

Workforce Synergy Forum Resources

POSSIBILITIES OF YOUTH PROGRAMS

At Workforce Synergy Forum #7, we discovered that personal connection, cohort-based learning with individualized attention/services, and strong community partnerships produce consistently positive outcomes for youth programs.

Below are highlights and resources from the Forum, including:

- Integrated Resource Teams – [Register for the BYOQ session on July 30th!](#)
- Partnership for Inclusive Internships (PII), a new program focused on youth with disabilities.
- Insights from experienced youth providers about cohort-based learning, reentry workshops, connecting with labor unions, and work readiness training.
- An easy-to-use map to identify local opportunities and connect youth to jobs of the future (it's coming sooner than we think!).

Didn't attend the Forum? You can view the recording [here](#) (click View session recordings).

All Synergy Forum resources are available [here](#) (under the Workforce Synergy filter).

Integrated Resource Teams

Integrated Resource Teams (IRTs) is a self-advocacy approach for both young people and adults to work toward their future goals. IRTs align all the partners and supports a person needs to help identify dreams and turn them into goals with actionable steps for success.

Harness the power of IRTs:

- Coordinate resources, funding, and expertise to solve challenges.
- Create substantial employment outcomes for mutual customers.
- Reduce staff time needed to effectively implement service plans.
- Promote systems change.

Don't miss the BYOQ session dedicated to IRTs on July 30th from 10-11am, hosted by the NYSDOL Youth and CareerZone Unit. [Register here](#). Reach out to the team any time! youth@ny.labor.gov

Find an IRT toolkit and more [here](#), developed by CDO Workforce, HempsteadWorks, Tompkins County Workforce New York and Change Impact.

Partnership for Inclusive Internships (PII)

Partnership for Inclusive Internships (PII) is a new program that fosters diversity and inclusive hiring, helping people with disabilities gain access to internships in State government, and eventually permanent employment. It is modeled after the successful PII program in New York City.

Internships can be developed around a meaningful need, project, or in-demand job in any State agency where the intern will be a valuable resource while sharpening job specific and soft skills essential to career success.

Want to learn more about PII or refer an intern? MaryBeth Schneider, Inclusive Internship Coordinator, is waiting to hear from you! Reach out by email, MaryBeth.Schneider@labor.ny.gov, or schedule a time to meet with this link: [Book time with Schneider, MaryBeth \(LABOR\): Inclusive Internship Introduction](#)

Youth Program Success

The little things go a long way in building trusting relationships with youth... Making a five-minute phone call to check on a new parenting youth; attending a graduation ceremony; having snacks and regular access to food available; responding to body language; friendly conversation over lunch; making it ok to reassess and change direction; giving incentives like gift cards; interacting at their level; providing interview clothes; leveraging personal relationships to involve partners like labor unions, employers, and food pantries; creating warm and inviting youth spaces in your office.

We get cooperation and engagement from our youth by simply listening to them, taking an interest, and paying attention. We can usually deliver services to them just through having a conversation.

- Kelly McGowan, Chemung-Schuyler-Steuben Workforce New York

We've exceeded our numbers in part through awesome relationships with employers and the LWDB, going into schools, and taking our participants to community events that offer hands-on experiences.

- Holly Tracy, Broome County Cornell Cooperative Extension

Kelly and Holly would be happy to discuss the details of their programs with you!

For **cohort-based learning, reentry workshops and tips to connect with labor unions**, email Kelly at kelly.mcgowan@csswfny.com.

For more information about the **Career Bound four-week work readiness training**, email Holly at hsb48@cornell.edu.

