

Long Island Regional Plan

July 1, 2017 through June 30, 2021

**Town of Hempstead/City of Long Beach
Local Workforce Development Board**

**Town of Oyster Bay/Town of North
Hempstead/City of Glen Cove
Local Workforce Development Board**

**Suffolk County
Local Workforce Development Board**

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I. Regional Service Strategies, including cooperative service delivery agreements

1. Introduction

The Long Island Workforce Development Boards apply a regional service strategy that includes maintenance of an infrastructure that complies with the requirements of the Workforce Innovation and Opportunity Act (WIOA), strong coordination and collaboration among the Local Boards and the One-Stop Career Centers that they oversee, and cooperative agreements with system partners.

2. Infrastructure

The workforce development system in the Long Island Region is governed by the Local Workforce Development Boards designated for the following three local workforce development areas:

- Town of Hempstead/City of Long Beach;
- Town of Oyster Bay/Town of North Hempstead/City of Glen Cove; and
- Suffolk County.

The grant subrecipients/fiscal agents for these Boards are listed below:

- Town of Hempstead Department of Occupational Resources (DOOR);
- Town of Oyster Bay Division of Employment and Training; and
- Suffolk County Department of Labor, Licensing and Consumer Affairs

These Local Boards oversee the One-Stop career centers in the areas listed below:

Town of Hempstead/City of Long Beach

HempsteadWorks Career Center
c/o Town of Hempstead Department of Occupational Resources
Hempstead Executive Plaza
50 Clinton Street, Suite 400
Hempstead, New York 11550
(516) 485-5000
www.hempsteadworks.com

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

Hicksville Center
301 W. Old Country Road
Hicksville, NY 11801
(516)934-8532
<http://thewp.org>

Massapequa Center
977 Hicksville Road
Massapequa, NY 11758
(516)797-4560
<http://thewp.org>

Suffolk County Department of Labor, Licensing and Consumer Affairs

The Employment Career Center
at Suffolk County Department of Labor
725 Veterans Memorial Highway
Hauppauge, New York 11788
(631) 853-6600
<http://suffolkcountyny.gov/Departments/Labor/EmploymentCenter.aspx>

Workforce New York Career Center
160 South Ocean Avenue
Patchogue, New York 11772
(516) 687-4800
<https://www.labor.ny.gov/career-center-locator/location.php?zip=11757>

3. Coordination and Collaboration

The three Long Island Local Boards convene an annual meeting where they plan and report on regional service strategies, share information and align activities. Local Board staff coordinates service planning activities on an informal and ongoing basis throughout the program year. Career Center staff from each of the local areas participates on the Long Island Business Services Team, coordinated by the New York State Department of Labor (NYSDOL), which aligns business services provided throughout the region. In a similar fashion, Career Center staff from each of the local areas participate in rapid response activities coordinated by NYSDOL during Worker Adjustment Retraining Notification (WARN) and expeditious response events. The Local Boards also participate in joint training activities, which often result in refinement of universal approaches to regional service strategies. Local Board members and staff participate in a variety of regional bodies where regional service strategies are planned, implemented and evaluated, including:

- Long Island Regional Economic Development Council (LIREDC) Workforce, Education and Veterans Workgroup;
- Long Island Sector Partnership;
- Manufacturing Technology and Resource Consortium (MTRC);
- Manufacturing Consortium of Long Island;
- Nassau-Suffolk Placement Network.

4. Cooperative Agreements

The Local Boards share many One-Stop partners, subrecipients, vendors and training providers. Protocols of service are similar at each of the Long Island Career Centers. The Local Boards also share several common partners with whom they have executed cooperative agreements, such as ACCES-VR, BOCES, community colleges, local education agencies and more.

