

**WARREN COUNTY
EMPLOYMENT & TRAINING ADMINISTRATION**

**Chris A. Hunsinger
Director**

**Northway Plaza Suite 13C
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Queensbury, NY 12804**

**Telephone (518) 743-0925
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**Warren County
Human Services Committee**

AGENDA

July 28, 2014 – 10:00 AM

1. Consideration to Amend Budget to add Trade Adjustment Act Funding (Resolution Request Form 7 attached – Page 1)
2. Request for Authorization to Attend Meeting or Convention (Schedule “A” attached, Page 2)
NYATEP Fall Conference, Fairport, October 20-22: Chris Hunsinger and Sharon Sano
3. Old Business
4. New Business
5. Adjournment

RESOLUTION REQUEST FORM NO. 7

Request to Amend County Budget*

****If this is the result of a grant award, also complete and submit Form No. 5 or 6***

DEPARTMENT NAME: Employment and Training

DATE: July 28, 2014

(a) Purpose of Amendment: add federal funds to county budget to reimburse training for 1 dislocated worker through the Trade Adjustment Act

(b) Appropriation Code, Object Code, Full Title and Amount: 40.6293.0305 433 - WIA Dislocated Worker (Training-Client) \$10,000.

(c) Revenue Code (with title), and Amount: 40.6293.0305 4791- WIA Dislocated Worker - \$10,000.

SCHEDULE "A"
AUTHORIZATION TO ATTEND MEETING OR CONVENTION

Check one:

- In-State (needs Supervisory Committee authorization)
- Out-Of State (needs Board resolution)

The Human Services Committee hereby authorizes Chris Hunsinger & Sharon Sano
(Supervisory Committee) (Employee Name)

to attend 2014 NYATEP Fall Conference
(Name of meeting or organization)

at Woodcliff Hotel, 199 Woodcliff Dr., Fairport, New York 14450
(Address)

on October 20-22, 2014 . Mode of transportation to be used County Vehicle
(Dates) (County Vehicle or Mass Transportation)

If the mode of transportation is **not** a county vehicle or mass transportation, please explain: N/A

Proper documentation must be attached when submitting for approval.

(Please check documents attached)

- Notice of meeting or convention including cost.

For Overnight Travel

Room rate \$ 101.00 GSA* Rate \$ 101.00

Meal costs - GSA*per diem rate \$ 51.00

*www.gsa.gov

Date: 7/28/14

Chris A. Hunsinger
Department Head Signature

Date: 7/28/14

Edna A. Francis
Committee Chairman Signature

Please refer to the Warren County Travel Policy and County Vehicle Use Regulations for general policy guidelines.

Please check to request a fleet vehicle.

REQUEST FOR USE OF FLEET VEHICLE



2014 NYATEP Fall Conference: Draft Agenda
 October 20-22, 2014
 Woodcliff Hotel and Spa

Creating Innovation & Leading Change

Monday, October 20, 2014

10:00 a.m. – 12:00 p.m. **NYATEP Board of Directors Meeting (Invite Only)**

10:00 a.m. – 12:00 p.m. **Rochester Tours**

11:00 a.m. – 4:30 p.m. **Conference Registration Open**

1:30 p.m. – 3:00 p.m. **Opening Session**

Paul Taylor, PEW Research Center



Paul Taylor is the executive vice president of special projects at the Pew Research Center, where he oversees demographic, social and generational research. Taylor is the author of *The Next America*, a new book examining generations and the country's changing demographics. From 1996 through 2003, he served as president and board chairman of the Alliance for Better Campaigns. Before that, he was a newspaper reporter for 25 years, the last 14 at The Washington Post, where he covered national politics and served as a foreign correspondent. From 1992-1995, he was the Post's bureau chief in South Africa and reported on the historic transformation from apartheid to democracy. He also covered four U.S. presidential campaigns. Taylor is also the author of *See How They Run* (Knopf, 1990) and co-author of *The Old News Versus the New News* (Twentieth Century Fund, 1992). He twice served as the visiting Ferris Professor of Journalism at Princeton University, in 1989 and 1995.

3:00 p.m. – 3:15 p.m.

Break

3:15 p.m. – 4:30 p.m.

**Three Concurrent Workshops
 WIB Chair and SWIB Member Facilitated Discussion**

5:00 p.m. – 6:30 p.m.

WIB Chairs and Executive Staff, SWIB Members Reception (Invite Only)

7:30 p.m. – 9:00 p.m.

Dessert Reception and Wine Tasting



Tuesday, October 21, 2014

7:30 a.m. – 5:00 p.m.

Conference Registration Open

9:00 a.m. – 10:30 a.m.

