

[Broome-Tioga Workforce NY]

Local Plan

July 1, 2025 – June 30, 2029

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Strategic Planning Elements

Local Workforce Development Area (LWDA) in-demand occupation lists are now maintained on the Labor Market Information for Workforce Planning [webpage](#) under the **Occupations in Demand** section. To submit an updated in-demand occupation list, LWDBs must utilize **Attachment A: In-Demand Occupation List Template**, update the spreadsheet, and submit it to LWDB@labor.ny.gov. The list will then be added to the corresponding region's in-demand occupation list on this webpage.

I attest that the list of the LWDA's in-demand occupations was last updated on [specify date in the text box below].

March 25, 2022

How is this information shared with the Local Workforce Development Board (LWDB)? What was the last date on which it was shared?

Information was distributed prior to the BTWF Board meeting, then shared at the meeting on March 25, 2022 and discussed at the meeting. It is also continually addressed in Board meetings.

This plan is also posted to our website to be viewed.

a. Provide an analysis of regional economic conditions, including:

i. Existing and emerging in-demand sectors and occupations; and

Broome-Tioga Workforce NY (BTWF) has examined occupational projections provided by the regional NYSDOL Economist and information gathered from regional employers. Broome County Workforce concluded that there are 6 priority in demand sector categories including Manufacturing, Transportation and Warehousing, Healthcare, Professional and Business Services, Education, and Construction and Skilled Trades.

Examples of occupations for which there remains a consistent need in the local area include: RNs, LPNs, Nursing Aides, Home Health Aides, Medical Assistants, Family and General Practitioners, welders, solderers, manufacturing technicians and inspectors, construction laborers, CDL-A drivers, warehouse laborers, forklift drivers, forklift operators, and clerical staff.

ii. Due to the NSF-Backed Battery-NY initiative and a Build Back Better funded \$113 million federal infusion supporting Battery-NY infrastructure for prototyping and domestic manufacturing, Upstate NY, anchored by Binghamton University, has been designated the "Center of Battery Technology" in the United States. Battery Technology from a partnership of State and Federal Government grantors, local governments, not for profits including Southern Tier 8, Broome Tioga Workforce NY, Broome Leadership Alliance, and private investment from The Raymond Corporation and BAE Systems, led Binghamton University a new segment of Clean Energy jobs. These public-private synergies have positioned BTWF to be included in Battery-NY Center for large-scale battery prototyping and development of

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supply chains and workforce in the Southern Tier. This development of Battery technology appears to be growing and will likely require thousands of upskilled manufacturing laborers and technicians including, but not limited to; computerized machine operators and technicians, engineers, QA/QC technicians.

iii. The employment needs of businesses in those sectors and occupations.

Through surveys, focus groups, and strategic planning sessions the LWDB, in coordination with the Broome County IDA, Southern Tier 8 Regional Planning Board, and other community stakeholders, we identified the following certification programs that would better meet employer needs: Work readiness skills, Basic Math literacy skills, CNA/LPN and RN Certification, Advanced Manufacturing Certification, Basic Warehouse Skills Certification, and CDL-A. In OITP manufacturing training roundtables, numerous job fair consultations which included a wide range of business, healthcare organizations, and not-for-profit organizations, a representative group of business owners, personnel directors, and CEOs confirmed that these conclusions as being accurate. Recent NENY activities and studies have identified the need to expand training using a wide variety of new approaches including virtual reality, hands-on training, and multi-level technical training from basic skills to mechanical and chemical engineering.

iv.

v. In agreement with the above findings, the current occupational categories which feature the most job openings in the Broome-Tioga county region between 5/28/2025 - 6/26/2025:

- vi. Transportation & Materials Moving- 364 openings
- vii. Office, clerical- 299 openings
- viii. Healthcare- 1226 openings
- ix. Sales- 430 openings
- x. Healthcare Support- 233 openings
- xi. Computer- 129 openings
- xii. Architecture & Engineering- 183 openings
- xiii. Management- 486 openings

iv. Construction- 395 openings

b. Describe the knowledge, skills, and abilities needed to meet the employment needs of businesses, including those in in-demand sectors and those employing individuals in in-demand occupations.

c. The results of Workforce focus groups and surveys indicate that employers in all local sectors need to recruit employees who are trained in work-readiness soft/professional skills and basic computer literacy and math. Additionally employers are specifically interested in recruiting employees with the following technical skills or certifications: CNA, Phlebotomy, related medical technical occupational certs, LPN, CDL-A, Welding certifications, Soldering, teaching assistant, Advanced manufacturing localized credential, and Forklift Operator

d. Provide an analysis of the regional workforce, including:

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i. Current labor force employment and unemployment numbers;

- ii. Over the last decade, the Binghamton MSA which includes Broome and Tioga Counties has experienced a reduction in the civilian employment from 107,770 in 2015 to 101,376; a drop of 6,394. Unemployment rates in the Binghamton MSA total 3.3% as of the last monthly report for April 2025.

iii. Information on any trends in the labor market; and

- iv. Several sources were used to identify employment trends in Broome and Tioga Counties, including the Workforce Taskforce study commissioned by the Broome County IDA, statistics from the the most recent US Census, ACS 2023 and NYDOL Labor analyst statistics for the Broome-Tioga workforce region. Additionally, anecdotal data from local employers concerning training gaps and labor shortages was evaluated. It is noted that a significant percentage of current employees in industries such as manufacturing, construction, material moving, and healthcare will retire within the next 5-10 years. Broome-Tioga Workforce has taken a leading position in recruiting traditionally underrepresented populations in the workforce including minority populations, recovery and re-entry populations, veterans, refugee and immigrant populations, and long term unemployed.

v. Educational and skill levels of the workforce in the region, including individuals with barriers to employment.

- vi. According to the 2019 - 2023 ACS 5-year estimates , 91% of the Broome County workforce, ages 25 or more, are high school graduates and 30.6% have earned a Bachelor's degree or higher. In Tioga County 92% of the workforce ages 25 or more have earned a high school diploma or higher and 25.6% have earned a Bachelor's degree or higher. Private employers in the region report a lack of work readiness skills and technical skills among applicants. The identified training gaps are reflected in the Broome-Tioga Eligible Training Provider course list. Historically, individuals in Broome and Tioga Counties with barriers to employment such as individuals with a prior history of convictions, low levels of literacy, and individuals who identify as having a disability, fall within the lower tiers of education making employment or advancement in career pathways particularly challenging. Employers have reported a lack of work readiness skills such as computer literacy, interpersonal communication skills, time management, and teamwork skills to be especially challenging when attempting to address skills gaps

e. Provide an analysis of workforce development activities, including education and training, in the region.

i. Identify strengths and weaknesses of these workforce development activities.