An Investment Boom That Needs Young People

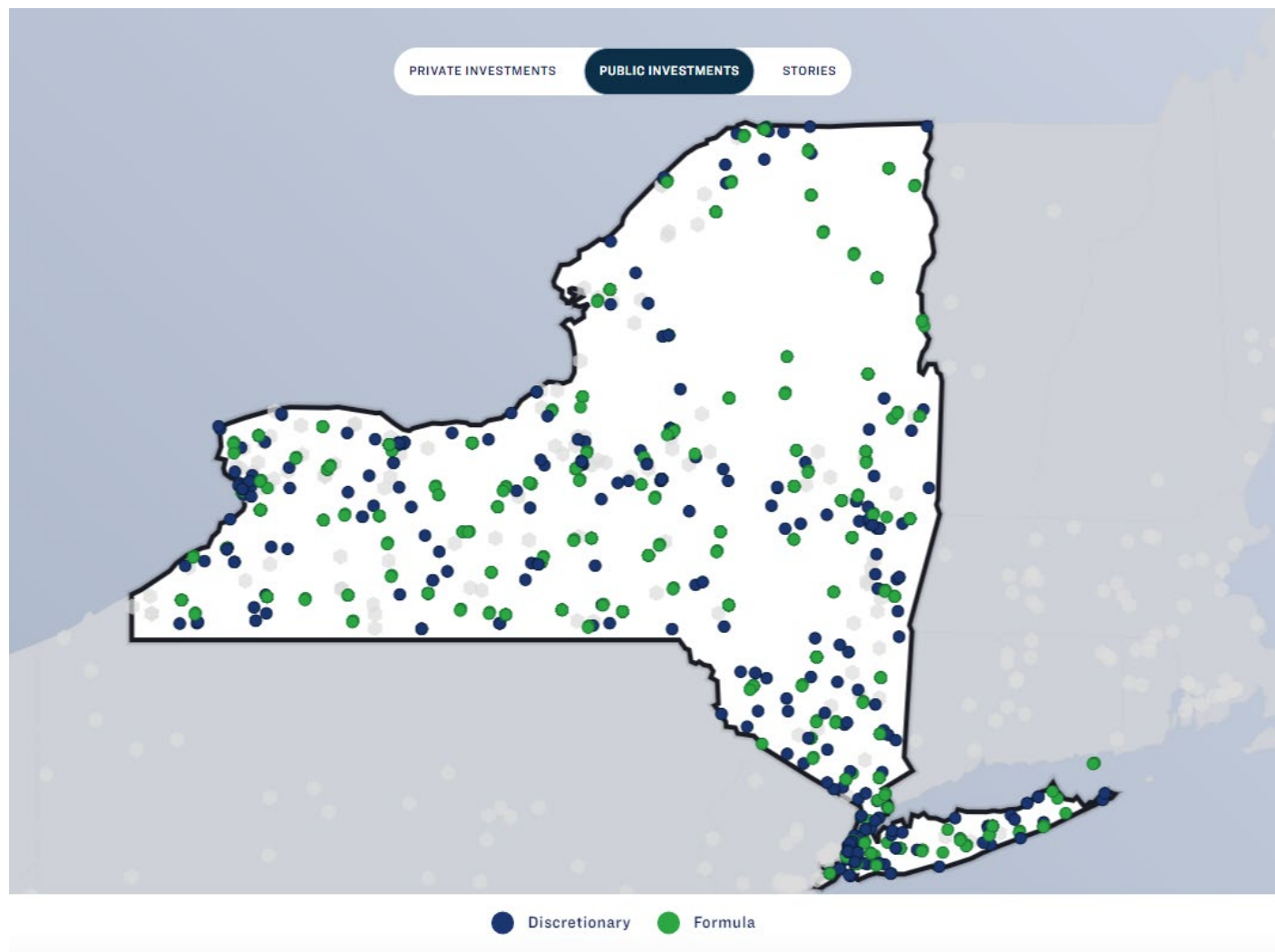
The information in this section comes from the WorkforceGPS webinar, "[Investing in America](#)" Agenda: [Registered Apprenticeship and Other Pathways for Opportunity Youth](#).

The webinar is about how LWDBs can collaborate to support the implementation of the Investing in America Agenda (IAA) while also supporting the needs of youth. The IAA will leverage billions of dollars in public and private sector investments, creating hundreds of thousands of jobs in:

- > High-speed internet
- > Clean energy, solar & wind
- > Water quality & infrastructure
- > Home energy efficiency & weatherization
- > Battery & electric vehicle
- > Road, bridges, airports & public
- > Semiconductors & electronics

So how do we know what opportunities exist? An interactive map at [invest.gov](#) shows public and private investments. Click the dots in your region to immediately see the project name, funding agency and amount.

Then – and this is the important part – **contact your Department of Transportation (DOT), county executives, and other local elected officials to start talking about how you can connect youth with these opportunities.** Much of the IAA funding hasn't been deployed yet and now's the time to start building the ecosystems that will support this movement.