Conference Welcome and Opening Plenary

Opening Plenary: Driving Excellence – A Turnaround Story



Mark Aesch, author of the best-selling *Driving Excellence*, a book on high-performance public sector management, discusses the challenges he inherited as CEO of the Rochester Genesee Regional Transportation Authority (RGRTA) and how he overcame them in order to turn the business into a highly successful – and highly utilized – transportation authority. He explains how he took a listless public agency and turned it into a streamlined, hard-charging culture that cut fares, ran a surplus for five consecutive years, and reduced its reliance on taxpayer subsidies. In a time when airlines are charging to bring luggage on board and companies are becoming more reliant on taxpayer dollars, Aesch achieved results that many leaders in the private sector can only dream of in recent years. Covering a range of topics from management style, working across partnerships and engaging staff, and creating buy-in among employees to service excellence and leadership, Aesch uses his farm-kid background to connect stories to business strategies and leaves his audience inspired and motivated to create positive change in their own companies.

10:30 a.m. – 10:45 a.m.

Coffee Break

10:45 a.m. – 12:00 p.m.

**Four Concurrent Workshops
Seminar: Executive Leadership**

12:00 p.m. – 1:30 p.m.

NYS 2014 Workforce Awards Luncheon

1:30 p.m. – 1:45 p.m.

Break

2:00 p.m. – 3:15 p.m.

**Four Concurrent Workshops
Seminar: Executive Leadership**



THE FORCE IN WORKFORCE DEVELOPMENT

3:15 p.m. – 3:30 p.m.

Coffee Break

3:30 p.m. – 4:45 p.m.

**Four Concurrent Workshops
Seminar: Executive Leadership**

5:00 p.m. – 6:30 p.m.

Networking Reception

Wednesday, October 22, 2014

8:00 a.m. – 12:00 p.m.

Conference Registration Desk Open

8:30 a.m. – 9:30 a.m.

NYATEP Member Meeting (open to all attendees)

8:30 a.m. – 12:00 p.m.

Learning Community Meetings:
Fiscal Learning Community
Data Learning Community

9:45 a.m. – 10:30 p.m.

Special Sessions:
Sector Plenary
Long-Term Unemployed Plenary

10:45 a.m. – 12:00 p.m.

**Two Concurrent Sector Workshops
Two Concurrent Long Term Unemployed Workshops**

12:00 p.m.

Adjournment

Workforce Innovation and Opportunity Act (WIOA) Summary

General Overview

- WIOA authorizes workforce legislation for 6 years: 2015 – 2020
- Unless specified otherwise, WIOA will be effective July 1, 2015
- Focuses on streamlining programs, reporting and administration
- Amends the following workforce legislation:
 - ✓ The Workforce Investment Act of 1998
 - ✓ The Wagner-Peyser Act of 1933
 - ✓ The Rehabilitation Act of 1973
 - ✓ The Adult Education and Family Literacy Act
- These are considered “core” workforce development programs under WIOA

Eliminates 15 Existing Programs (*only 3 were currently funded though*)

- Youth Opportunity Grants
- 21st Century Workforce Commission
- National Institute for Literacy under Adult Education
- Health Care Gap Coverage for Trade Adjustment Assistance Participants
- WIA Incentive Grants
- WIA Pilots and Demonstration Projects
- Community-based Job Training Grants
- Green Jobs Act
- WIA Veterans Workforce Investment Program
- WIA Workforce Innovation Fund
- Grants to States for Workplace and Community Transition Training for Incarcerated Individuals (under the Higher Education Act)
- Four programs under the Rehabilitation Act:
 - Projects with Industry
 - Recreation Programs
 - In-service Training
 - Migrant and Seasonal Farmworker Program (the main Migrant and Season Farmworker program is still in place)

State and Local Boards Streamlined

- The proportion of workforce representatives is increased to 20%, but business representatives are still the majority
 - NASWA estimates 43 down to 33 members at state level
 - Estimates 23 down to 19 members at the local level
- With the exception of core programs, one-stop partners no longer required members
- State and local boards must establish and apply objective qualifications for the Director’s position
- Board staff may only be paid from WIA Title 1 administrative funds or non-federal funds
- Changes to composition of the State Board will require changes to State Law

Requires a Unified State Plan for Core Programs

- Four-year strategic plan covering core programs; requires review for modification after first 2 years (State and local) – initial plan due 120 days before the beginning of the 2nd full PY after enactment
- Local plans must be aligned with the State Plan; must describe how services offered through the core programs at the local level will be coordinated
- Signoff at federal level by Secretary of Labor and Secretary of Education, after sign-off from the Commissioner of the Rehabilitation Services Agency; local plans sign-off from Governor

Regional Planning

- Governor's must establish regional planning areas before the beginning of the 2nd full PY after enactment
- Local plans will be subsets to required regional plans

Funding

- Restores State set-aside for Title I services to 15 percent (up to 5% admin – 10% balance statewide activities – e.g., PY 14 would have meant approximately \$17 million for discretionary activities)
- WIOA shifts from “such sums” language used in WIA to listing specific funding levels (generally reaches FY 10 funding levels – last year before cuts started).
- These are only authorization levels, not actual funding levels. Unless Congress undoes budget caps and sequestration, very unlikely programs will ever be funded at these levels.
- In addition, although Act authorizes the 15 percent set-aside, the full percentage may not be funded.