The Broome-Tioga Workforce LWDB offers workforce development services to the region's jobseekers targeting core programs: Adult, Dislocated Worker, Youth, Adult Basic Education and Literacy, Wagner-Peyser Programs, and Vocational Rehabilitation. The LWDB offers career and training services through the assistance of well-trained professional staff. The region's two career centers are located in Binghamton, NY and Owego, NY. Each center is customer focused with

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goals for preparing the workforce with education and skill advancement in meeting employer needs to encourage economic growth. The LWDB partners with local organizations and has strong relationships with schools and training providers throughout our region including community colleges, state universities, technical schools, local school districts, and numerous other training providers. Education and training service provided by Broome-Tioga Workforce include a range of choices offered by approved regional eligible training providers to upgrade or to learn new skills. Occupational training most requested includes: CNA, Home Healthcare Aide training, Welding, Regionally recognized advanced manufacturing training credential, CDLA, CDLB, and computer literacy training. Broome-Tioga Workforce also offers clients a database of over 4,000 online courses leading to locally recognized badges and industry certifications for job seekers. Additionally, another highly effective training opportunity is the "On The Job Training Program," which provides 50 - 90% of a new full-time permanent employee's wages throughout a pre-determined training period. The OJT Program has been a very successful tool to encourage local employers to hire, train, and retain local talent.

- ii. iii. While Broome-Tioga Workforce is particularly strong in responding to employer needs for technical and customized training to meet skills gaps employers who participated in outreach, roundtables and job fairs still indicate that there is a consistent need for soft/professional skills and work readiness training across the Southern Tier. The LWDB developed a training model to address this issue in collaboration with local employers was implemented in 2018.

- iii. Does the local area have the capacity to address the education and skill needs of the local workforce, including individuals with barriers to employment, and the employment needs of businesses? Please explain.

- iv. The local workforce development system does have the capacity to address the education and skills needs of the local workforce. The Broome-Tioga Workforce Career Centers offer comprehensive services to job seekers, including assessment, career counseling, training, job placement, and more. The LWDB is committed to working with all job seekers, including those who have identified as experiencing barriers to employment (such as limited English proficiency or literacy, disability, skills gaps, etc.) to plan the services best suited to their individual needs and to provide access to career system partner resources. These services are provided directly at the Career Centers by our trained Career Counselors. Additionally, program partners will work together to implement and monitor services for individuals with barriers to employment, public assistance recipients, other low income individuals, veterans and eligible spouses of veterans, and individuals who are basic skills deficient. While the LWDB has the capacity to meet the direct educational and training needs of the local workforce population, securing funding to assist individuals experiencing barriers to employment such as a lack of transportation or a lack of childcare has been challenging. Over 50% of Broome Tioga Workforce job seekers have reported a lack of reliable transportation as a barrier to employment. In our Opportunity Impact Training Program, of which our

23rd cohort graduated on June 20, 2025, reimbursement for transportation, OJT, and supportive services (clothing, tools, and steel-toed boots) was available. BTWF obtained grant funding from the Renewable Energy Training Initiative (RETI) through the New York Power Authority (NYPA) working in cooperation with the New York State Department of Labor. RETI funds give priority to disadvantaged communities and their targeted populations to support clean energy and workforce developmental training. This falls in line with our partnership with NENY and Battery-NY. BTWF has also obtained grants from the CFA(State) and ARC(Federal) to aid persons with SUDS dealing with Recovery and Re-entry barriers including the ARC-INSPIRE grant.

- f. Describe the LWDB's strategic vision and goals for preparing an educated and skilled workforce, including youth and individuals with barriers to employment.

The economic future of Broome and Tioga Counties is dependent on a Workforce that is regionally and globally competitive. A skilled workforce united with initiatives that directly support current industry needs translates to economic growth. The LWDB is committed to building a workforce system that is accountable, market driven, and aligned with economic development and education priorities. The goal of our LWDB is to ensure that the current and future Broome & Tioga County workers, including youth and individuals with barriers to employment, obtain useful careers with which to support themselves and their families. The workers we intend to help include; dislocated workers, veterans, neurodivergent individuals and other at risk populations. Our LWDB has chosen to focus on career pathways for skill, credential, and degree attainment targeting out-of-school youth and individuals experiencing barriers to employment. The LWDB supports work-based experiential learning through out of-school youth employment programs, apprenticeship initiatives, and initiatives that encourage activities leading to recognized post-secondary credentials. The LWDB's out-of-school Youth Employment Program provides improved access to activities leading to a recognized post-secondary credential by providing program participants with supportive services such as bus passes to attend GED and accredited professional skills classes, and other incentives according to the LWDB approved Supportive Services & Incentive Policy.

h. All approved classroom training will have offerings listed by training providers on the Eligible Training Provider List. All training submissions for the Broome-Tioga Workforce LWDB are approved by the Broome-Tioga Workforce Director. Training approvals on the list will coincide with the Demand Occupation list developed by BT Workforce Board of Directors.

i. The Broome-Tioga Workforce LWDB will improve access to activities leading to a recognized post-secondary credential and access to literacy/numeracy services through clear referrals to agency partners, and will pursue follow-up once referrals are made. This will be coordinated through the newly designed, and mutually agreed upon, referral process outlined in the NYS Local Workforce Development Area Memorandum of Understanding. Partners in coordination with education, training providers, employers, and social service

providers will collaborate to promote career pathways through a streamlined and seamless referral process.

j. The LWDB collaborates with the six core programs: WIOA Adult, WIOA Dislocated Worker, WIOA Youth, Adult Education & Literacy, Wagner-Peyser, and Vocational Rehabilitation, and leverages resources and services to serve jobseekers and employers in the region. Co-enrollment in programs is encouraged to best meet a customer's needs in order to be successful in their careers.

k. The WIOA Adult and Youth program are supplemented by employment and education programs from various community based agencies that have a presence in the One-Stop Centers, Catholic Charities and Tioga Opportunities.

l. Youth services are provided to youth ages 16-24 that support educational and career guidance, and opportunity for work experience, internship, job shadowing, skills training focused on a career pathway based on in-demand occupations and industries. Supportive services are also offered to eligible youth program participants in accordance with the Broome-Tioga Supportive Services & Incentives Policy to encourage attendance and successful completion of the program. Goals for youth in this program are to advance to postsecondary training or employment with a self-sustaining wage.

m. Although our goals have been affected by the decreased labor participation rate due to COVID--19 unemployment due to closures and receipt of benefits in excess of the what they could have earned in the local labor market. However; it should be noted that BT Workforce maintained normal business hours during the pandemic and continued to offer services to our customers. We hope to continue to support our customers to our full potential.

- g. n. Adult Basic Education partners under Title II develop pathways to careers for adults whom are basic skills deficient. Programming includes beginner level literacy instruction to support college and career readiness. Instruction is also provided for English language learners and workforce and workplace preparation activities. The LWDB is currently exploring additional funding sources to support providing supportive services to Adult individuals experiencing barriers to employment such as lack of transportation, childcare, etc.

- i. How do the local area's workforce development programs, including programs provided by partner agencies, support this strategic vision?

The Broome-Tioga Workforce Partners are committed to serving the needs of every customer, especially individuals with barriers to employment, through the Workforce System. In the Career Centers, staff will provide direct linkage (i.e., direct connection within a reasonable time by phone or real-time web-based technology) to partner staff who can provide appropriate program information to the customer. The LWDB will expand access to employment, training, education, and supportive services provided through the NYS One-Stop Career Centers by encouraging co-enrollment in relevant programs and by encouraging center staff to facilitate warm seamless referrals to relevant agency programs. Co-enrollment allows partners to leverage resources while providing a more comprehensive

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service delivery strategy that meets the needs of customers with multiple barriers to employment. Additionally, the LWDB and Title II partners are currently exploring offering virtual educational services to program participants utilizing the SkillUP Metrix program offering online classes in a variety of topics in accordance with identified regional priority industries.

