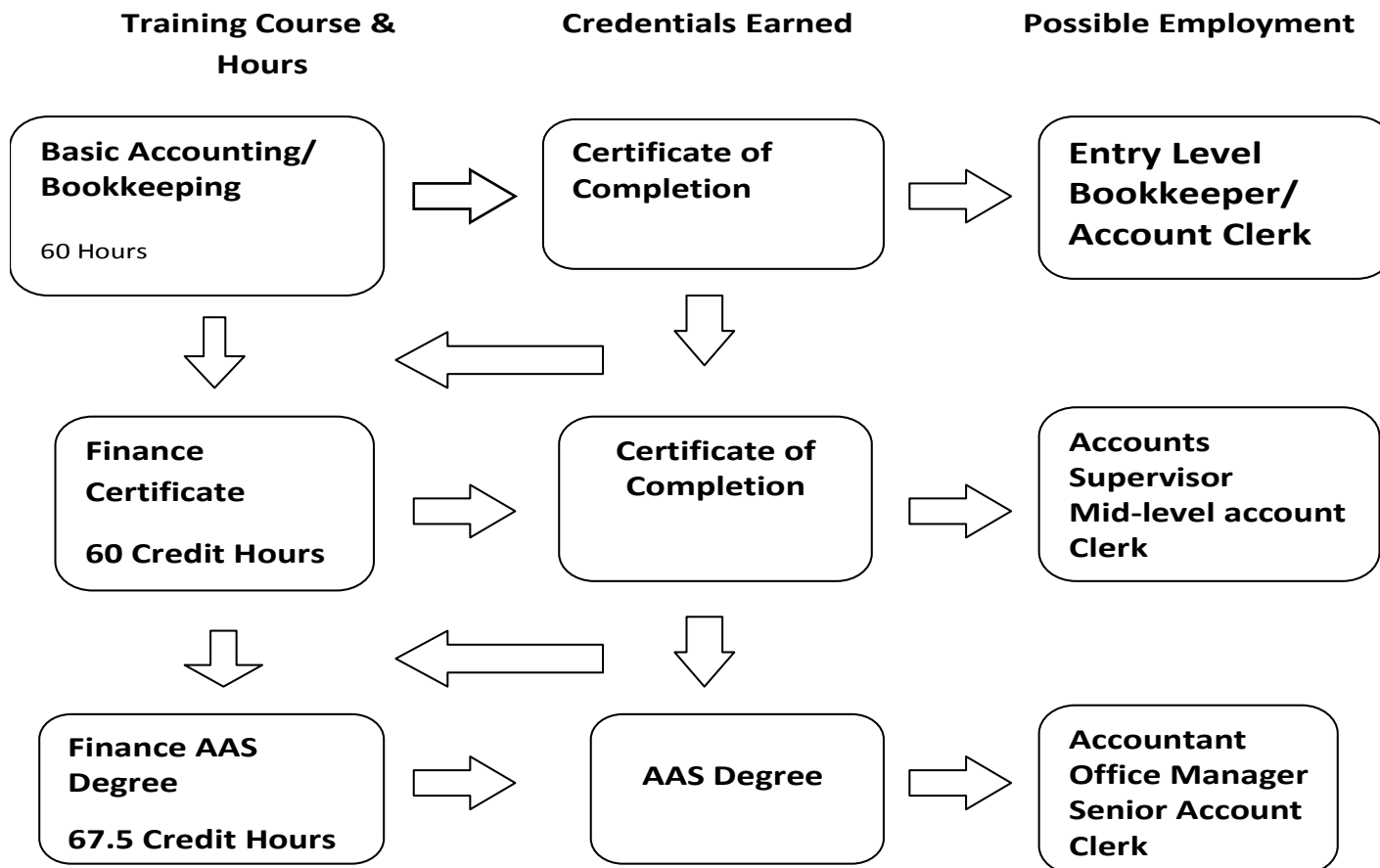
3 areas certified as high-demand growth sectors in the Herkimer, Madison, Oneida, Otsego County regions:

- **Healthcare**
- **Manufacturing**
- **Customer/Financial Services**
- **Other?**