Performance Accountability

- WIOA makes several specific changes to the Workforce Investment Act. Most notably, it requires a set of common performance indicators for all core programs. These indicators are:
 1. Unsubsidized employment during the *second* quarter after exit from the program;
 2. The median earnings of this group;
 3. Unsubsidized employment during the *fourth* quarter after exit from the program;
 4. Educational attainment during participation in the program or within one year after exit (including secondary school diploma or equivalent, and recognized post-secondary credential);
 5. Participation in education or training leading to a postsecondary credential or employment, *and measurable skill gains toward these goals*; and
 6. Effectiveness in serving businesses (indicator to be determined by the Secretaries of Labor and Education prior to the start of the second PY after date of enactment).

The indicators for youth services are identical, except that numbers 1 and 3 listed above include training and education in addition to unsubsidized employment.

For indicators relating to a credential, program participants who obtain a secondary school diploma or HSE will only be included in the percentage counted as meeting the criterion if such participants, have obtained or retained employment or are in an education or training program leading to a recognized postsecondary credential within 1 year after exit from the program.

- Requires use of a performance adjustment model to account for participant characteristics to determine performance levels
- State, local areas and training providers must report on core program performance (USDOL and USDoE will develop templates within 12 months after enactment) - Individual with a Barrier §3(24) – 13 categories plus others Governor determines (Indians, Alaska Native and Native Hawaiians, Long-term unemployed...) – recommended you read through §116 – cost per participant, template for eligible training providers report too
- States directed to use wage records to measure performance
- State, in coordination with the State and local boards and State agencies responsible for core programs, shall conduct ongoing evaluations and annually prepare and submit reports to the State and local boards.

One-Stop System Framework

- One-Stop required partners stay the same – add Second Chance Act and TANF (unless Governor excludes)
- State Board must establish criteria for use by local boards to assess the “effectiveness, physical and programmatic accessibility, and continuous improvement” of centers at least every 3 years.
- One-Stop Operators must be competitively selected (whether single entity or a consortium)
- MOUs still required, must include cost allocation plan for sharing costs, specifically infrastructure costs; if unable to reach agreement locally, then partners will need to contribute portion of their administrative costs to support – State Board role in assisting Governor to develop guidance for the allocation of infrastructure costs – appropriate roles and contributions of entities carrying out O-S programs
- Wagner-Peyser Services must be colocated with one-stop centers
- Use of common (national) One-Stop delivery system identifier required – developed by Secretary of Labor in consultation with other agencies/states – in use before beginning of second PY after date of enactment
- Centers will need to be assessed and certified for continuous improvement every three years

Key Adult Services Provisions

- Sequence of services eliminated -- core and intensive services have been consolidated into “career services,” which allows Career Centers more flexibility to offer a customer training services in a timely manner
- Established priorities and strategies such as a focus on career pathways or sector initiatives are emphasized.
- The On-the-Job Training program may now reimburse businesses for 75% of an employee’s wages (up from 50%).
- Up to 20 percent of local adult and dislocated worker funds may support incumbent worker training
- Up to 10 percent of local adult and dislocated worker funds may be spent on transitional jobs
- Career pathway and sector-based initiatives are encouraged
- Employment service offices must be colocated with Career Centers
- Pay for performance contracts (§3(47)) – money stays at local level until contract plays out
- Permits 100% transfer of funds between Adult and DW funds