- ii. iii. The LWDB is committed to creating career centers that are welcoming and supportive of the needs of individuals experiencing barriers to employment such as the English language learner through cultural sensitivity, multilingual staffing, translation services, and outreach to trusted community-based organizations. Revision and expansion of services could include expanded hours to meet the scheduling needs of adult education learners, review of technology needs for individuals with low computer literacy skills, and better promotion of services targeted to English language learners. Implementation oversight is conducted through the WIB Director and Center Manager, and tracked through customer feedback surveys. Broome-Tioga Workforce NY and the local Title II programs will also work together to connect workforce development activities for adult learning customers, such as integrated learning. Finally, BTWF implemented and maintained staff training modules around cultural sensitivity and additional barriers to employment that individuals may face. These trainings covered cultural competency and language access considerations. These trainings continue to be provided to the staff at BTWF to ensure we are up to date on the treatment of our customers and colleagues.

- iii. How will the local area, working with the entities that carry out the core programs, align available resources to achieve the strategic vision and goals?

The LWDB continues to expand its outreach efforts to eligible participants to make them aware of all of the career services and other services available through a connection with the One-Stop Career Centers. An important goal of the LWDB as part of its support of individuals seeking training or employment assistance is to provide services that will allow them to accept and maintain living-wage employment. Services include job development, job posting, job match and referral, labor market information, as well as other employment support services. The LWDB will also promote and incentivize the use of On the-Job-Training (OJT) strategies and work with businesses to identify how such strategies could be modified to increase use, especially for individuals facing barriers to employment. Working with the following organizations that provide the core programs, the local board will successfully align available resources to achieve its strategic vision and goals:

- vi. • Broome-Tioga Workforce New York – Workforce Innovation and Opportunity Act (WIOA) Title I Adult, Youth and Dislocated Worker Programs;
- vii. • New York State Department of Labor (NYSDOL) Division of Workforce Solutions (DEWS)– Wagner-Peyser program under Title III of WIOA; Trade Adjustment Assistance (TAA) under Title II of Trade Act; Jobs for Veterans State Grants under Title 38, U.S.C.; State Unemployment Insurance (UI) programs;

- viii. • SUNY Broome, Broome-Tioga BOCES, GST BOCES, CCE-Broome, CCE-Tioga *
- iv. ix. Vocational Rehabilitation (ACCES -VR) – Rehabilitation Act. Leveraged Funding – the Title I and Title II partners will explore braided funding options and consultation around industry-led occupational trainings, transitioning to credentialing from Title II services, internships and work experiences, and other experiential learning opportunities.

h. Describe the LWDB's goals relating to performance accountability measures. How do these measures support regional economic growth and self-sufficiency?

- i. BTWF should meet the goals that were negotiated with NYSDOL related to program performance outcomes. These measures support regional economic development, increased meaningful employment, employment retention, and the attainment of skill development and credential attainment.

Local Workforce Development System

a. Identify the programs, whether provided by the Career Center or any partners, that are a part of the local area's workforce development system, including:

i. Core programs;

- ii. The LWDB collaborates with the six core programs: WIOA Adult, WIOA Dislocated Worker, WIOA Youth, Adult Education & Literacy, Wagner-Peyser, and Vocational Rehabilitation, and leverages resources and services to serve jobseekers and employers in the region. The majority of the partners are co-located in our career centers or offer services in collaboration with the career centers, as needed or as referred. Co-enrollment in programs is encouraged to best meet a customer's needs in order to be successful in their careers.

iii. Programs that support alignment under the Carl D. Perkins Career and Technical Education Act of 2006; and

- iv. SUNY Broome administers the Carl D. Perkins Career and Technical Education Act Program in the Broome-Tioga local area.

v. Other workforce development programs, if applicable.

- vi. The LWDB partners with A4TD (formerly "Experience Works" Senior Employment program) SUNY ATTAIN Lab, TANF, Catholic Charities, and Literacy Volunteers of the Southern Tier.

b. Describe how the local area will ensure continuous improvement of services and service providers.

The local area will ensure continuous improvement of services and service providers through the oversight of the LWDB. The Broome-Tioga LWDB conducts monthly fiscal and participant desk reviews of eligible training providers currently receiving WIOA funds to provide training services. Broome-Tioga Workforce staff also conduct program monitoring visits to meet with training providers, and also meet with trainees to collect feedback from participants concerning the quality of

the training received. Additionally, the Memorandum of Understanding to be implemented between the LWDB and partners of the Local Workforce Development System in Broome and Tioga Counties will foster the coordinated improvement of services and system level collaboration between partner organizations.

- c. d. Training services are also assessed according to performance measures such as the number of participants employed in occupations trained for, average wages, and retention. Employer feedback is critical to assess that trainings meet industry requirements. Employer feedback is collected through surveys, monitoring visits, testimonials, and verbal accounts.

- d. Describe how service providers will meet the employment needs of local businesses, workers, and jobseekers.

BTWF will meet the employment needs of local business, workers, and jobseekers as follows:

- i. Local Businesses - BTWF Business Services unit is working in conjunction with our resource room and partner agency, NYSDOL Business Services. As part, working with local businesses, we are holding bi-weekly workshops in a variety of topics, after which businesses are tabling for recruitment. We are, every Friday in the coming year, Business Services and Youth Coordinators are meeting with at least 10 businesses to inform them of workforce programs, including but not limited to, OJTs, ITAs, and apprenticeship programs. We are also partnering with OTDA with a braided grant of approximately \$1.2 million to encourage youth, up to the age of 24, to enter apprenticeships at a variety of businesses. In addition, BTWF is holding at least 10 large job fairs during the year either by ourselves or in conjunction with Broome-Tioga BOCES, Broome County Chamber of Commerce, and SUNY Broome. We also hope to re-establish job fairs at Oakdale Commons and persons looking for jobs in local municipalities, county and state jobs.
- j. Jobseekers - BTWF is highlighting renewed and aggressive outreach to all of Broome County and Tioga County high schools. At the high school visitation, we are working with our partners at NYSDOL business services and the virtual reality section. We are also tabling at community libraries and community centers to locate the jobseekers.
- k. Workers - BTWF continues not only to approach persons who are currently unemployed for any variety of reasons, but we are also making outreach to encombent workers currently employed to improve their career prospects by offering encombent OJTs and ITA training so that they are more valuable to themselves and to their current and perhaps future employers.

- e. Describe the roles and resource contributions of the Career Center partners.