# Pathways



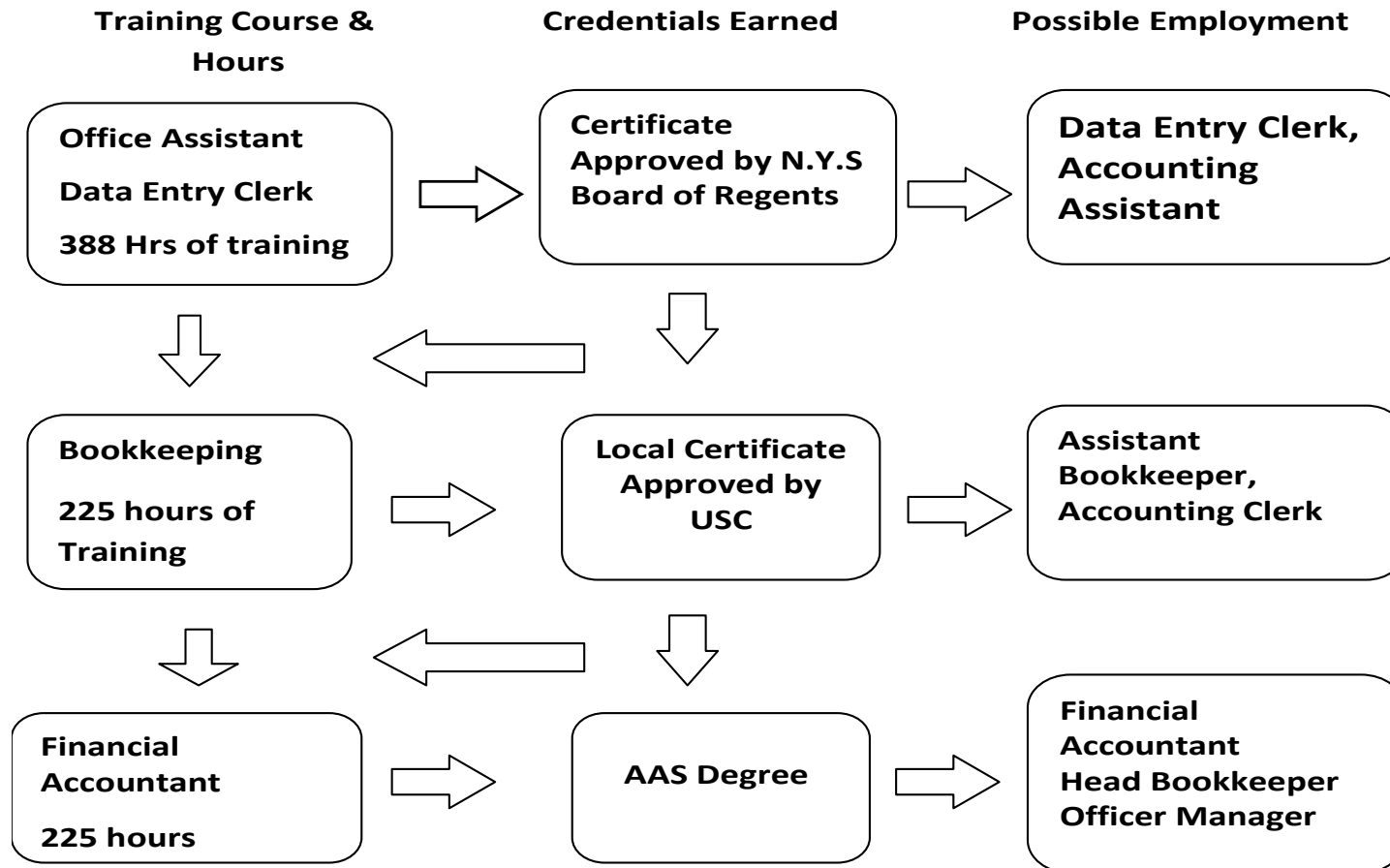
## Career Pathways FINANCIAL/CUSTOMER SERVICES



# Pathways



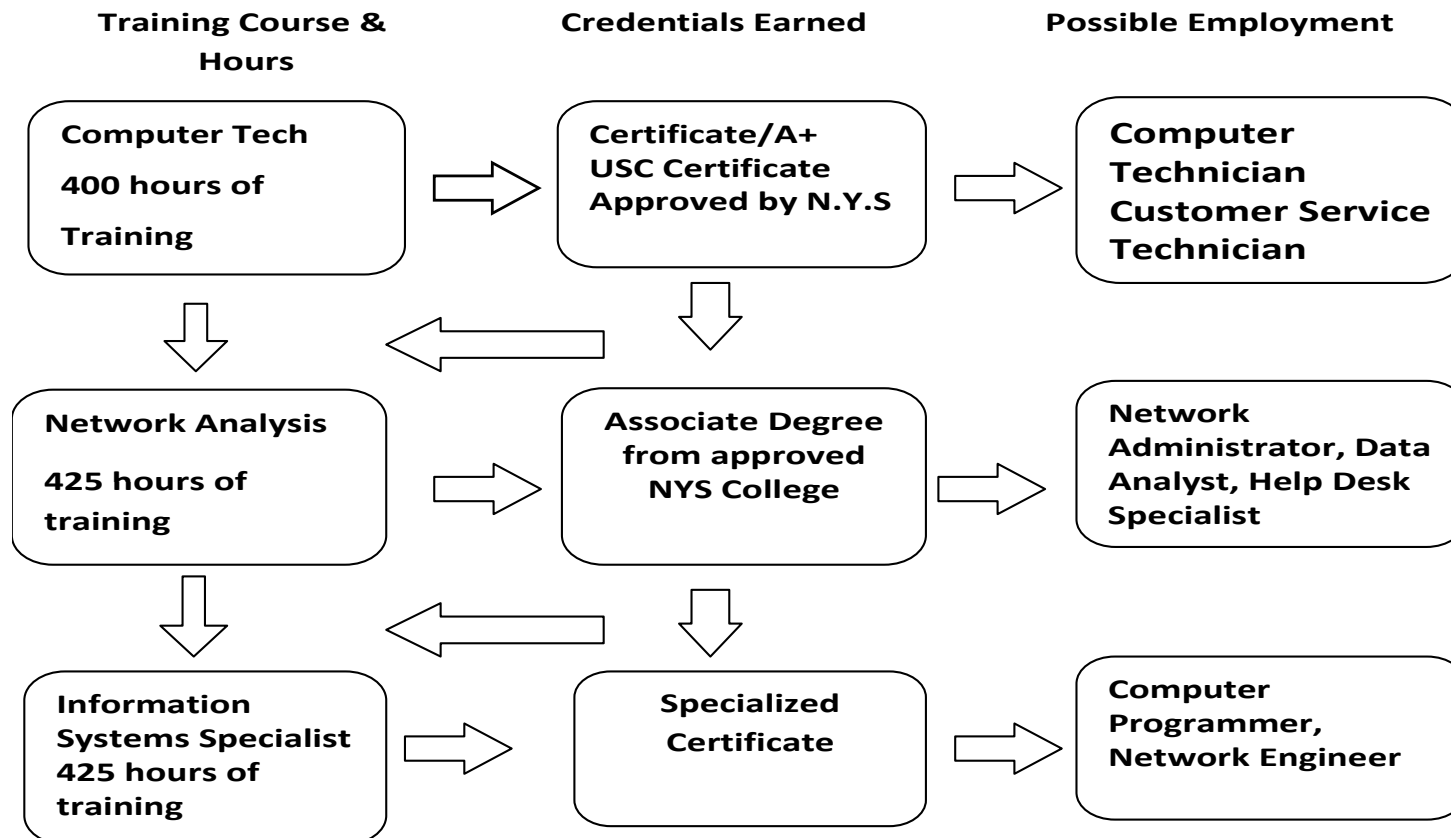
## Career Pathways USC Courses **Accounting/Financial Services**