Key Youth Services Provisions

- Maintains same formula for allotments for youth
- Seventy-five percent of youth activities funds must be spend on serving out-of-school youth (state and local) - exception for states that receive minimum allotment, who can use minimum of 50% of funds for OSY if they show there aren't enough OSY in their state
- New minimum 20% expenditure requirement on the paid and unpaid work experience program element for both OSY and ISY – this includes: summer and year round employment, pre-apprenticeship, internships and job shadowing, and OJT
- Expands age range for out-of-school youth to 24 (16-24 – in-school: 14 – 21)
- Includes free or reduced lunch as part of the definition for low-income - also there's a special rule for OSY that says an out of school youth living in a high poverty area is automatically low income (didn't include a definition for high poverty area)
- Focus on career pathways for youth, drop-out recovery, and education and training that leads to the attainment of a high school diplomas and a recognized post-secondary credential
- Eliminates youth councils – local boards may establish youth standing committee
- Maintains competitive procurement requirement, although there is a new exception to use sole source in rural areas if not enough eligible providers
- Performance measures change substantially – 6 common measures across all programs including youth (with just minor differences for youth in the first 2 measures). Six measures are: 1) placement in employment/education in 2nd quarter, 2) retention in placement in 4th qtr, 3) median earnings, 4) diploma/credential attainment, 5) measurable skill gains (sounds similar to lit/num), and 6) employer effectiveness measure
- allows for a local area to do a pay for performance contract w/ up to 10% of their local funds
- 14 required program elements to be available – 9 are the same as current law (summer employment is combined w/ paid and unpaid work experience so capture current 10 within the 9 plus 5 new elements: 1) education offered concurrently w/ workforce preparation for a specific occupation, 2) financial literacy, 3) entrepreneurial skills training, 4) LMI info on in demand industries, including career awareness, counseling, etc. and 5) activities that help prepare youth for transition to post-secondary education

Wagner-Peyser

- Employment service offices must be colocated with one-stop centers
- The Secretary of Labor is authorized to plan and implement activities to enhance the professional development and career advancement opportunities of employment office staff, in order to strengthen career guidance services, the identification of job openings (including providing intensive outreach to small and medium-sized employers and enhanced employer services), the provision of technical assistance and training to other providers of workforce development activities (including workplace learning advisors – see §3(70)) relating to counseling and employment-related services, and the development of new strategies for coordinating counseling and technology.
- Wagner-Peyser services are expanded to include providing UI customers with 1) eligibility assessments; and 2) referrals to, and application assistance for training and education resources, including Pell Grants, GI Bill, and other federal training assistance including training and education programs provided under title I and II of WIOA.

NASWA Summary: <http://naswa.org/assets/utilities/serve.cfm?gid=9C7EDF88-6E7E-45EB-BF06-00D7E3AE637E>

Congressional One-Pager:

http://edworkforce.house.gov/uploadedfiles/workforce_innovation_and_opportunity_act_-_key_improvements.pdf

Congressional Managers' Summary of WIOA:

<http://www.murray.senate.gov/public/cache/files/ee9c8cfd-cb3f-4dd5-8574-92d9337f02c9/signed-wioa-managers-statement.pdf>

National Skills Coalition Side-by-Side:

http://www.nationalskillscoalition.org/resources/publications/file/2013-09-16_WIA-House-and-Senate-side-by-side_FINAL_website.pdf

WIOA: <http://www.gpo.gov/fdsys/pkg/BILLS-113hr803enr/pdf/BILLS-113hr803enr.pdf>

SCHEDULE "A"
AUTHORIZATION TO ATTEND MEETING OR CONVENTION

Check one:

- In-State (needs Supervisory Committee authorization)
- Out-Of State (needs Board resolution)

The Human Services Committee hereby authorizes Denise A. DiResta, Director
(Supervisory Committee) (Employee Name)

to attend 2014 Annual NYS County Veterans Service Officer Assoc. Conference
(Name of meeting or organization)

at American Legion Post #230 in Sherill NY
(Address)

on Friday, August 8, 2014. Mode of transportation to be used County Vehicle
(Dates) (County Vehicle or Mass Transportation)

If the mode of transportation is **not** a county vehicle or mass transportation, please explain:

N/A

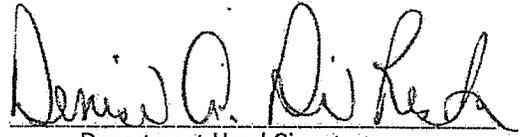
Proper documentation must be attached when submitting for approval.
(Please check documents attached)

- Notice of meeting or convention including cost.

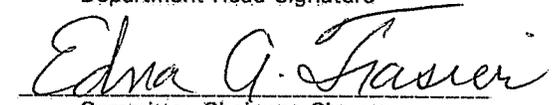
For Overnight Travel

- Room rate \$ _____ GSA* Rate \$ _____
 - Meal costs - GSA*per diem rate \$ _____
- *www.gsa.gov

Date: July 9, 2014


Denise A. DiResta
Department Head Signature

Date: July 28, 2014


Edna G. Fraser
Committee Chairman Signature

Please refer to the Warren County Travel Policy and County Vehicle Use Regulations for general policy guidelines.

Please check to request a fleet vehicle.

- REQUEST FOR USE OF FLEET VEHICLE**

Filing Instructions:

1. Original with voucher to Auditor.
2. Copy to Frank Morehouse if fleet vehicle is needed.
3. Copy to Clerk of the Board with Resolution Request form if out-of-state travel.
4. Copy to Purchasing with Purchase Order, If required.
5. Copy to County Administrator if credit card will be used.