The roles and resource contributions of the Career Center partners are as follows:

- i. Broome & Tioga County: WIOA Title I Adult, Dislocated Worker and Youth programs – Employment and Training

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- j. SUNY Broome: Perkins Act CTE programs – Education and Training
- k. Broome & Tioga County Dept. of Social Services: TANF – Education and Training
- l. (A4TD): SCSEP National Grantee – Employment Services
- m. NYS Dept. of Children and Family Services Commission for the Blind: Title IV Rehabilitation Act: Rehabilitation
- n. NYSDOL: Wagner-Peyser, TAA, Veterans, UI: Employment, Training and Veteran services
- o. NYSED Vocational Rehabilitation: ACCES VR – Employment and Training, Rehabilitation
- f. p. NYSED: WIOA Title II Adult and Family Literacy Act - Education

Workforce Development and Career Pathways

- a. Describe how the LWDB will facilitate the development of career pathways, including co-enrollment in core programs when appropriate.

The LWDB has established relationships with educational institutions, industry partnerships, and the NY Apprenticeship Program to support placement of individuals with barriers to employment into quality entry-level jobs that provide the work experience and non-technical skills necessary to lead to employment in In-demand occupation sectors. This collaborative effort identifies career pathways that provide specific on ramps for quality entry level jobs, and assists with identifying and overcoming skills gaps by utilizing ITAs to fund trainings in In Demand Occupations for eligible customers.

- b. c. Career guidance and navigation services will be enhanced to guide individuals, particularly individuals experiencing barriers to employment, into programs and services that provide an effective pathway to their career goals through a seamless referral system. Co-enrollment, when possible, will be encouraged.

- c. Describe how the LWDB will improve access to activities leading to recognized postsecondary credentials.

According to data provided in the Workforce Taskforce Strategic Plan, local employers have identified the following certification programs that would support immediate hiring needs: Work readiness & soft skills training, CNA/LPN & RN Certification, Advanced Manufacturing, Warehouse training, CDL-A, and skills trades technical trainings. The LWDB will support access to these types of training through referrals to programs that improve basic skills. The Broome-Tioga Workforce LWDB will improve access to activities leading to a recognized post secondary credential and access to literacy/numeracy services through clear referrals to agency partners, and will pursue follow-up once referrals are made. This will be coordinated through the newly designed, and mutually agreed upon, referral process outlined in the NYS Local Workforce Development Area Memorandum of Understanding. Partners in coordination with education, training

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providers, employers, and social service providers will collaborate to promote career pathways through a streamlined and seamless referral process.

- d. f. Additionally, the Broome-Tioga LWDB coordinates locally recognized credentials through our Metrix online course catalog, Coursera online course catalog, Binghamton University's Microcredential program, SUNY Broome's SUNY Reconnect program, and Binghamton University's Battery Academy, providing job seekers with training designed to fill identified gaps for In-demand occupations

- i. Are these credentials transferable to other occupations or industries (i.e., "portable")? If yes, please explain.

Yes, safety, manufacturing and industrial certifications, such as warehouse training, are all portable as they provide transferrable skills that are marketable to a wide variety of industries and sectors, thus increasing opportunities for gainful employment with local employers.

- ii. iii. Binghamton University's Battery Academy provides training to prepare candidates for the expanding Battery Hub, while also training "portable" skills for other opportunities.

- iii. Are these credentials part of a sequence of credentials that can be accumulated over time (i.e., "stackable")? If yes, please explain.

- iv. Yes. The credentials noted above, as determined appropriate based on local employer demand, are considered "stackable" in that they can be considered a prerequisite to the achievement of a higher-level credential with additional training. For example, after gaining a certification and work experience as a CNA, an individual may decide to build on that experience to become a LPN or RN. The CNA certification acts as an entry point to occupational progression, which will lead to advancement and an increased earning potential for the individual.

Access to Employment and Services

- a. Describe how the LWDB and its partners will expand access to employment, training, education, and supportive services for eligible individuals, particularly individuals with barriers to employment.

The LWDB is committed to creating job centers that are welcoming and supportive of the needs of individuals experiencing barriers to employment such as the English language learner through cultural sensitivity, multilingual staffing, translation services, and outreach to trusted community-based organizations. Revision and expansion of services could include expanded hours to meet the scheduling needs of adult education learners, review of technology needs for individuals with low computer literacy skills, and better promotion of services targeted to English language learners. Implementation oversight is conducted through the WIB Director and Center Manager, and tracked through customer feedback surveys. Broome-Tioga Workforce NY and the local Title II programs will also work together to connect workforce development activities for adult learning customers, such as integrated learning. Finally, BTWF has implemented training

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modules around cultural sensitivity and additional barriers to employment that individuals may face.

c. To eliminate an unspoken barrier to single parents attempting to access the resource room assets when they have children with them, BTWF has outfitted a room so that the parent can receive counseling even if childcare is not available to them on short notice.

d. The LWDB has allocated resources necessary to retain a full time Disability Resource Coordinator as a member of staff using funding received through the Employment Network. The DRC reaches out to individuals with disabilities to promote the services available through the Career Centers and to assist them to access the resources of the Career Centers and partner programs. The LWDB has also recently started a collaboration with GiGi's Playhouse to assist Neurodiverse Individuals to obtain the skills to seek employment.

b. e. Additionally, the LWDB has obtained funding through the ARC-INSPIRE grant to support two new positions in order to assist individuals who are either Recovering or Re-entering the workforce and helping to address any additional barriers those individuals may face.

- c. Describe how the local area will facilitate access to services through the One-Stop delivery system, including remote areas, through the use of technology.

The Broome-Tioga LWDB will facilitate access to services through the one-stop delivery system, including rural areas through the use of technology by using email and social media to communicate information on available services and by offering our database of over 6,000 Metrix online learning courses. Participants can register to access the database which is accessible from an individual's home, partner agency, public library in areas with access to high-speed internet access.

d. h. Additionally, Workforce staff has, and will continue to hold, satellite events each month in rural locations throughout the County to allow individuals experiencing barriers to employment to access Broome-Tioga Career Centers services such as resume review assistance, interview preparation, career pathways guidance, etc. These events are typically coupled with a employer recruitments and have been held at the; Broome County Library, Johnson City Library, Vestal Library, Fenton Free Library and all school districts, with supportive services involved.

- e. Describe how Career Centers are implementing and transitioning to an integrated technology-enabled intake case management information system.

The LWDB has implemented and transitioned to an integrated technology enabled intake case management information system by using the New York State One Stop Operating System (OSOS) as the primary system to capture information acquired through the assessment process. The OSOS system is going through and update called the Phased Technical Refresh, to help streamline the intake case management system.

k. In addition, the LWDB has established a standard format for all staff (County, NYSDOL) of the career centers to capture and record information

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obtained from the Assessment/Individual Employment Plan in a consistent format so current status and planned actions can easily be identified.

- f. I.The LWDB has created and implemented a training program to help assist staff members on how to properly use the system and also provide information on any new updates to the system.

- g. Provide a description and assessment of the type and availability of programs and services provided to Adults and Dislocated Workers (DWs) in the local area.

A wide range of services are available through the Broome-Tioga Workforce one stop Employment Centers. Adult and Dislocated workers, upon entering one of the centers for the first time, meet with an Employment Counselor and receive a full initial assessment to determine job readiness. Job seekers are informed of the range of services open to them and are scheduled for one or more of the daily workshops offered at the career centers.