# Pathways



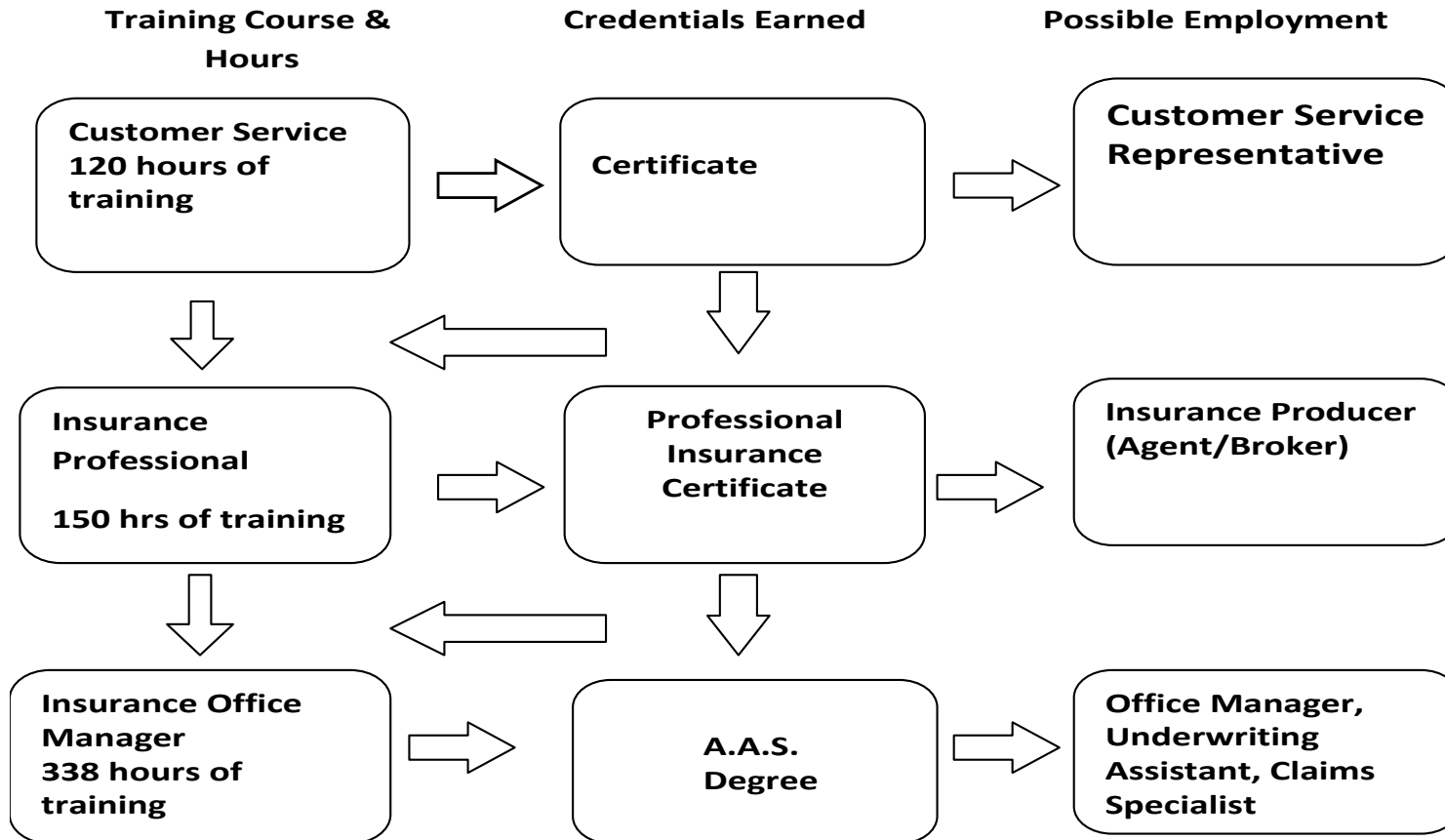
## Career Pathways USC Courses **INFORMATION SYSTEMS SPECIALIST**



