

## **GLOW Workforce Development Board**

### **Local Plan Title II Information**

- 1. Provide a description of the LWDB's strategic vision and goals for preparing an educated and skilled workforce, specifically addressing how to improve access to activities leading to a recognized post-secondary credential, as well as other strategies for serving out-of-school youth and adults who have low literacy skills, are English Language Learners, or lack a high school diploma or the equivalent.**

GLOW Workforce Development areas' strategic vision and goals for preparing an educated and skilled workforce will be identified by our business partners for the occupations and skills that are currently in demand and have a positive outlook. We will then work closely with our local Title II partners that have the ability to develop trainings that will meet the needs of our business community and identify those job seekers that are suitable and appropriate for the training. Through the MOU process, GLOW has established system access to partners that are able to identify youth and individuals that have multiple barriers to employment.

The GLOW workforce area has six locations with two comprehensive centers and four affiliate sites for easy access to our job seekers. The comprehensive sites are in the city of Batavia at the Genesee County Career Center, and in the village of Geneseo at the Livingston County Office of Workforce Development. The affiliate sites include two locations in Albion NY, one in Perry, NY, and the final location in Warsaw, NY. In each of these locations staff is being trained to identify needs and complete an initial assessment or to make the appropriate referrals on behalf of the job seeker.

The GLOW area has had a long and established partnership with area training providers, some now co-located at the comprehensive centers and affiliate sites that help to ensure that the needs of the businesses and job seekers are available through trainings that bridge the skills gap that exists. This strong partnership allows for the referral process to be accomplished in a quick and efficient manner helping our job seekers to obtain the necessary skills to enter employment. Referrals will be made for out of school youth and adults who have low literacy skills, are English Language Learners, or lack a high school Diploma or equivalent to the Educational Partners in the local workforce area. The GLOW workforce area has several training providers for English as a Second language (ESL) classes available. These providers are located in every county in the GLOW area, helping to make sure that there is easy access to those job seekers that must have this training in order to secure employment.

Youth are an important part of our services in the GLOW area. Many training programs and employers require a high school diploma and basic literacy skills the LWDB will work with Title II partners and establish programs designed for high school drop outs, or the other identified barriers. GLOW counselors are prepared to meet with these individuals, establish eligibility, and provide ongoing assessment to develop a customer driven course of action that includes referrals to training providers, possible work experiences or on-the-job training opportunities. All of the required fourteen program

youth elements will be available to assist the youth in overcoming barriers to employment, and eventually leading to a recognized post-secondary credential or full time, permanent employment.

**2. Provide a description of how the LWDB will expand access to employment, training, education, and supportive services provided through the NYS One-Stop Career Center system for Title II participants with barriers to employment.**

The GLOW workforce area has had a strong partnership with our Title II partners in the past, and with the MOU process now in place that partnership has been enhanced. Partner agencies will continue to develop plans that allow our customers easy access and a seamless delivery system. In addition to the MOU process, our One Stop operator, the Genesee Finger Lakes Regional Planning Council, has begun their efforts in bringing all of our partners together, which includes our Title II partners. The OSO will be looking into these specific areas in an effort to expand access and to improve on the access to the GLOW system. All staff are being training in an effort to identify customer needs early in the process to help our customers identify the path they will take that will lead to successful employment, training, and education that meets their needs and supportive services that will assist each customer as they go through the process. The GLOW Workforce Development Staff regularly reviews the GLOW Works website to ensure the most updated information is available and the site meets the needs of the customers that visit it.

**3. Identify how the LWDB will facilitate the development of career pathways and co-enrollment in academic and training programs.**

The GLOW Workforce Development Board will continue the practice of working with our businesses and training providers to develop career pathway that are in demand in our area. Pathways such as Healthcare, Advanced Manufacturing, Information Technology, and Travel and Tourism will all provide pathways to success for our job seekers. The GLOW Workforce Development Board will focus on these pathways that have been identified as priority occupations in GLOW.

The investigation and development of new career pathways will continue to be a priority for the Workforce Development Board, as we strive to provide our customers with the most advanced information for their career choices. These new pathways as well as others will continue to be presented to our customers as they pursue trainings and other opportunities for employment.

**4. Provide a description of how the LWDB will “support the strategy identified in the State Plan and work with the entities carrying out core programs and other workforce development programs, including those authorized under the Carl D. Perkins Career and Technical Education Act to support service alignment.”**

The GLOW Workforce Development Board meets on a regular basis with partner representatives from the two comprehensive centers and four affiliate sites that carry out all WIOA programs to discuss program and system improvement strategies. These partners also provide representation on the

respective advisory committees of the Carl D. Perkins Career and Technical Education providers to ensure collaboration and seamless delivery of all WIOA services across the four WIOA Titles. Through the One Stop System operator award process and the WIOA MOU negotiation, GLOW has developed a partner contact list that will help us to share information with the appropriate partner agency staff. By promoting information sharing among system partners, as well as the continuous improvement philosophy that will be endorsed by our One Stop System operator, GLOW will develop a more effective program service alignment for WIOA.