- o. Workshops offered include Resume Workshops, Interview preparation, Introduction to Civil Service, a Coffee and Career Conversations Support group, and more. Each new job seeker is assessed for computer literacy and educational attainment. If applicable, individuals may be referred to the SUNY ATTAIN Lab and/or Literacy Volunteers for Computer and English language Literacy Classes. Individuals lacking a high school diploma or equivalent are referred to our on-site GED program in collaboration with Broome-Tioga BOCES and GTS BOCES.

- p. Two counselors on staff specialize in Veteran's employment Services.

- q. Broome-Tioga Workforce also manages a "Ticket to Work" Program as part of the New York Employment System, and has a Disability Resource Specialist on staff to assist SSI/SSD recipients make wise choices concerning their benefits and returning to work.

- r. Training services provided by Broome-Tioga Workforce reflect a wide range of opportunities offered by Approved Regional Training Providers to improve or obtain new skills. Broome-Tioga Workforce also offers over 6,000 online courses leading to locally recognized credentials through our partnership with Metrix Online learning system.

- s. The Broome-Tioga LWDB has identified several in-demand occupations for which there is significant regional or local demand. Individuals seeking training in one of those occupations may apply for WIOA assistance, available through the individual training authorization voucher.

- h. t.Another highly effective training tool is the "On the Job Training Program." The OJT positions authorized for funding in recent years range from entry-level positions to professional positions. The OJT Program has encouraged employers to hire, train, and retrain entry level talent.

- i. Describe how workforce activities will be coordinated with the provision of transportation, including public transportation, and appropriate supportive services in the local area.

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The Broome County Career Centers are located in areas with access to public transportation, making access to services for those with access to public transportation more convenient. When possible, Broome-Tioga Workforce coordinates services with local providers who are able to supply vouchers for supportive services such as transportation, childcare, uniforms, etc. However, a major challenge lies in transportation needs as Broome and Tioga Counties are a majority rural area with little public transportation available, and many households lack a licensed driver or a reliable vehicle. The LWDB is working with a local transportation coalition put in place to explore options for expanding transportation systems throughout the Counties, and into neighboring counties where individuals may commute to work. BTWF has been reaching out to the Southern Tier Rural Health Network GetThere program as well as Enterprise Rental group transportation program, and the Broome-Tioga NAACP.

- j. w. In addition to this, the LWDB offers satellite offices and events to assist people with transportation barriers to bring the LWDB to the customer rather than waiting for them to come to the LWDB from rural and impoverished areas.

- k. Describe the replicated cooperative agreements in place to enhance the quality and availability of services to people with disabilities, such as cross training to staff, technical assistance, or methods of sharing information.

Broome-Tioga Workforce System partners are working together to the quality and accessibility of services to individuals who identify as having a disability. Coordination efforts will occur around the following opportunities:

- z. • Cross-staff Training – A key first step in improved coordination is assuring that staff of all three entities understand each other’s programs and processes. This is scheduled as staff cross-training for all workforce development system partners, and have hired/trained and brought in individuals with specialized skills and knowledge to help train staff on their subject of expertise
- aa. • Stronger Referral Processes – As a partner of the American Job Center Network, Broome-Tioga Workforce, the Title I sub-contractors, and the Title II providers will devise better referral processes to ensure customers gain the best access to services. This includes presentations to each other’s client base, formal referral processes, and increased co-enrollment.
- l. bb. • English Skills for the Workplace – The partners are committed to ensuring English language learners gain the English skills that are necessary for the workplace and are connected to targeted industry needs. Broome-Tioga Workforce will work with the Literacy Volunteers of America Program to explore opportunities to continue our partnership. Broome-Tioga Workforce will also consider the use of incumbent worker training funds to support workplace adult education activities as part of industry strategies. Additionally, Broome-Tioga Workforce will provide individuals with disabilities with physical and programmatic accessibility to facilities, programs, services, and technology and materials, including appropriate staff training and support as is detailed in the Broome-Tioga Workforce Development Partners Americans with Disabilities Act/

Limited English Proficiency Policy. Broome-Tioga Workforce and all workforce development system partners commit to annually reassessing program accessibility and adjusting strategies to improve access as needed. The local area has established a Memorandum of Understanding (MOU) that includes ACCES-VR and the New York State Commission for the Blind as partners to the MO

- m. Describe the direction given to the One-Stop System Operator to ensure priority for Adult career and training services is given to recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient.

- n. The LWDB has developed a Priority of Service Policy outlining requirements to ensure priority for adult career and training service is provided to veterans, recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient. The Priority of Service policy has been shared with the One Stop Operator.

- o. Describe how One-Stop System Operators and One-Stop partners will comply with the nondiscrimination requirements of the Workforce Innovation and Opportunity Act (WIOA) (section 188), and applicable provisions of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.) regarding:

- i. The physical and programmatic accessibility of facilities, programs, and services;

- ii. Broome-Tioga Workforce partners must provide reasonable accommodations to individuals with disabilities. A reasonable accommodation is any reasonable change in the way a BTWP does something for a person with a disability or allows a person to do something. If a building or part of a building where Broome-Tioga Workforce partner services are provided is not physically accessible, BTWP must ensure that the individual is provided meaningful access to services in other ways, by holding appointments with clients in another office in the building or at a different location, holding an appointment at the client's home, conducting appointments over the phone, allowing an authorized representative to attend the appointment for the individual, or by other means.

- iii. Technology and materials for individuals with disabilities; and

- iv. The technology for individuals with disabilities includes: Accessible computer station, VRI video translation services, computer equipment, magnification, earphones, visual reading technology, software necessary to meet the needs of persons with blindness Braille Writer

- v. Providing staff training and support for addressing the needs of individuals with disabilities.

- vi. All BTW partner staff will be trained on the ADA/LEP and on the Broome-Tioga Workforce NY System Access Policy. The entire staff have received training from a representative from the Commission for the Blind and will continue annually. This training included in the orientation of new Career Center staff, Broome-Tioga Workforce Development system staff, as well as held annually. Additionally, the Broome-Tioga Career Center employs a full-time Disability Resource Coordinator who delivers specialized services to individuals with disabilities. The DRC regularly

conducts training with Career Centers and partner agency staff to share this information.

- vii. Describe the roles and resource contributions of the One-Stop partners related to the nondiscrimination requirements of WIOA (section 188), and applicable provisions of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.).

viii. The Broome-Tioga Workforce NY System Access Policy and ADA/LEP applies to all BTWP programs, staff, and partner agencies. The policy also applies to BTWP programs provided by contractors. The role of the One-Stop partners related to the nondiscrimination requirements of WIOA and applicable provisions of the Americans with Disabilities Act is to ensure that all partner staff receive proper training on these requirements and to ensure compliance in the delivery of program services. In addition, these requirements extend to any contract agencies working with One Stop partners.

Business Engagement

- a. What strategies and programs, including training programs, will be used to facilitate engagement of businesses, including small businesses and businesses in in-demand sectors and occupations?

b. As previously mentioned, a key strategy used to facilitate the engagement of businesses was the implementation of employer feedback via surveys, focus groups, and individual feedback exploring local business needs including soft/professional skill development, technical and training needs and credentialing requirements. The results from the survey are being used to inform the vision for the Broome-Tioga workforce system, and to engage local employers by encouraging participation in sector based initiatives and training programs. In addition, this BTWF created a database of all employers in Broome and Tioga Counties and continues to update this list on a regular basis.