# Pathways



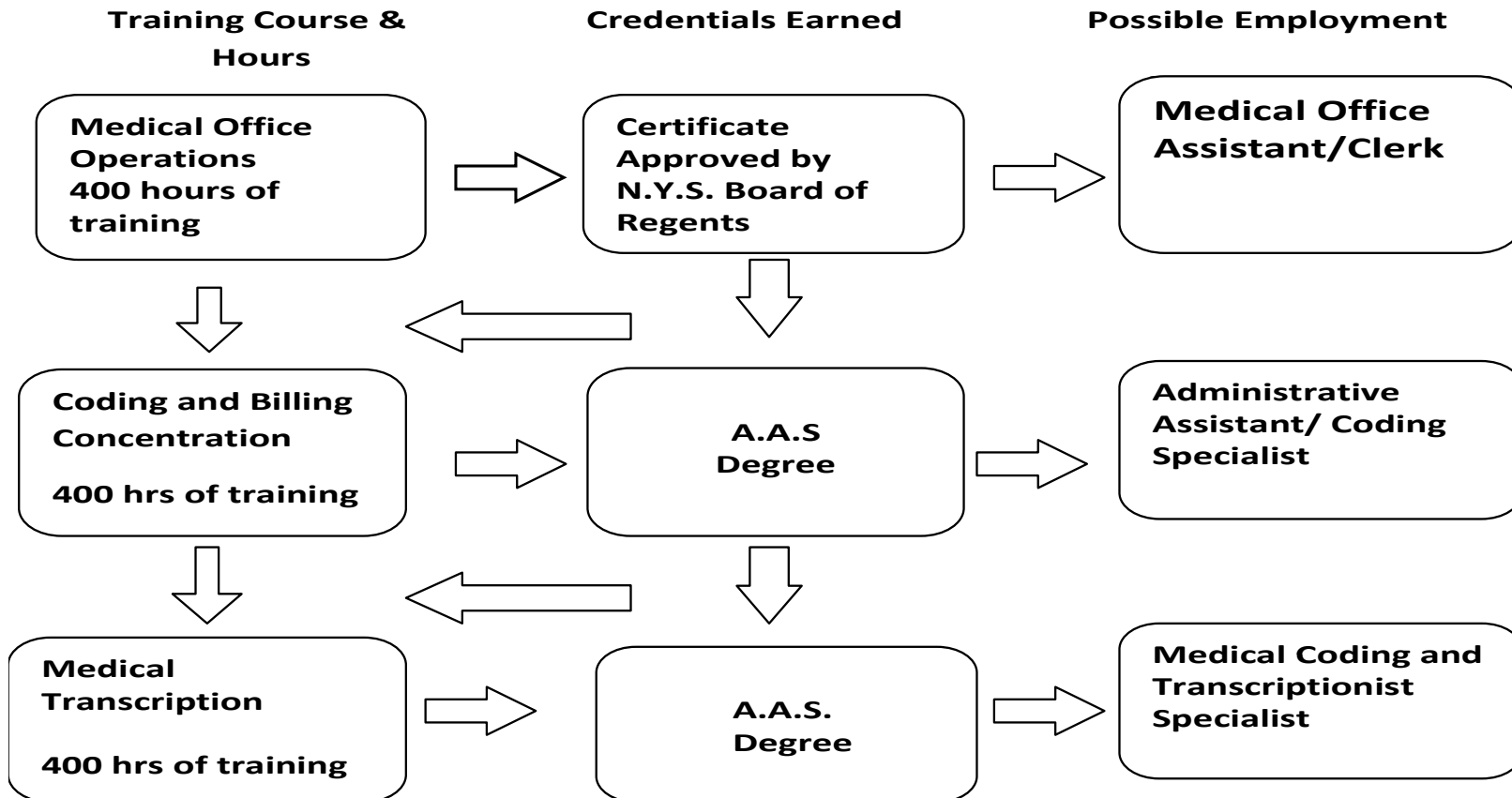
## Career Pathways USC Courses **OFFICE MANAGEMENT INSURANCE**



# Pathways



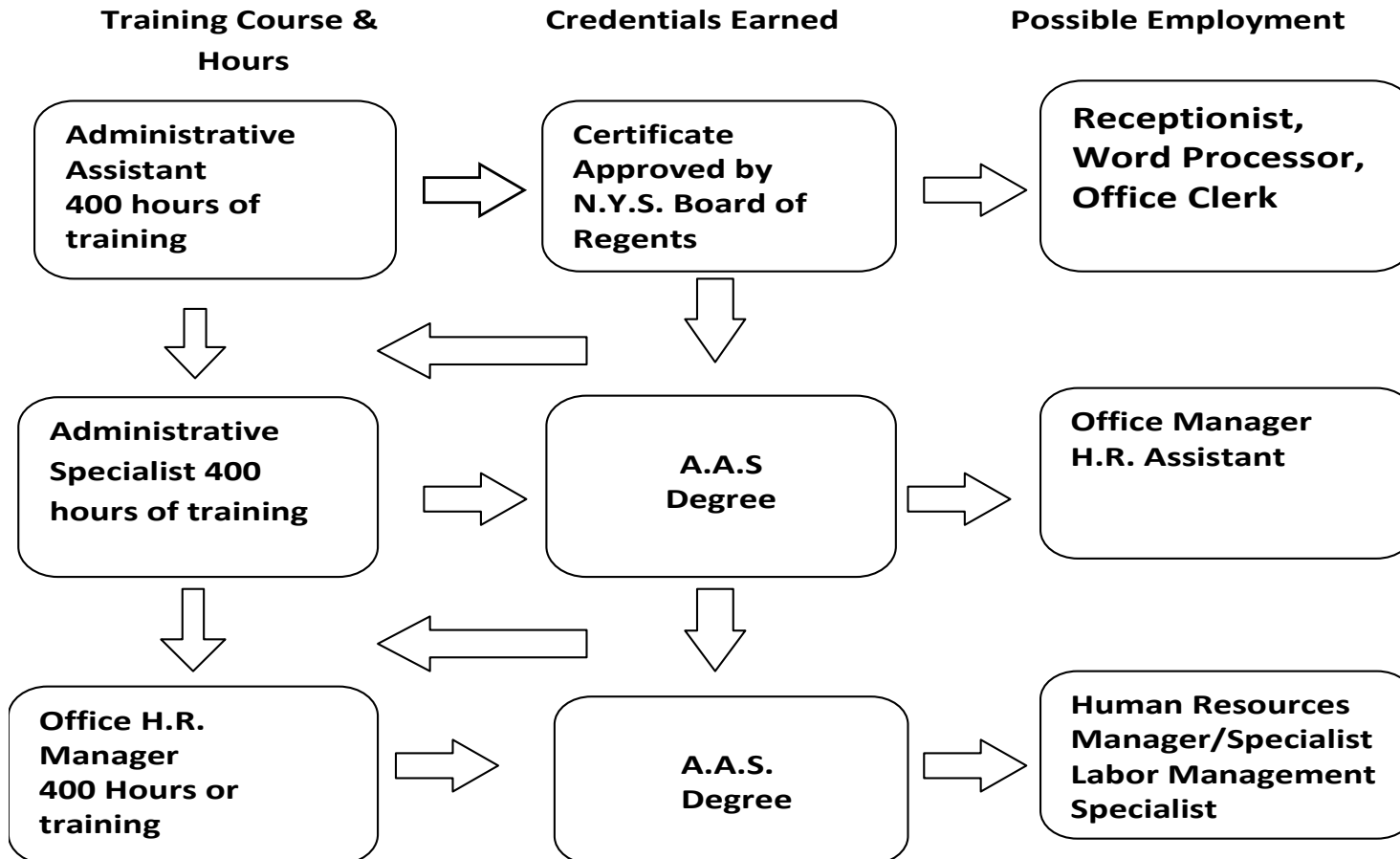
## Career Pathways USC Courses **MEDICAL OFFICE SPECIALIST**