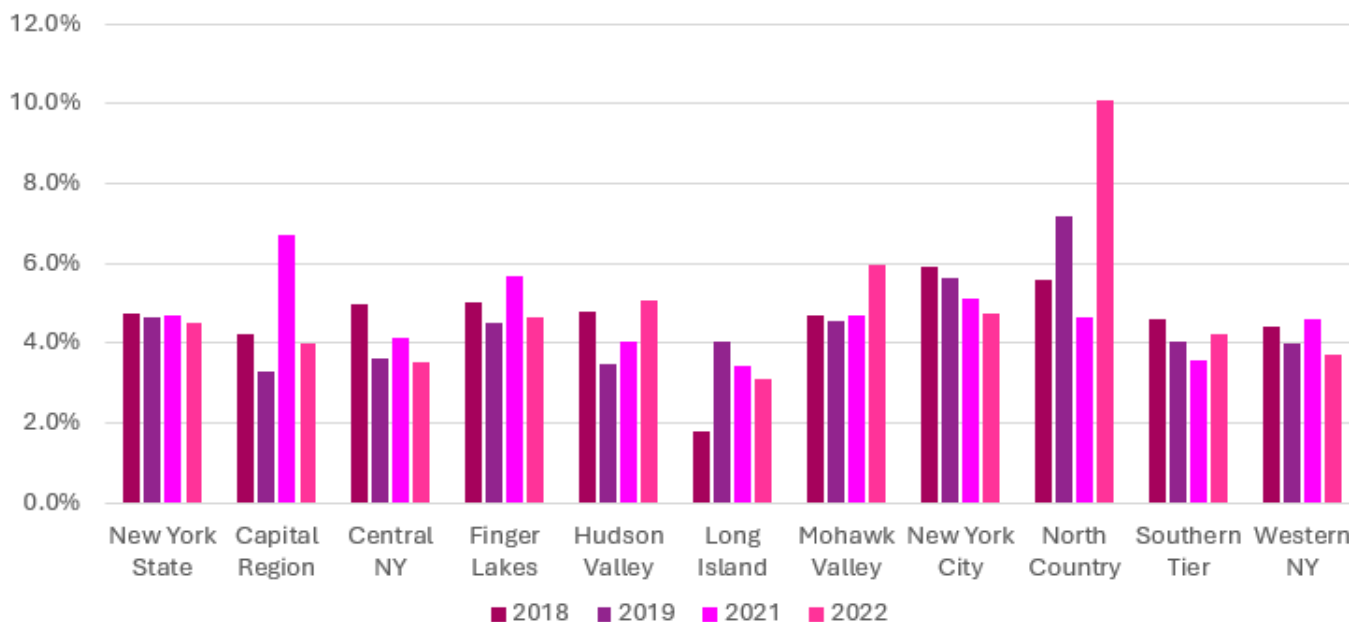
You can also download a spreadsheet that shows the same information from the map. As an example, we filtered it to see what projects are underway in Broome County. [USDOL has a similar tool for all clean energy projects underway in 2024.](#)

	B	D	E	F	G	H	J
1	Agency Name	Program Name	Category	Subcategory	Project Name	City	State
341	Department of Transportation	Airport Infrastructure Grants	Transportation	Airports and Federal Aviation	FY22 - Greater Binghamton/Edwin A Lin	Binghamton	New York
342	Department of Transportation	Airport Terminal Program	Transportation	Airports and Federal Aviation	Greater Binghamton Airport	Binghamton	New York
343	Department of Transportation	Airport Infrastructure Grants	Transportation	Airports and Federal Aviation	FY23 - Greater Binghamton/Edwin A Lin	Binghamton	New York
344	Department of Transportation	Safe Streets and Roads for All	Transportation	Safety	BMTS Safe Streets and Roads for All Co	Binghamton	New York
345	Department of Transportation	Airport Infrastructure Grants	Transportation	Airports and Federal Aviation	FY24 - Greater Binghamton/Edwin A Lin	Binghamton	New York
346	Department of Energy	Energy Efficiency and Conservation Blo	Clean Energy, B	Clean Energy and Power		Binghamton	New York
347	Department of Transportation	Urbanized Area Formula Grants	Transportation	Public Transportation		Binghamton, NY	New York
348	Department of Transportation	Urbanized Area Formula Grants	Transportation	Public Transportation		Binghamton, NY	New York
349	Department of Transportation	Urbanized Area Formula Grants	Transportation	Public Transportation		Binghamton, NY	New York
350	Department of Transportation	Urbanized Area Formula Grants	Transportation	Public Transportation		Binghamton, NY	New York
333	Department of Transportation	Airport Infrastructure Grants	Transportation	Airports and Federal Aviation	FY22 - Tri-Cities - CZG	Endicott	New York
357	Department of Transportation	Airport Infrastructure Grants	Transportation	Airports and Federal Aviation	FY23 - Tri-Cities - CZG	Endicott	New York
380	Department of Transportation	Airport Infrastructure Grants	Transportation	Airports and Federal Aviation	FY24 - Tri-Cities - CZG	Endicott	New York
497	Environmental Protection Agency	Superfund	Environmental	Environmental Remediation	Vestal Water Supply Well 1-1	Vestal	New York