- i. If applicable, describe the local area's use of business intermediaries.

ii. BTWF continues to work, in cooperation with, the Broome and Tioga IDAs as well as their chambers of commerce, Empire State Development, and Southern Tier 8 Regional Planning Board on both outreach to businesses and governmental agencies.

- c. What strategies or services are used to support a local workforce development system that meets the needs of businesses in the local area?

Strategies used to support a local workforce development system that meets the needs of businesses in the local area include:

- e. • Assisting businesses with finding qualified workers
- f. • Job Posting/Referral services
- g. • Recruitment, Pre-screening Interviewing assistance, and HR consultation
- h. • Use of career center for on-site recruitments & assistance planning off-site recruitments
- i. • Customized Training to upgrade the skills of new hires and incumbent workers

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j.	• On-the-Job Training subsidies to offset the cost of training workers
k.	• Tax Credit Information
l.	• Labor Market Information
m.	• Testing site for certifications
n.	• Assistance accessing grant funding for employee training initiatives
o.	• Rapid Response Services Individual Training Assistance Metrix training access for employers and employees
d. p.	School Recruitment

- e. Describe how the local area's workforce development programs and strategies will be coordinated with regional economic development activities.

f. Broome-Tioga Workforce LWDB members and the Executive Director participate in the Workforce Taskforce Strategic Planning Project as now operated from the BTWF are in alignment with regional economic development goals. Additionally, the Broome-Tioga WIB Director has participated in the REDC and the Broome-Tioga LWDB has aligned strategic goals with those identified in the Southern Tier REDC Regional Priorities Report. BTW staff also work collaboratively with other Economic Development and business development organizations in the region. This includes, but not limited to; Southern Tier 8 Regional Planning Board, Binghamton University's NENY, NSF-Engines Tech Hub Designation (Battery-NY) as well as IDAs in both Broome and Tioga counties. The Broome-Tioga in-demand occupation list reflects data from not only the NYSDOL Regional Labor Market Analyst, but also the priority sectors as identified by the Southern Tier REDC plans.

- i. Describe how these programs will promote entrepreneurial skills training and microenterprise services.

ii. Career center staff promote the idea of starting a business with individuals accessing career center services. Individuals expressing an interest in starting a business are referred to the Small Business Development Center (SBDC) at the Southern Tier Incubator, or the Broome and Tioga County Economic Development agencies. The SBDC works closely with Economic Development and the Broome County IDA to assist candidates to access the resources available through Economic Development to make their dream of starting their own business a reality. We also encourage, and provide them with information, on all the services available at the Koffman Southern Tier Incubator. Broome-Tioga Workforce partners with SUNY Broome to provide the Entrepreneurial Assistance Program, a 60- hour course designed to give students a foundation to start a business in the Southern Tier. Additionally, the Executive Director of the LWDB participates in a quarterly new business advisory committee to provide advice and guidance to new business owners in the local area.

- g. Describe how the LWDB will coordinate its workforce investment activities with statewide rapid response activities.

h. Rapid Response activities are coordinated by a Regional Rapid Response Coordinator at the New York State Department of Labor. If a WARN letter is

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received by the BTWF director, it is received, shared and assistance is offered. The Coordinator takes the lead in reaching out to impacted companies, and disseminating relevant information to the LWDB and partner agencies. General announcements of anticipated plant closures or lay-offs are shared with career center staff. The Regional Coordinator involves career center staff in the actual delivery of program services. The LWDB partners closely with Statewide Rapid Response activities, providing Career Center support to individuals who are soon to be laid off, by providing access to Career Counselors, workshops, job matching, and relevant trainings.

Program Coordination

- a. How do the local area's programs and strategies strengthen the linkages between the One-Stop delivery system and unemployment insurance programs?

- b. Reemployment services are delivered to unemployment insurance recipients at the Career Centers. Staff include both Broome County, Tioga County, and NYSDOL staff who have worked together and established common processes to deliver services in a coordinated and seamless manner. BTW staff have also coordinated regular workshops focused on providing information to individuals who have been long-term unemployed. The office has also hired additional staff to assist to clarify and answer questions directly related to unemployment insurance programs.

- c. Describe how education and workforce investment activities will be coordinated in the local area. This must include:

- i. Coordination of relevant secondary and postsecondary education programs;

- ii. Postsecondary education programs used in the Local Area must be approved providers/programs on the NYSETPL. Providers wishing to offer postsecondary training opportunities can apply to the NYSETPL. Secondary education programs, including literacy and basic skills training, are provided through SUNY Broome, Broome-Tioga BOCES, and GST BOCES. The LWDB has established procedures for SUNY Broome and BOCES to provide the LWDA with information on available program services and a process to refer candidates for these services. Broome-Tioga Workforce has successfully started a Youth Employment Program (YEP) and will be looking to expand this program over the next year. We also have a contract with Literacy Volunteers to provide ESL assistance and computer literacy.

- iii. Activities with education and workforce investment activities to coordinate strategies and enhance services; and

- iv. Broome-Tioga Workforce participates in all of the following program and planning committees; New Energy New York, NSF-Engines Tech Hub, YEP with partners at DSS & OTDA, Southern Tier 8 Regional Planning Board, Broome County Leadership Alliance and Empire State Development. These committees are used as a mechanism to bring together partner agencies to coordinate strategies to enhance service delivery, eliminate duplication, and to improve program services.

- v. A description
avoid

of how the LWDB will
duplication of services.

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The LWDB avoids duplication of services by forming memorandum of understanding agreements with workforce development system partners to ensure a collaborative workforce development system. The Broome-Tioga LWDB has created an asset map of relevant workforce development and supportive services in the region to ensure that Career Center staff make appropriate referrals and that The Broome-Tioga Career Centers do not duplicate programs and services already in existence in the community. Examples of streamlined service delivery include a workshop calendar outlining all workshops available at the Career Centers, including relevant partner agency workshops.

- vi. The Executive Director has re-established the Youth Council as well as advocating for inclusion of BTWF on the STREDC Workforce Committee.

- d. Describe plans, strategies, and assurances concerning the coordination of services provided by the State employment service under the Wagner-Peyser Act (29 U.S.C. 49 et seq.), to improve service delivery and avoid duplication of services.

- e. The New York State Department of Labor recently issued an agreement with the LWDBThe New York State Department of Labor recently issued an agreement with the LWDB to ensure collaboration under the RESEA grant. This agreement outlines how services will be coordinated to improve service delivery and reduce duplication at the local career center.

- f. Provide a list of executed cooperative agreements that define how all local service providers, including additional providers, will carry out the requirements for integration of and access to the entire set of services available in the local Career Center System. This includes agreements between the LWDB and entities that serve individuals eligible under the Rehabilitation Act. If no such agreements exist, provide an explanation why this is the case and/or progress towards executing such agreements.