# Pathways



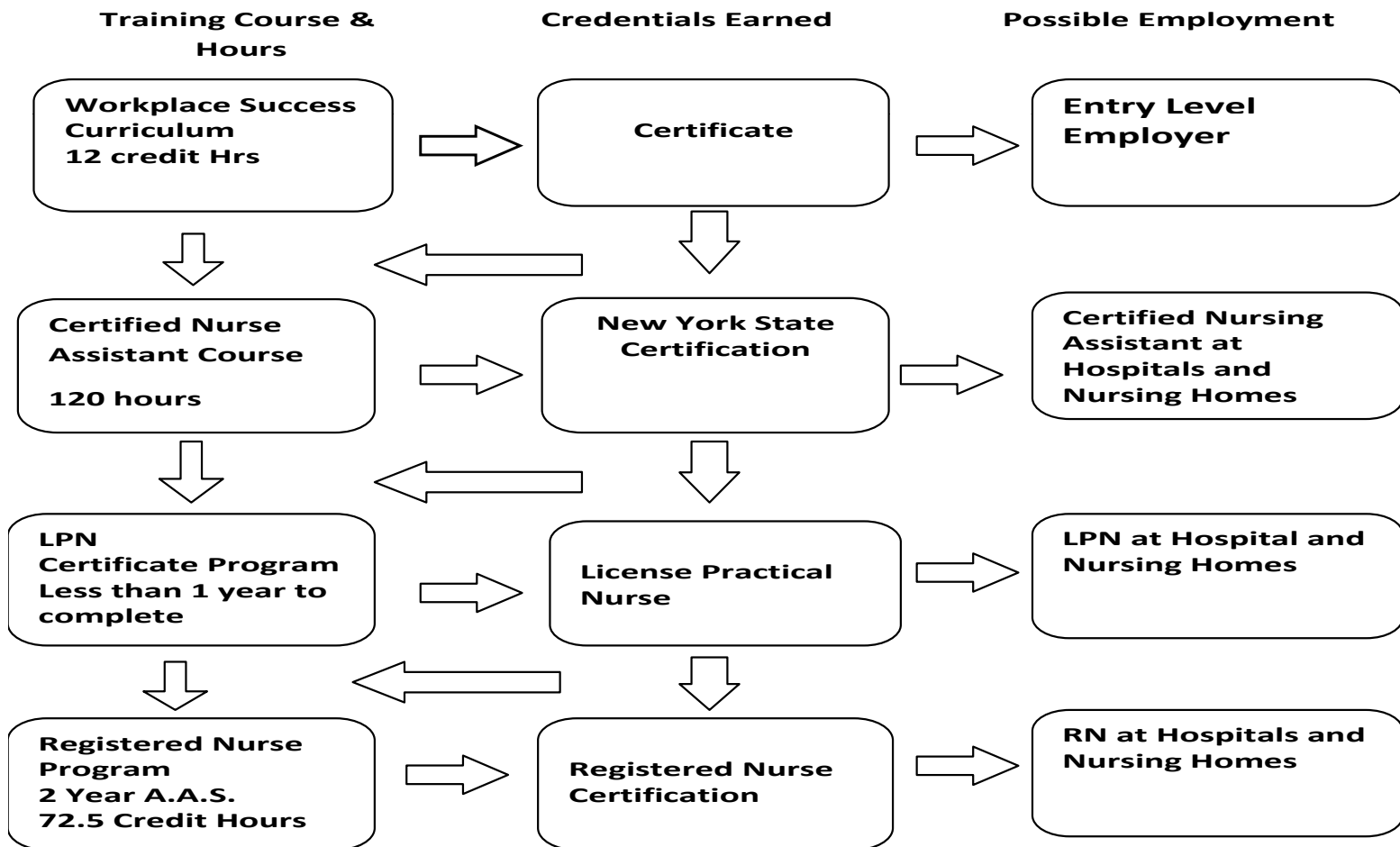
## Career Pathways USC Courses **MEDICAL OFFICE**



