Attachment B

Long Island

Local Workforce Development Board

2015 Regional Workforce Plan

1. **Priority Industries**
2. Identify the priority industries in the region.

The Long Island Regional Economic Development Council’s (LIREDC’s) Strategic Plan has identified the following priority industry clusters for the region: Science, Technology, Engineering, and Mathematics (STEM); Advanced Manufacturing/Information Technology; Health Care/Life Sciences; and Green Technologies. The LIREDC’s most recent Progress Report adds Agriculture and Tourism to this list. Also, according to the New York State Department of Labor Division of Research and Statistics, from July, 2014 through July, 2015, the following industry sectors added the most jobs on Long Island: Educational and Health Services; Natural Resources, Mining and Construction; Trade, Transportation and Utilities; Leisure and Hospitality; and Professional and Business Services. The industries identified by the above sources are the priority industries for the Long Island Region.

1. Identify the members of the LWDBs that represent the priority industries.

The members of the LWDBs that represent the priority industries are listed below:

**Town of Hempstead/City of Long Beach**

|  |  |  |
| --- | --- | --- |
| **Member** | **Organization** | **Priority Industry** |
| Mark Goldstein | MG Productions | STEM |
| Henry Graber, CPA | Graber & Co. | Professional and Business Services |
| Michael Deutsch | Arrow Exterminating Company | STEM, Green Technologies |
| Diane Shierholz | Aides at Home | Health Care |
| O.B. Lloegbu | Manpower | Professional and Business Services |
| Alan Nachman | Diversified Microsystems, Inc. | Information Technology |
| John Fennell | NY Community Bank | Professional and Business Services |
| Ann Bonet | Garden City | Tourism |
| Gregory T. Schmidt | CVS Health | Health Care |
| Irene McCarty | Couch Busters, CBI | Professional and Business Services |
| Richard Dibble, Ph.D. | New York Institute of Technology | Educational and Health Services |
| Wiliam Wahlig | Long Island Forum for Technology, Inc. | STEM, Advanced Manufacturing, Green Technologies |
| Roslyn Goldmacher | Long Island Development Corporation | Professional and Business Services |
| Barbara Seelin | Long Island Marriott at Uniondale | Tourism |
| Paul Pasco | NICE Bus Company | Transportation and Utilities |
| Luisa Pinto | South Nassau Communities Hospital | Health Care |
| Patrick Russell | Fulton Commons | Health Care |
| Richard Scott | Stericycle | Health Care |

**Town of Oyster Bay/Town of North Hempstead/City of Glen Cove**

|  |  |  |
| --- | --- | --- |
| **Member** | **Organization** | **Priority Industry** |
| Douglas Kowalczik | HiTempco | Advanced Manufacturing |
| Raj Mehta | Infosys International, Inc. | Information Technology |
| Donna Mulligan | Broadridge Financial Solutions | Information Technology |
| Jonathan Siskind | Bowne A E & T Group | Information Technology |
| John Lekstutis | The LIRO Group | Green Technologies, Professional Services |
| Keith Sperling | National Grid | Green Technologies |
| Cheryl Davidson | North Shore LIJ Health System | Health Care/ Life Sciences/ STEM |
| Harold Mayer | Cashin Spinelli & Ferretti | Green Technologies, Professional Services |
| Robert Mcgrath | Albert, Viggiano, Zurech & Co. | Professional & Business Services |
| Bill Kurz | Kurz Planning | Professional & Business Services |
| Jay Fund | Hunter Business School | Education and Health Services |
| Roslyn Goldmacher | Long Island Development Corp. | Professional and Business Services |
| Joseph Larocca | Advantage Payroll Services | Professional and Business Services |

**Suffolk County**

|  |  |  |
| --- | --- | --- |
| **Member** | **Organization** | **Priority Industry** |
| Kim Carsten | Commercial Driver Training, Inc. | Transportation |
| Frank Catellano | Castleton Environmental | Engineering & Green |
| Angela Chewning | Dayton T. Brown | Engineering & Manufacturing |
| Samuel Chu | Powersmith Home Energy Solution | Green Technology |
| Mitchell Cohen | Doctor Print | Information Technology |
| Cheryl Davidson | North Shore LIJ Health System | Healthcare |
| James DiLiberto | Island Drafting & Technical Inst. | Education - Engineering |
| Salvatore Ferrara | Electrical Training Center | Education - Construction |
| Tricia Folliero | SMM Advertising | IT – Web Design |
| Vincent Frigeria III | PSEG Long Island | Utility – Technology & Green |
| Jay Fund | Hunter Business School | Education – Healthcare |
| Michael Griffin | Strategic Planning Partners | IT- Homeland Security |
| Diana Kubik | New York Label & Box Works | Manufacturing |
| Ron Loveland | Summit Business Solutions | Engineering |
| Bruce R. MacArthur | AMP Design Services | IT & Manufacturing |
| Theresa O’Halloran | Suffolk Transportation Services | Transportation |
| Roopram Ramharack | Adchem Corporation | Engineering & Manufacturing |
| Robert Salvatico | Jaral Properties, Inc | Tourism (Hotel) |
| William Wahlig | Long Island Forum | Advanced Manufacturing |
| John Walter | Precipart Corporation | Manufacturing |