- g. The Broome-Tioga LWDB holds a Memorandum of Understanding document with the six core programs: WIOA Adult, WIOA Dislocated Worker, WIOA Youth, Adult Education & Literacy, Wagner-Peyser, and Vocational Rehabilitation. Parties to the MOU include: Broome-Tioga LWDB, Job Corps, NYSED, NYSDOL, NYSCB, ACCESS VR, Tioga Opportunities, Associates for Training and Development, Inc., SUNY Broome, and DSS. All parties have agreed to sign and implement the Broome-Tioga Workforce Development System Referral Form as well as the Broome-Tioga Workforce System Access Policy.

Title II Program Coordination

- a. 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 (OSY) and adults who have low literacy skills, are English Language Learners, or lack a high school diploma or the equivalent.

b. BTWF continues to work with partners in order to prepare OSY and adults to enter the workforce. BTWF is working with SUNY Broome and BOCES in order to develop locally recognized certificate programs to prepare participants for immediate employment in one of the designated in demand fields. These certificate programs include: manufacturing, advanced manufacturing, health care, warehousing, hospitality, skilled trades, IT, Agriculture and administrative professionals. Additional supportive services are provided to participants to aid in their successful completion of the program. BTWF works with BOCES to offer GED classes and additional assistance in obtaining a high school diploma or equivalency for those who need such assistance.

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

The OITP programs described above are offered to individuals identified in the Title II. BTWF continues to work with partners in order to prepare OSY and adults to enter the workforce. BTWF is working with SUNY Broome and BOCES in order to develop locally recognized certificate programs to prepare participants for immediate employment in one of the designated in demand fields. These certificate programs include: manufacturing, advanced manufacturing, health care, warehousing, hospitality, skilled trades, IT, Agriculture and administrative professionals. Additional supportive services are provided to participants to aid in their successful completion of the program. BTWF works with BOCES to offer GED classes and additional assistance in obtaining a high school diploma or equivalency for those who need such assistance. Postsecondary education programs used in the Local Area must be approved providers/programs on the NYSETPL. Providers wishing to offer postsecondary training opportunities can apply to the NYSETPL. Secondary education programs, including literacy and basic skills training, are

- d. provided through Literacy Volunteers, SUNY Broome, Broome-Tioga BOCES, and GST BOCES. The LWDB has established procedures for SUNY Broome, Binghamton University's NSF-Engines Tech Hub designation (Battery-NY) and BOCES to provide the LWDA with information on available program services and a process to refer candidates for these services

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

- f. BTWF will facilitate the development of a career pathway and co-enrollment in academic training programs by working with SUNY Broome Community College, B-T BOCES, GST BOCES, AMT (or its successor organization), and Binghamton University's NSF-Engines Tech Hub designation (Battery-NY). BTWF has partnered with Binghamton University's Research Foundation as a primary partner in the \$113 Million NENY grant along with BT-BOCES, and SUNY-Broome.

- g. 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,

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including those authorized under the Carl D. Perkins Career and Technical Education Act to support service alignment.

- h. BTWF will support the strategy for alignment of services by participating in regional coalitions to address the issues including its partners such as SUNY-Broome, SUNY- Online, KSTI, SBDC

Youth Activities

- a. Provide contact details of Youth Point(s) of Contact for your local area including:
Name of organization, name(s) of Youth Point(s) of Contact, title, address, phone number, and email address. Youth Point(s) of Contact details are primarily used to refer young adults, parents, and partners about youth programs.

Cornell Cooperative Extension of Broome County, 840 Upper Front Street, Binghamton, NY 13905 Holly Tracy, Youth Program Lead, 607-760-2568, hsb48@cornell.edu
Cornell Cooperative Extension of Tioga County, 56 Main Street, Owego, NY 13827 Lisa Weston-Bialy, Youth Employment Educator, 607-687-4020 ext. 317, Lw345@cornell.edu
Carry Thomas, OET Youth Conselor, 607-778-6462, thomas.carry@broomecountyny.gov
Katie Medinosky, Dept. of Social Services, 607-778-8850 katie.medinosky@dfa.state.ny.us

- b. Provide the number of planned enrollments in Program Year (PY) 2025 for new Out-of-School Youth (OSY), carry-over OSY, new In-School Youth (ISY), carry-over ISY, and work experience. *

- i. New OSY

ii. Broome 60/ Tioga 25

- iii. Carry-over OSY

iv. 10 Broome/ Tioga 25

- v. New ISY

vi. 0

- vii. Carry-over ISY

viii. 0

- ix. Work experiences

x. 0 Broome/ 10 Tioga

***Note:** PY 2025 enrollments will provide the baseline estimate for the remaining three (3) years of the Local Plan.

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c. In Attachment G, Youth Services, identify the organization providing the Design Framework, which includes Intake & Eligibility, Objective Assessments, and Individual Services Strategies (ISS), and 14 Youth Program Elements and whether the provision of each element is contractual, with a Memorandum of Agreement (MOA), or provided by the LWDB.

d. Explain how providers and LWDB staff ensure the WIOA elements:

i. Connect back to the WIOA Youth Program Design Framework, particularly the Objective Assessments and ISS; and

ii. Providers and Broome-Tioga Workforce staff ensure the WIOA elements connect back to the Youth Program Design Framework and ISS by designating Broome County Cornell Cooperative Extension and Tioga County Cornell Cooperative Extension as the Providers of Framework Service. A written agreement is in place between the LWDB and Broome County Cornell Cooperative Extension and between the LWDB and Tioga County Cornell Cooperative Extension, clearly identifying roles and responsibilities of CCE in the provision of youth program services. In this capacity, CCE is responsible for determining program eligibility, completing the employment assessment and completing the Individual Service Strategy outlining the plan of service for each customer. Included in the ISS are service needs related to each program element. CCE is responsible for ongoing case management and carrying out the plan of service as outlined in the ISS.

iii. Are made available to youth with disabilities by describing specific program practices, tools, and services that are tailored to serve youth with disabilities.

iv. A successful model for youth services used in the local area was the Broome-Tioga BOCES ELITE Youth Program. The LWDB partnered with BOCES to address educational (math and reading levels) barriers that prevented youth from enrolling into professional programs such as the CNA and Teacher's Aide programs. The model incorporated Academic learning and GED classes when relevant with occupational skills training. Youth enrolled in program were able to improve basic literacy and math skills, work toward the attainment of a high school equivalency and earn an occupational skills credential.

e. Describe successful models for youth services from your local area, including but not limited to virtual work experiences, OSY recruitment. and engagement strategies.

f. Careerbound offered by Cornell Cooperative Extensions from Broome and Tioga Counties each provided outreach right-sized for the separate counties adjusted to each areas unique challenges.

g. Does your local area plan to serve ISY and/or OSY using the “Needs Additional Assistance” qualifying barrier for eligibility?

☐ Yes (Attach a Needs Additional Assistance policy that defines reasonable, quantifiable, evidence-based, and specific characteristics of ISY and OSY as described in Technical Advisory (TA) #[19-02](#).

☒ No (Not required to attach a policy).

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- h. Attach a Basic Skills Deficiency policy of youth program as described in the in TA #[19-02](#).