# Pathways



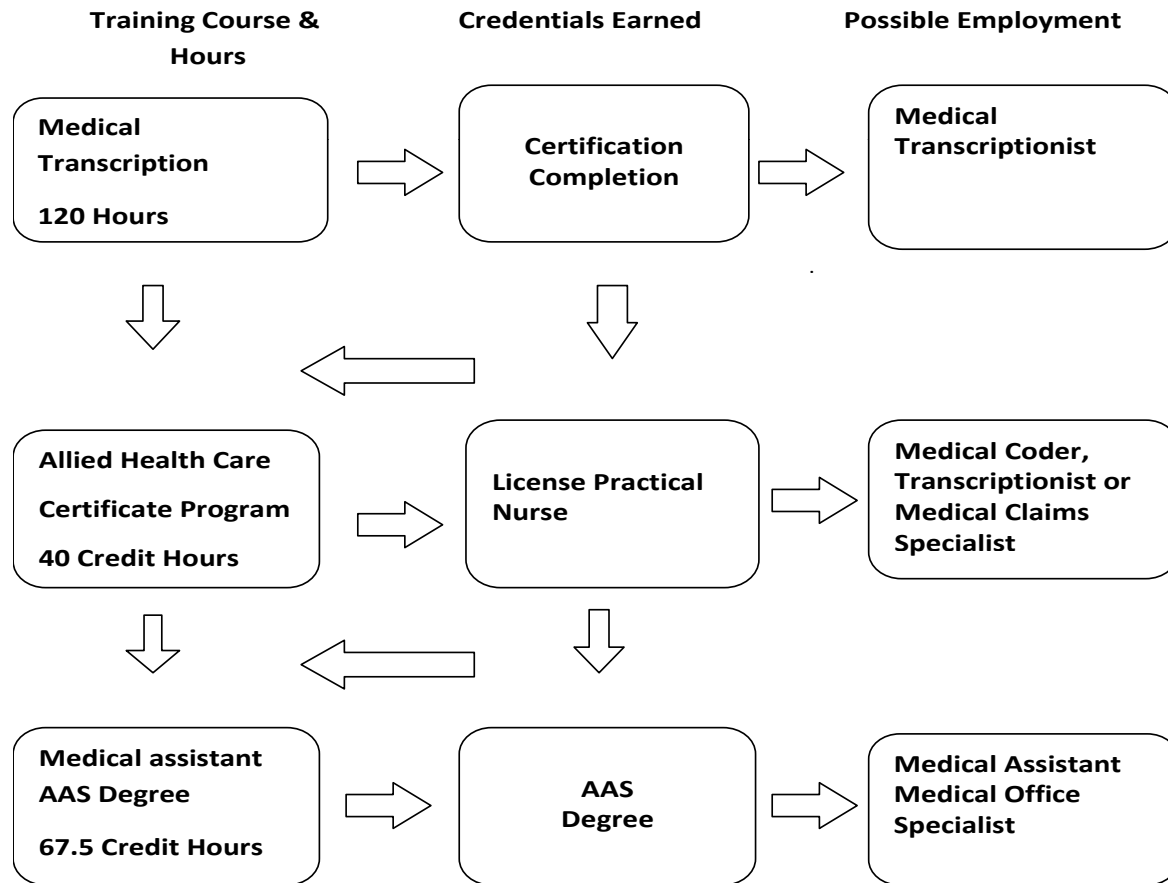
## Career Pathways NURSING HEALTHCARE PATHWAY