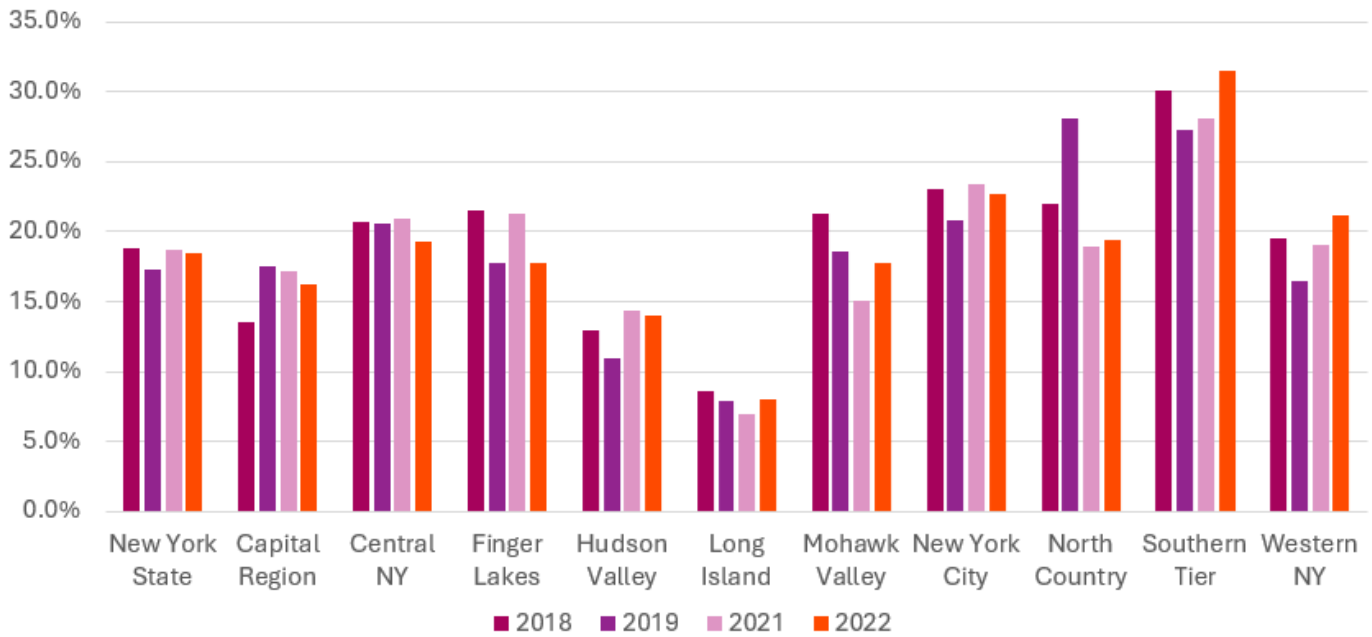
Statewide and Regional Data on Youth Ages 16-24

*NYS takes a progressive approach to provide services to In-School Youth and Out-of-School-Youth as young as age 14. This data reflects figures for the 16-24-year-old population.