1. Describe how the other sectors represented on the LWDB (i.e. representatives of education, labor, apprenticeship, economic development, etc.) support the priority industries of the region

The other sectors represented on the LWDB (i.e. representatives of education, labor, apprenticeship, economic development, etc.) support the priority industries of the region in the manner described below. Several LWDB representatives of education, labor, apprenticeship, and economic development are also members of the LIREDC. In their capacity as LIREDC members and as members of the LIREDC Workforce and Education Work Group, these representatives advocate for the dedication of resources to the priority industries of the region. They also participate in the design and implementation of sector-based education and training programs and provide leveraged resources, as appropriate. These representatives were also integral contributors to the planning and implementation of the regional grant projects described under item 2a. below.

1. **Regional Workforce Development**
2. Identify goals for regional workforce development in the region, including targeted sectors and sector strategies that will be used; and provide an overview of how the LWDBs in the region will work together towards the regions goals identified.

The goals for regional workforce development on Long Island are to:

* Target the sectors prioritized by the LIREDC and identified as the largest employers by NYSDOL;
* Align regional workforce development initiatives with the LIREDC’s Workforce Innovation Network (WIN), which the LWDBs helped to establish (The WIN was described in the LIREDC’s Progress Report of 2013 as “A visionary network of local agencies, higher education and research institutions, businesses and other not-for-profits that would dramatically improve how Long Island identifies and educates potential high-skilled workers – including high school students - for careers in science, technology, engineering and math (STEM) industries in an increasingly diverse region;”)
* Continue to support the LIREDC’s goal to “create a cohesive education and workforce training strategy through partnerships among a range of stakeholders – business trade groups, labor, government agencies, educational institutions, parents and students – with the goal of ensuring that workers from all of Long Island’s communities are prepared to take advantage of new job opportunities in key economic growth sectors.”

The sectors targeted by the LWDBs correspond to the industry clusters described under item 1.a, above. The sector strategies that will be used include the activities described in the Workforce Innovation and Opportunity Act (WIOA) of 2014, such as connecting the required stakeholders necessary to support career pathways for jobseekers within specific industries. Examples of these strategies are provided in Section 2.b below.

In addition to connecting sector partners, the LWDBs have and will continue to develop relationships in which partner organizations collaborate and apply resources for shared workforce development purposes. Under item 2.b. below, specific projects are described which support the Region’s goals. The LWDBs have established a long and successful track record of working together to achieve regional goals. This collaboration spans over four decades and includes the following successful, regional grant projects:

* The Grumman Redeployment Center
* Career Mapping of Aerospace
* Career Mapping of Biotechnology
* Regional Economic Transformation Strategies through a Sector or Cluster-Based Approach (Request for Proposals Number 13N
* Long Island Regional Innovation Grant
* Long Island Business and Workforce Investment Project (LIBWIP)
* Superstorm Sandy National Emergency Grant

The working relationship that exists among the LWDBs is maintained through on-going communication throughout the year, culminating in an annual meeting of the three boards.

b. Provide an overview of how these efforts align with REDC strategic planning. Include any specific practical examples of how sector alignment is currently being accomplished in the region.