Administration

- a. Identify the entity responsible for the disbursal of grant funds as determined by the Chief Elected Official(s) (CEO(s)) or Governor.

b. Broome-Tioga Workforce NY

- c. Describe the competitive process to be used to award subgrants and contracts for WIOA Title I activities in the local area.

Broome Tioga Workforce NY follows the Broome County Procurement policies and procedures for all goods and services. Competitive grants and contracts are awarded through a RFP process to solicit viable training and service providers to provide services under the terms of the Request for Proposal and/or a Request for Qualifications. Prospective organizations, drawn from a list of past and current contacts, as well as contacts drawn from a Directory of Youth -serving organizations, are notified via email of the RFP. A Notice of the RFP is also posted to the Broome-Tioga Workforce website and print media stating the date of issue, submission date, RFP type, award date and scope of project. The RFP and RFQ details the purpose of the solicitations, contract specifications, applicant and performance criteria, goals and objectives and other program elements to be incorporated within the proposal, reporting requirements, monitoring oversight of the project if awarded, evaluation process, federal and state certifications and the timeline for the contract award and start.

- d. The Proposal responses are date stamped upon receipt and are reviewed, evaluated and scored by a panel of WIB, One-Stop staff and Youth Advisory Committee members to the measures established in the RFP. The panel's recommendations are presented to the WIB for award. The Proposals awarded are prepared in contract format and signed by the organization and grant recipient/s. All reporting forms, timelines and performance measures are discussed with the proposing agency to ensure the maximum program outcomes.

- e. Provide the local levels of performance negotiated with the Governor and CEO(s) to be used to measure the performance of the local area and to be used by the LWDB for measuring the performance of the local fiscal agent (when applicable), service providers, and the One-Stop delivery system, in the local area.

The local levels of performance negotiated with the Governor and Chief Elected Official to be used to measure the performance of the local area and to be used by the local board for measuring the performance of the local fiscal agent, eligible providers and the One Stop delivery system are outlined in Technical Advisory #18-6.2, Primary Indicators of Performance for Titles I and III under the Workforce Innovation and Opportunity Act (WIOA).

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- f. Describe the actions taken toward becoming or remaining a high-performing LWDB, consistent with factors developed by the State Workforce Investment Board (SWIB). The LWDB will be defined as high performing if it meets the following criteria:
 - i. It is certified and in membership compliance;
 - ii. All necessary governance actions and items have been accomplished, including executing a local Memorandum of Understanding (MOU), selecting a One-Stop System Operator, and implementing all required local policies, etc.;
 - iii. All One-Stop Career Centers in the local area have achieved at least an 80% score in the most recent Career Center Certification process; and
 - iv. The local area meets or exceeds all performance goals.

- v. The LWDB is certified and in membership compliance; has not fully executed a local MOU selecting a One Stop System Operator, but continue to work with our previously identified One Stop Operator. The LWDB has a history of meeting/exceeding all performance goals. Most recently, the LWDB was awarded extra funds that were not previously allocated, due to it's stellar performance. This can be identified with the a project description of PY 24 Program Incentive Grant and that our local area has met the necessary Adult, Dislocated worker and Youth programmatic criteria to be eligible for additional funds for training and supportive service needs. Staff have been provided with training on the Primary Indicators of Performance and are awaiting data from NYS on current performance outcomes.

Training Services

- a. Describe how training services will be provided in the local area. This may include incumbent worker, on-the-job, and customized training programs.

- b. Training services will be delivered through the Broome and Tioga County Workforce New York career centers in the local area. Training services will include classroom/occupational skills training, and customized and On-the-Job Training. Training services will be provided in the local area in the following manner: Classroom/occupational skills training programs will be provided by issuing Individual Training Accounts (ITA's) to providers on the NYS ETPL for occupational skills training programs that lead to a certificate, degree or license. The training program must address the skills needed for jobs in demand in the local or regional labor market. The ITA lifetime cap is set at \$10,000 with no one training grant to exceed \$5,000. ITA funded training must be linked to employment opportunities in demand in the local labor market, or in a neighboring labor market within a reasonable commuting distance.
- c. Describe how contracts will be coordinated with the use of Individual Training Accounts (ITAs).

- d. Providers used for training will be those on the NYS ETPL. An Individual Training Account (ITA) will be authorized to providers on behalf of an individual approved for training. The ITA will include the individuals name, the program name, start

and end dates, and the total amount authorized for that individual. There are no plans for contracts for training services outside the ITA process at this time other than On-the-Job training contracts.

- e. Describe how the LWDB will ensure informed customer choice in the selection of training programs regardless of how training services are provided.

- f. The LWDB will ensure informed customer choice by using the NYS ETPL in the selection of training providers, providing a single resource where customers can go to access the available training options. In addition, the LWDB will make available program and performance data and feedback from customers who previously attended training with each training provider. Our counselors will continue to provide high quality services to our customers, and receive training to ensure they are providing accurate and up to date information.

Public Comment

- a. Describe the process used by the LWDB to provide a period of no more than 30 days for public comment and input into development of the plan by representatives of business, labor organizations, and education prior to submission.*

The Broome-Tioga LWDB, in accordance with the 30-day opportunity for public comment requirement, provides the general public, our NYSDOL representative, representatives of private business, labor organizations, and education an opportunity to provide input to Broome-Tioga's 2025-2029 Local Plan as follows:

- c. • Local Plan document is uploaded to the NYS DOL website and Broome-Tioga Workforce website (Broometiogaworks.com) and forwarding of draft to all LWDB members.
- b. d. • The plan is an amalgam of input from a variety of sources including members of the workforce development board who represent business, labor organizations, social services and education, front-line One Stop Center staff and labor market data. It is the result of open discussion during board meetings and workforce taskforce meetings about the needs of the local workforce and employers. Local board members have been sent the plan and have an opportunity to review and comment.

***Note:** Per WIOA §679.560(e), comments representing disagreement with the contents of the Local Plan must be submitted with the Plan.

List of Attachments

Please complete all attachments listed below.

Attachment A – In-Demand Occupation List Template

Attachment B – Units of Local Government

Attachment C – Fiscal Agent

Attachment D – Signature of Local Board Chair

Attachment E – Signature of Chief Elected Official(s)

Attachment F – Federal and State Certifications

Attachment G – Youth Services Chart

Original signature pages for Attachments D, E, and F must be delivered to NYSDOL in one of the following two ways:

- Electronic signature (if the LWDB has the capability for it) – Note that electronic signatures must follow the requirements and guidelines of the Electronic Signature and Records Act ([ESRA](#)). LWDBs choosing to submit signature pages via electronic signature may submit these pages via email with the Local Plan.
- Mail original versions – Hard copies of traditional signature pages may be sent to:

Attn: Local Plan
New York State Department of Labor
Division of Employment and Workforce Solutions
W. Averell Harriman State Office Campus
Building 12, Room 440
Albany, NY 12226

All other attachments must be submitted via email with the LWDB Local Plan Template.

In addition to these attachments, LWDBs must provide copies of the agreements listed in Part [\(d\)](#) of the Program Coordination section of this template. If possible, it is preferable to provide a list of hyperlinks to these agreements available on the LWDB website.