II. Sector initiatives for in-demand industry sectors or occupations

In the Long Island Region, the three Local Boards have developed a successful track record of developing and successfully implementing effective sector initiatives for in-demand industry sectors or occupations. Those initiatives were described in detail in the Long Island Regional Plan for Program Year 2016. They include the following:

1. Long Island Business and Workforce Investment Project;
2. Project Resilient, Educated, Newly Employed Workers;
3. HempsteadWorks Sector Strategies Project - Health Care;
4. HempsteadWorks Sector Strategies Project – Information Technology;
5. HempsteadWorks Sector Strategies Project – Significant Industries;
6. HempsteadWorks Career Pathways Project
7. Long Island Manufacturing Strategies Initiative;
8. Project SCHOOL: Suffolk County's Healthcare Occupational Opportunity for Learning;
9. Long Island's Manufacturing Pipeline Project.

In December 2016, the three Long Island Local Boards formed the Long Island Sector Partnership, an initiative funded by a NYSDOL Sector Partnership National Emergency Grant - Regional Sector Partnership Development Grant, awarded to the Hempstead/Long Beach Board. Facilitated by a consultant, Humanity 2.0, and following a model established by a Local Board member and business partner, Northwell Health, this extended partnership has created an unprecedented opportunity for the region to gather sector-based workforce intelligence and to align that data with collaborative career and training services provided by the One-Stop System and its partners.

This process will foster a protocol of data collection, consensus building, leveraging of resources, alignment of programs and services and collaboration. With representation from business, education, the workforce system and community-based organizations, the Long Island Sector Partnership is engaged in the development of career mapping, research and analysis to understand job market information that will help to develop service strategies for career pathways.

In Program Year 2017, under the Long Island Regional Economic Development Council (LIREDC)/New York State Department of Labor (NYSDOL) Consolidated Funding Application (CFA) Unemployed Worker Training and Special Population Training Grants, the following sector initiatives are being implemented by the Local Boards:

1. Training for Careers in Significant Industries (Hempstead/Long Beach);
2. Training for Career Pathways (Hempstead/Long Beach);
3. Suffolk County's Healthcare Occupational Opportunity for Learning (Project SCHOOL) (Suffolk County).

III. The collection and analysis of regional labor market data

The Local Boards collect and analyze regional labor market data in several ways. The primary source of this data is the NYSDOL Division of Research and Statistics (R&S) web site at <https://labor.ny.gov/stats/index.shtm> and R&S publications, such as "**Employment in New York State.**" Additional information is available through the NYSDOL R&S Long Island Regional Economist. In addition to making frequent presentations at Local and Regional Board Meetings, the Regional Economist provides information to the Boards to assist in planning and grant development. NYSDOL also disseminates a weekly e-mail containing "**Jobs At a Glance,**" a listing of all businesses who have posted multiple new jobs in the past week on the New York State Job Bank. The document includes links to the businesses' web sites for more information regarding their job openings. The Boards also access labor market information and the analysis of that information contained in the LIREDC's annual progress reports. The United States Department of Labor's on-line labor market information and the analysis of that information are also accessed by the Boards at www.doleta.gov. In addition, the Local Boards conduct their own labor market surveys and publish their own reports, such as "**Employment Trends,**" by Suffolk County and "**The Employment Picture,**" by Hempstead/Long Beach.

The NYSDOL R&S report entitled “**Significant Industries – A Report to the Workforce System,**” identified the following significant industries for the Long Island Region:

- “Construction;
- Manufacturing;
- Trade, Transportation, and Utilities;
- Financial Activities;
- Professional and Business Services;
- Health Care and Social Assistance;
- Leisure and Hospitality.”¹

According to the report:

All “significant industries” shared one or more of the following characteristics: rapid growth (percentage basis); large growth (absolute basis); high wages (average annual wage above the regional average of \$55,500 in 2014); or strong expected growth through 2022.”²

Because of the positive economic attributes that these industries possess, they are prioritized by the LWDBs for business services and worker training.

According to the December, 2017 issue of NYSDOL’s “**Employment in New York State:**”

“The increasing number of older workers is one of the more significant changes occurring in Long Island’s economy, affecting every industry in the region. Over the past decade, the number of residents aged 55 and over increased by 172,900, or 24.8%, while those between ages 20-54 decreased by 50,700.”³

The LWDBs understand that as older workers begin to age out of the labor market, their absence will create worker and skills shortages that must be addressed by training emerging workers to fill their positions in time. It is further understood that to prevent younger workers from leaving Long Island, they must be equipped with the skills and credentials that will qualify them for occupations that pay competitive wages.