# Pathways



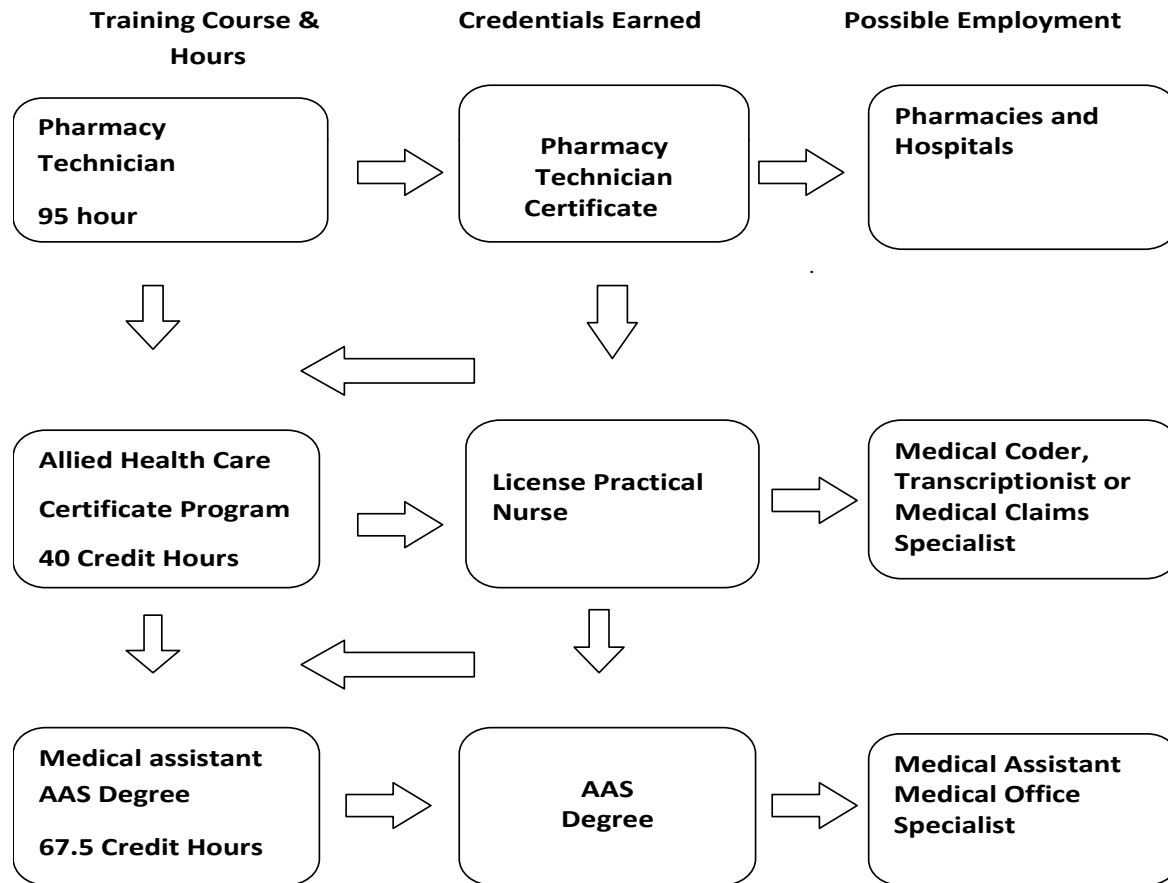
## CAREER PATHWAY HEALTHCARE PATHWAY



# Pathways



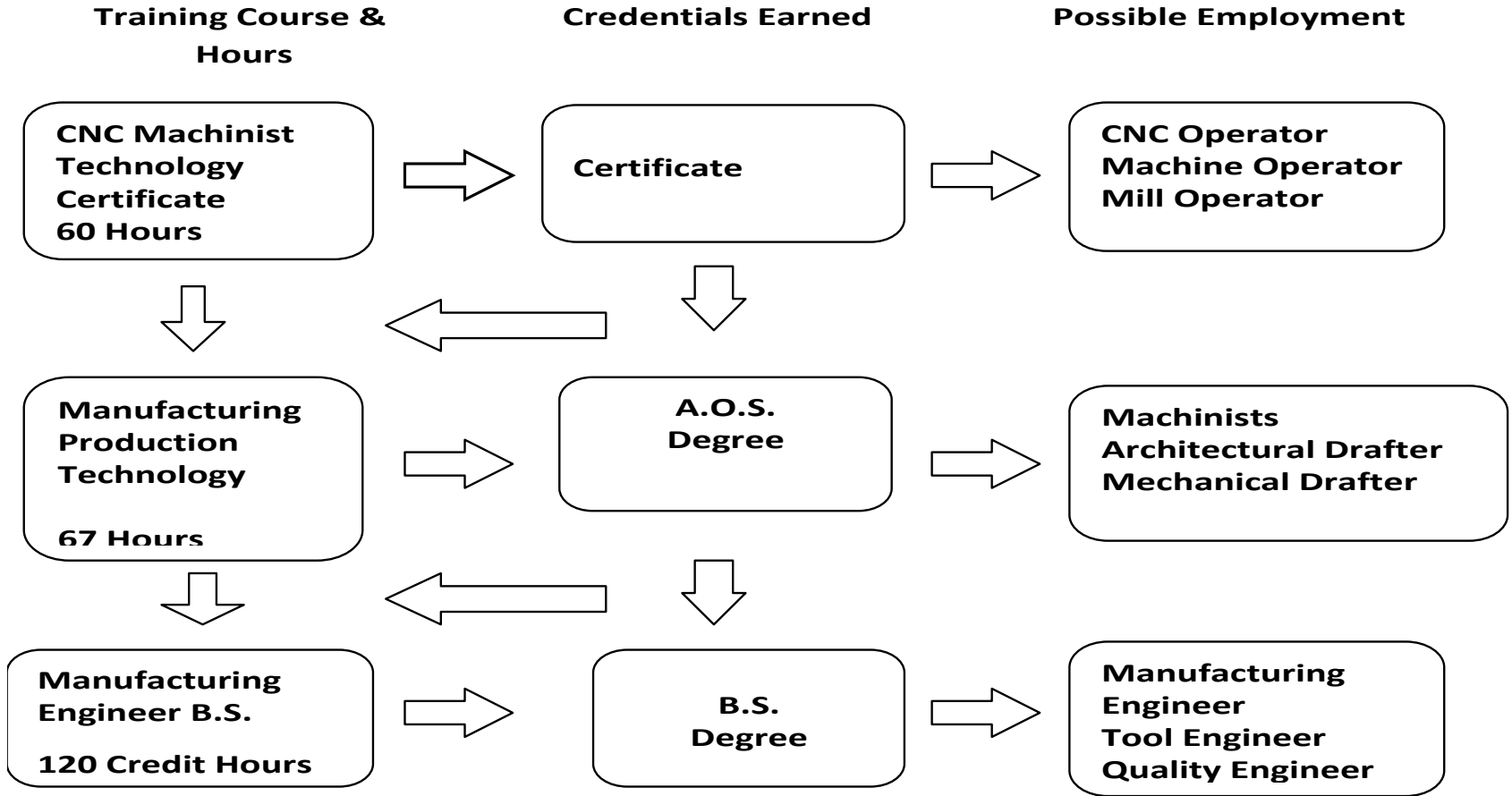
## CAREER PATHWAY HEALTHCARE PATHWAY



# Pathways



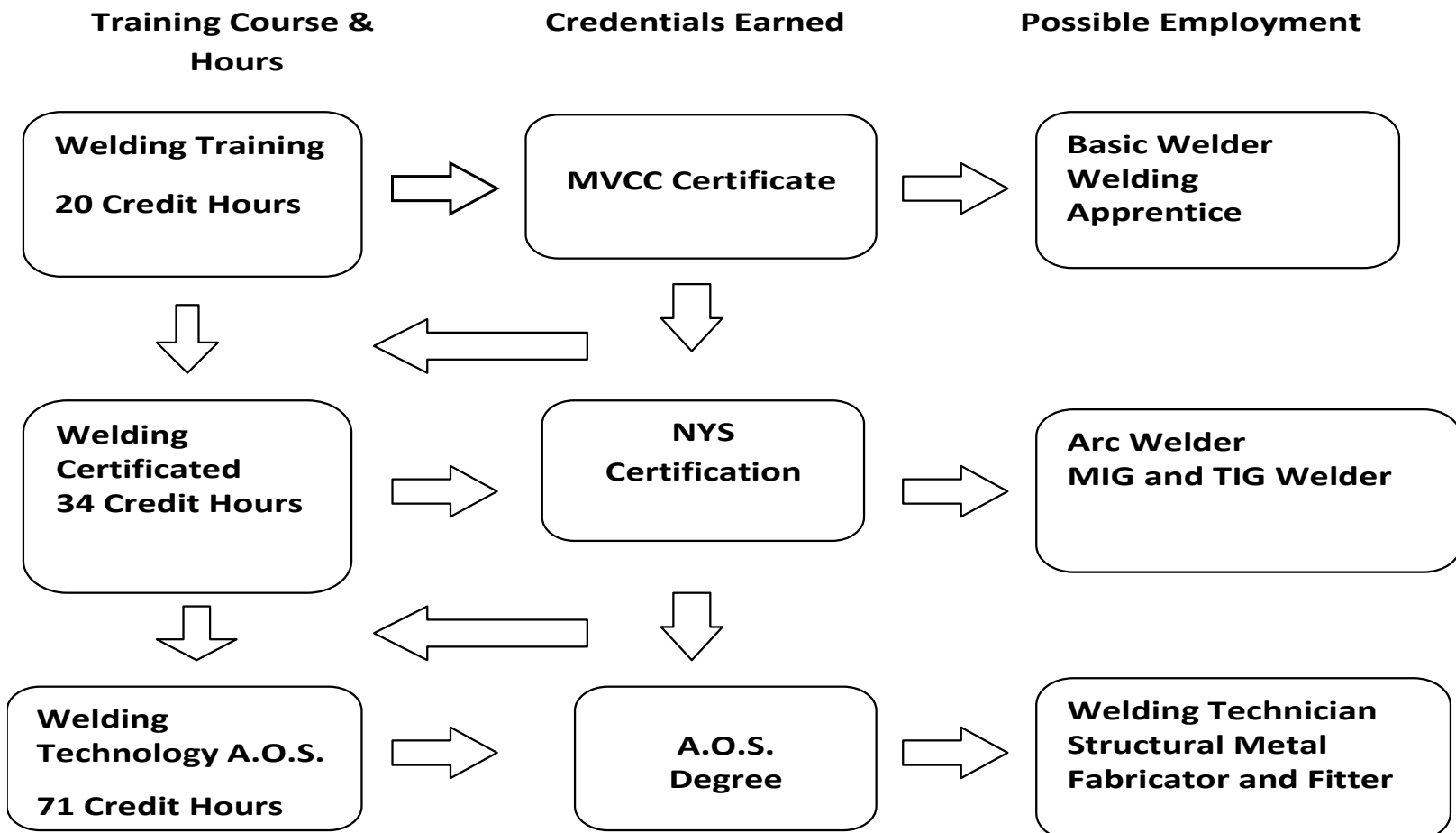
## Career Pathways MANUFACTURING



# Pathways



## Career Pathways WELDING



# Program Services



- Case Management
- Funding for Tuition/Books (WIA/Bridge)
- Assessments and Career Advisement/Planning
- Tutoring and Mentoring
- Job Skills Training
- Job Readiness Training
- Adult Literacy Programs
- Work Activities (work-study, internships, work experience)
- Life Skills Counseling
- Job Placement Assistance

# Additional Supportive Services



- Transportation assistance
- Childcare assistance
- Funds for picture ID's, duplicate Birth Certificates, etc.
- Assistance with job-related tools, uniforms, etc.
- \$125 stipend for completion of training (if training is more than 90 days, stipend can be received upon 75% completion of training)

# Enrollment Process



- 1) Individual must register with area one-stop office (Working Solutions, CDO Workforce)
- 2) Individual will need to complete paperwork and/or steps required to receive WIA training scholarship (application, assessment, etc.)
- 3) One-stop counselors/personal advisors will refer appropriate candidates to Career Pathways Case Manager
- 4) Case Manager will meet with individual for assessment. Discuss with Project Director
- 5) WIA Scholarship request must be approved before accepted into Career Pathways

**NOTE: Direct referrals can be made to the Case Manager, however, the individual will need to complete all the steps 1-5 before being accepted. A direct referral is recommended for those individuals who may need additional assistance in completing the process.**

# Milestones



- 40% of grant is cost-based
- 60% is performance-based

# Milestones



## Credentials (up to 3 per person):

- Level 1 - National Work Readiness Credential (\$250)
- Level 2 - Job Skills Certificate (\$500)
- Level 3 - GED, Secondary School Diploma, AAS or BA (\$1,000)

# Milestones



## Job Retention (unsubsidized)

### 30 – day \*

- \$214 - \$304 average salary per week
- \$305 - \$343
- above \$343

### milestone value

\$500  
\$1,000  
\$1,500

### 90 – day \*

- \$305 - \$343
- above \$343

\$1,000  
\$1,500

### 180 – day \*

- above \$343

\$1,500

- At least 60 instructional hours must be completed before this milestone can be claimed

# Milestones



If participant is employed at the time of enrollment, the Job Retention Milestone may only be claimed when the participant:

- completes 60 instructional hours
- achieves a credential milestone
- achieves a 10% increase in wages