An example of how the efforts of the LWDBs align with the strategic planning of the LIREDC is provided under item 2a. above in connection with the LIREDC’s strategy to “create a cohesive education and workforce training strategy through partnerships among a range of stakeholders…” Another example appears in the LIREDC’s Progress Report, as updated in 2014, which restates the above strategy and also articulates the additional strategy of “Effective training, placement and new job creation…” The same page (88) of the report describes the Long Island Business and Workforce Investment Project (LIBWIP), which was created and is led by the LWDBs. According to the report:

“The LIBWIP functions as a critical link in the workforce system by providing skill training and entrepreneurial development.…The project has exceeded its goals, despite the challenging environment presented by the aftermath of Super Storm Sandy: 130 individuals were trained, and 76\* were placed, at an average wage of $19.50\* per hour. The successful placements included Michael Dellatto, a veteran whose story was featured on page 10 of last year’s report and who recently landed a full-time job with the Veteran’s Administration in the Bronx. This year the LWDBs, in alignment with LIREDC priorities and in support of the career models described below, requested additional funding to provide training that will enable 40 unemployed and low-income workers, a quarter of them veterans, to secure work in the health care industry.”

\**Since the LIREDC’s report was published, the number placed under the LIBWIP project increased to 90 and the average wage at placement increased to $21.62 per hour.*

Building upon the collaborative success of the LIBWIP Project, the local Boards have initiated sector career pathways strategies as described below:

**Healthcare: Allied Health**

* The Suffolk County Workforce Development Board, in partnership with the Town of Hempstead and the Town of Oyster Bay, has been modifying its current healthcare program structure, created under the United States Department of Health and Human Services Healthcare Professional Opportunity Grant, to create a comprehensive Allied Healthcare Competency Career Pathway model aligned with the United States Department of Labor’s recommendations. This approach will offer our customers the opportunity to enter and advance in well-paying high growth careers while addressing a shortage of skilled workers in the healthcare industry. Although customers can enter the process at any skill level the WDBs have been targeting entry level positions such as Certified Nurse Assistant and Medical Assistant with opportunities for stackable credential training (EKG, Phlebotomy) as customers successfully move into employment. This strategy will be supported by local WIOA allocations and competitive grants such as those made available under the CFA process.

**Healthcare Technology:**

* The LIREDC awarded a CFA 1.0 Grant to the Hempstead/Long Beach LWDB on behalf of the three LWDBs to implement the LIBWIP Project (described above), which provided low-income individuals and dislocated workers with training and job search assistance through a collaborative regional model. Building upon the collaborative success of that initial project, under a CFA 4.0 Grant to the Hempstead/Long Beach LWDB, the LWDB’s implemented LIBWIP Phase II, a sectoral training program targeted to the Health Care Technology and Direct Care Industry Cluster.

**Construction:**

* The LWDBs have collaborated with the Long Island Federation of Labor and the Albanese Organization (Wyandanch Rising developer) to create a 300 hour apprenticeship preparation program which can lead to direct entry into the local trades or employment within the Wyandanch Rising transit-oriented development project. Classes, to date, have been targeted to residents of Wyandanch, Hempstead and Huntington Station - allowing low income residents that lack marketable skills the opportunity to participate in training and enter construction related employment. Classes have been funded by local allocations and funds provided by NYSDOL under Round 4 of the CFA process. A third class will begin September 2015.

**Information Technology**:

* The Hempstead/Long Beach LWDB has submitted an application on behalf of the three LWDBs under CFA 5.0 to implement a third phase of the LIBWIP Project that will apply a sectoral approach toward developing career pathways for the Information Technology Cluster (IT).
* Suffolk County in partnership with Suffolk County Community College has recently begun developing an IT related career pathway for programmers. Do to the relatively small number of youth entering computer program training the SCWDB is targeting older youth and young adults for participation in a Computer Coding and Web Design introductory course developed by the college for this population. The course is taught through entertaining content built around a storyline combining gaming mechanics with video instruction. This is a one week class that includes Introduction to Coding, Mobile Computing, and Web Page Design. Class graduates that express an interest in higher levels of training will be provided the opportunity with local allocations and competitive funds. Other One Stop training providers and partners will be leveraged as we move forward.

**Advanced Manufacturing:**

* The Oyster Bay-North Hempstead-Glen Cove LWDB, is currently developing a Manufacturing Career Pathway Initiative with local businesses. Incorporating information from the local manufacturers on their workforce needs with respect to basic literacy foundation knowledge and vocational skills, this initiative will develop career pathway strategies for entry level job opportunities, as well as pathways for higher level employment opportunities.  Basic skills and college curricula will be revised based on the needs of the businesses, and the training will include both classroom training and on-site training. The program will also include internships and transitional employment. Partners in this initiative include the Long Island Regional Adult Education Network (LI-RAEN), the Workforce Development Institute (WDI), the Long Island Forum for Technology (LIFT), Aerospace and Defense Diversification in Peacetime Transition (ADDAPT), IQ Associates, Nassau BOCES, and a local college.