¹ <https://www.labor.ny.gov/stats/PDFs/Significant-Industries-Long-Island.pdf>

² Ibid.

³ <https://www.labor.ny.gov/stats/PDFs/enys1217.pdf>

The same sources states:

“The aging of the region’s population has major implications for the health care industry, both as an employer of an older workforce and as a provider of services. Health care and social assistance was the largest job generator over the last decade, accounting for three in four jobs added to Long Island’s economy. The industry has more than 14,000 workers over the age of 65, representing 6.3% of its workforce.”⁴

Recognizing the workforce needs and opportunities created by the impact of the region’s demographics on the health care and social assistance industry sector, the LWDBs are focusing on this sector under the NYSDOL Regional Sector Partnership Development Grant, through which they have created the Long Island Sector Partnership. Through this initiative workforce intelligence is gathered and evidence-based tools are applied to implement career pathways within the health care and social assistance sector. The LWDBs expect to replicate this approach with other significant industries.

According to the Long Island Regional Economic Development Council’s (LIREDC’s) 2017 Progress Report:

“Health care remains the region’s key industry, generating 9 percent of total output and accounting for 19 percent of its private sector payroll.”⁵

The report states further:

“The fastest job growth was in construction, with a 28 percent increase over the last five years, as a result of new residential and mixed-use development projects as well as critical infrastructure updates. Health care and social assistance accounted for two of every ten private-sector jobs added over that time period. Manufacturing on Long Island continues to shrink, losing 1,900 jobs over the last five years. However, factories across the region are hiring but report they are having difficulty finding qualified applicants.”⁶

While analysis of labor market data for industries that are adding jobs is more intuitive, the LWDBs have utilized augmenting data, such as business services feedback, to sort through more detailed information and therefore understand that while the demand for traditional manufacturing jobs is decreasing, demand for occupations related to information technology in a variety of workplaces, including factories, is increasing.

⁴ Ibid.

⁵ https://regionalcouncils.ny.gov/sites/default/files/2017-11/LIREDC2017StrategicPlanfnl_0.pdf

⁶ Ibid.

Regional labor market information data and analyses are utilized by the LWDBs to identify growth industries, to determine where skills gaps and labor shortages exist, and to improve the alignment of workforce demand with the supply of skilled workers. This information is also utilized by the LWDBs in the planning and implementation of regional projects, such as those funded under the Consolidated Funding Application (CFA) grants and other projects. The LWDBs also apply labor market information and related analyses in pursuit of collaborative grant applications to the U.S. Department of Labor and other funders. This information is also used by the LWDBs in the selection of training providers and courses, on-the-job training occupations and work experiences for youth. Labor market information and related analyses inform career counseling, assessment, the development of individual employment plans for adults and dislocated workers, the development of individual service strategies for youth, and the implementation of career pathways throughout the Long Island region. This information also guides the activities of the regional business services team to ensure that opportunities are created for workers that offer career growth, job retention and wage progression. It also enables the LWDBs to build partnerships with a variety of non-WIOA initiatives by ensuring that these initiatives are aligned with LWDB-led programs that are grounded in dependable labor market information.

IV. The establishment of a regional spending plan that includes administrative cost arrangements between LWDBs and the pooling of funds where applicable

The Long Island Boards maintain a line item in their budgets that includes administrative cost arrangements between LWDBs for joint activities, including the convening of the annual meeting of the three Long Island Local Boards and the publication of the Long Island Regional Plan for public comment.

V. The coordination of supportive services

Although a uniform supportive services policy has not been created for the Long Island Region, the Local Boards share their individual policies with each other for information purposes.