# Performance Detail



<u>Milestone Category</u>	<u>Goal</u>	<u>Value</u>	<u>Potential Funding</u>
Credential	69	\$1,000	\$69,000
Job Entry	39	\$1,500	\$58,500
90-day Job Retention	34	\$1,500	\$51,000
180-day Job Retention	34	\$1,500	<u>\$51,000</u>
			\$229,500

Note: Regional goals are based on original contract amounts for the period of one year

# Milestone Awards



## Credentials

The WIB seeks to utilize milestone payments earned for training completion to provide continued support of Career Pathways services such as funding for training and supportive services.

Level 1: NWRC (\$250)

100% of milestone will go to the agency that provides this course and gives the credential

Level 2: Job Skills Certificate (\$500)

Split between WIB and funding agency(ies)

Level 3: GED, Secondary School Diploma, AAS or BA (\$1,000)

Split between WIB and funding agency(ies)

# Milestone Awards



## Job Retention (30, 90 and 180 days)

(\$500-\$1,500)

Because of the long term follow up and tracking that must be provided in order to claim the majority of these milestone payments, the milestone awards will be as follows:

- 2/3 of Job Retention Milestones will be awarded to the WIB for follow up
- 1/3 will be awarded to the placement agency

# Partnership



The concept behind Career Pathways is that all partners work toward the goal of helping our target customers with all having some share in the results of the group effort. It is important that all partners be fully engaged in the process.

# Partner Roles



## **Employers**

- Project Advisory Council
- Employment/skill needs and industry changes
- Support of Career Pathways graduates and participants (hiring process)
- Contact(s)

## **Training Providers**

- Project Advisory Council
- Supportive services (availability)
- Instruction (courses available ,cost , course description, schedule, enrollment process)
- Flexibility/customized training
- Contact(s)

## **Community-based Agencies**

- Project Advisory Council
- Supportive services (availability, referral/application process)
- Direct case management (where applicable)
- Employment/job development
- Contacts

# Next Steps



- Mass enrollment
- Individual partner meetings
- Evaluate current systems
  - Create consistent, unified process across four counties
  - Seek to streamline, where possible
  - Identify gaps/unmet needs
- Project Advisory Council development and meeting
- Partnership expansion

# Career Pathways Staff



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# Questions and Answers



If you have a question which did not get answered, please contact the Project Director, Charlene Deon 798-5293

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**Thank you for joining us today!**