% Less than high school and not enrolled in school



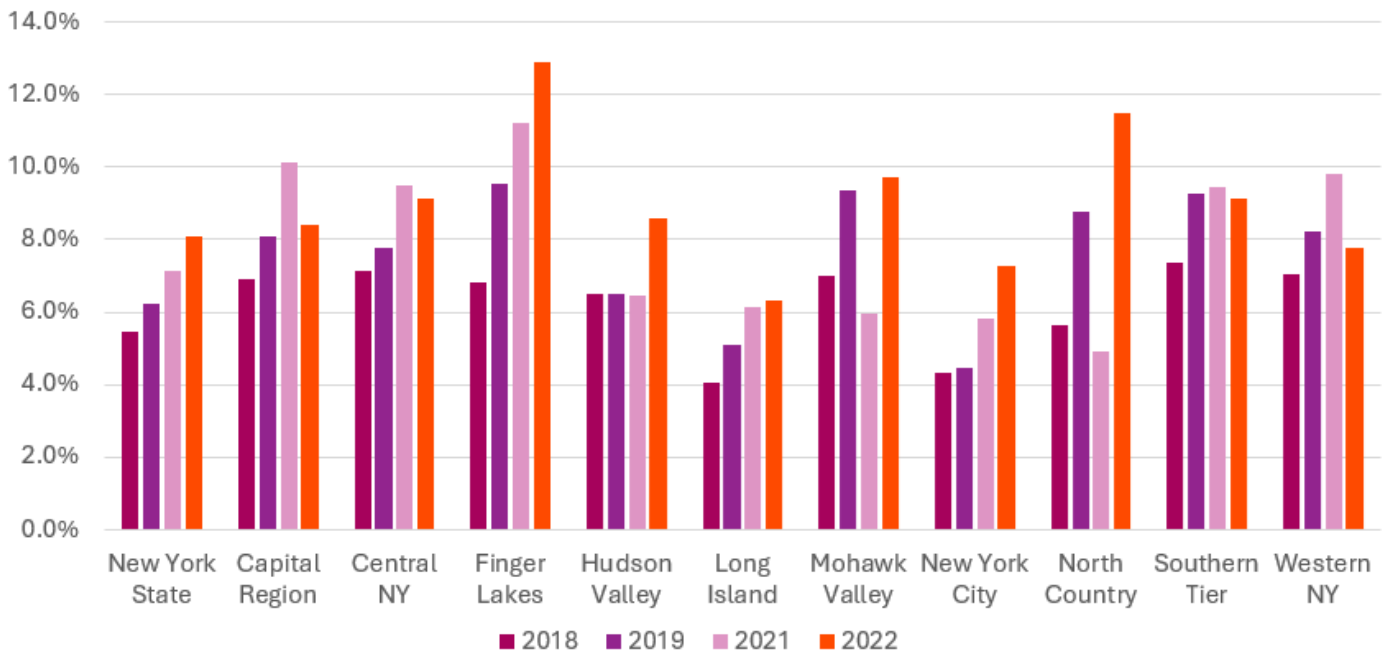
% Below poverty



American Community Survey (ACS) Public Use Microdata Sample

9

% With a disability



American Community Survey (ACS) Public Use Microdata Sample

10

NYS is taking strides to be a model employer for people with disabilities and that should carry over into Career Centers and the greater statewide System.

Reach Out to Our Synergy Forum Facilitators



Holly Tracy-Bronson is passionate about empowering youth to achieve their academic and occupational endeavors. She's been with Cornell Cooperative Extension-Broome County (CCE-BC) for 14 years, currently as the Program Leader for CareerBound, a career development program that prepares out-of-school young adults (18-24 years old) with securing meaningful employment. Holly believes in the power of community connections to bolster programs – she is an active member of the Youth Council through Broome-Tioga Workforce NY and played an integral role in establishing a food pantry at CCE-BC for program participants. hsb48@cornell.edu



Kelly McGowan is a wife, mother, grandmother, dog mom and advocate. In her current professional role as the Emerging Workforce Youth Program Manager at CSS Workforce NY, Kelly helps create and manage innovative programs serving youth in rural parts of the Southern Tier, always with a human touch, using relationships and meaningful conversations for service delivery. Kelly's 30-year background in human services, including degrees in Organization Management and Human and Community Services, are invaluable in this work; equally so is her ability to think outside the box to meet the unique needs of youth. kelly.mcgowan@csswfny.com



NYSDOL Youth Unit staff members Alyssa Gorevich and Khi Washington have extensive expertise in youth workforce development and working with stakeholders to provide technical assistance, design, and implement innovative programs that promote career exploration and awareness. They are pleased to share their knowledge and expertise at the Synergy Forum.

youthteam@labor.ny.gov | careerzone@labor.ny.gov



With over 35 years of experience working with and for individuals with disabilities, MaryBeth Schneider currently serves on the NYS Chief Disability Officer's team and on the NYSDOL Career Development and Inclusion team as the Inclusive Internship Coordinator. Her main focus is on identifying internship opportunities within state agencies and qualified candidates with disabilities to intern. marybeth.schneider@labor.ny.gov



“Without leaps of imagination, or dreaming, we lose the excitement of possibilities. Dreaming, after all, is a form of planning.” This Gloria Steinem quote embodies Meg Bobbin’s professional philosophy. Good organizing and getting things done are important, yes, but giving ourselves the time and space to dream of what can be possible is essential. Meg is excited to bring together this panel of expert dreamers and doers and share her own experience developing a youth model – from concept to fully funded WIOA program. margaret.lefevrebobbin@labor.ny.gov

What is the Workforce Synergy Forum?

Workforce Synergy is a monthly forum dedicated to exploring, developing, and sustaining effective workforce strategies. Together we build the synergy we want and need for our workforce system. Leaders are encouraged to attend live for active, real-time collaboration!



Inspired? Questions? Collaborate! lwdb@labor.ny.gov | 518-457-3555

Brought to you by the WIOA Adult/Dislocated Worker Program and NYS Department of Labor