VI. The coordination of services with Economic Development partners

As stated under Section III above, the Long Island Workforce Development Boards participate on the LIREDC Workforce, Education and Veterans Workgroup. The Boards also share regional economic development representatives among their membership, including Empire State Development and Long Island Development Corporation. County and local economic development and industrial development agencies also interact with the Local Boards on a regular basis. Through the meetings convened and relationships maintained with the aforementioned economic development partners, the Local Boards coordinate workforce development services with economic development activities. The Boards ensure that the availability and skills development of the workforce are aligned with economic expansion and contractions, advancement of technology, construction, infrastructure and cultural changes in the business community. The Boards also work in coordination with the LIREDC to support the Opportunity Agenda.

VII. An agreement concerning performance accountability measure negotiation and reporting

Each Local Board, during PY 17, while baseline performance data is being collected, will within their local area develop and implement policies and procedures related to Core partner program performance. Each Core partner will identify a staff member to participate on a local performance review committee responsible for the collection and analysis of performance information provided by the state. The partners will collaborate on service design strategies that will enhance performance and recommend corrective action when necessary.

During 2018, representatives from each of the three Long Island performance committees, using baseline performance information generated by the state, will work together to negotiate performance benchmarks for the Long Island region.

VIII. Alignment with Priority Projects and Other Funding of the LIREDC

The majority of the sector initiatives and all of the CFA projects listed under item II above were developed and successfully implemented through close collaboration between the Local Boards and the LIREDC. This collaboration was facilitated, in large part, through the participation of the Local Boards in the meetings of the LIREDC's Workforce, Education and Veterans (WEV) Workgroup. From the first year of the existence of the LIREDC, the Long Island Local Boards have played an active role on the WEV Workgroup and have participated on the Opportunity Agenda Workgroup, as well. For seven years the Local Boards have supported and helped the LIREDC to realize one of its key strategies for economic growth, namely 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.”⁷

The foundation for this initiative was the Long Island Business and Workforce Investment Project, funded through a CFA Round One grant awarded to the Hempstead/Long Beach Board on behalf of the Boards of the Region. The momentum established by this initiative, which trained 140 Long Islanders and created jobs for 90, was accelerated with subsequent CFA grants for Unemployed Worker Training and Special Populations Training awarded in subsequent rounds.

When the recovery from Superstorm Sandy became an overriding priority for all LIREDC projects, the Local Boards implemented Project Resilient, Educated, Newly Employed Workers (RENEW), through a New York Rising Grant awarded to the Hempstead/Long Beach Board on behalf of the Long Island Local Boards. Project RENEW, which ended on September 30, 2017, trained 119 Long Islanders and has created new jobs for 54 to date.

The LIREDC 2017 Progress Report states:

Workforce training and education is at the heart of our efforts to create an inclusive “opportunity economy” that helps workers and businesses tap their full potential and realize their dreams.⁸” The Long Island Local Boards are well-aligned with the “workforce training” described in the report. This alignment is achieved through activities that range from coordination with to operation of CFA-funded projects. These activities are expected to continue under new priority projects identified in the Progress Report, including those described in the table below, which identifies the projects and the roles of the Local Boards:

⁷ Ibid.

⁸ Ibid.

LIREDC Project	Role of the LILWDBS
The Opportunity Agenda in Wyandanch	Train potential workforce;
Eastern Suffolk BOCES in Patchogue, Western Suffolk BOCES in Deer Park, and the Long Island School of Nursing Assistants Certified Nurse Assistant (CNA) Program	Refer potential trainees
The Utility Readiness for Gaining Employment for Non-Traditionals (URGENT) program	Refer potential trainees; Conduct testing and assessment of potential trainees
United Way of Long Island Unemployed Worker Training Program	Refer potential trainees
NYU Winthrop Incumbent Worker Training Program	Coordinate with regional sector partner development initiatives
The Town of Oyster Bay, North Hempstead, and City of Glen Cove Workforce Development Board Unemployed Worker Training Program	Oyster Bay/ North Hempstead/City of Glen Cove LWDB operates the project in coordination with the other LWDBs
Stony Brook University Project Leadership Workshop	Refer potential trainees
The Town of Hempstead Department of Occupational Resources Unemployed Worker Training Program	Hempstead/City of Long Beach LWDB operates the project in coordination with the other LWDBs