

# Onondaga Pathways to Careers Demonstration Project at Onondaga Community College



# Welcome & Introductions

## Discussants

- Sara Harms, NY DOL
- Alan Gallagher, NY DOL
- Group!

## Facilitate Discussion

- Michael Morris
- Meera Adya



# Others Joining Us

So many new folks, let's do roll call!

# Agenda: In-Person Meeting

- Welcome and Introductions: Meera Adya and Michael Morris
- Approach for Upcoming Year: Meera Adya and Michael Morris
- NY DEI Project: Project Overview & Work with Community Colleges
- Other CoP members' Experiences
- Next Meeting: Volunteer Project

# New Member: NY Disability Employment Initiative

# DEI Round VI Pathways to Employment

In October of 2015, New York State Department of Labor (NYSDOL) was awarded a sixth round of DEI funding. This project has been titled “**Pathways to Employment.**”

Round VI – “Pathways to Employment”

Awarded 10/01/2015, expected to end 03/31/2019

- Awarded nearly \$2.5M
- Two (2) Pilot Site Areas
  - HMO - Herkimer/Madison/Oneida
  - Capital Region (Albany/Rensselaer/Schenectady)
- Two (2) Disability Resource Coordinators per area.
- Career Pathways Focus

# Pathways to Employment

Will serve **300** adults with disabilities, improving the job placement outcomes for **185** individuals who complete their career pathways training in partnership with credential-based education offered through the community college system.

Training will include the high-growth areas of health care and technology/manufacturing.

**\$700,000** has been earmarked specifically for customer training. Based on our performance goals, this roughly amounts to **\$3,000** per participant

# WIOA Career Pathways Summary

**A combination of education, training, and other services that:**

- Enable individuals to attain a secondary school diploma or its recognized equivalent, and at least one recognized postsecondary credential
- Aligns with the needs of local employers
- Includes counseling and support
- Helps an individual enter or advance within a specific occupation or occupational cluster.



# Key Elements to Career Pathways

- Building Cross-Agency Partnerships and Clarify Roles
- Identify Sector or Industry and Engage Employers
- Design Education and Training Programs
- Identify Funding Needs and Sources
- Align Policies and Programs
- Measure System Change and Performance

# Career Pathways

Capital Region Workforce Development Board and  
Schenectady County Community College

**John Banas and Geri Walsh**

Disability Resource Coordinators (DRCs)

NYS Disability Employment Initiative (DEI) Round 6

OPC is funded by the Office of Disability  
Employment Policy, U.S. Department of Labor  
Award No. OD-26453-14-75-4-36.



# General Guidelines and Lessons to Share

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# Marketing is key!

- First and foremost, develop an informational flyer.
- Advertise the Career Pathways training funds at every outreach event that you attend.
- Keep reminding career center staff, partner agencies and training providers about the training funds that are available.

# Training Providers

- **Get to know your training providers** including the director of the program, admissions staff, the business office, the bookstore, the Office of Disability Services staff.
- Use your existing professional connections to make the initial contact (the decision makers).
- Have an initial meeting with the provider to share information and keep in constant contact.
- Request a tour of their program.

# Required Paperwork

- Registered customers of a career center can apply for the training funds.
- Make sure that you are very clear about the required documents we need for our program, in order to apply for the funding.
- Determine how referrals will be made.

# Blending Funds

- Determine what other sources of funding may be available for individuals seeking training.
- If eligible, the individual will need to apply for state and federal financial aid.
- Encourage the individual to look for other sources of funding, such as scholarships.
- Have a conversation about any remaining financial liability.

# **Our Partnership**

Capital Region Workforce Development Board  
and Schenectady County Community College



# Schenectady County Community College (SCCC)

- **Health Profession Opportunity Grant (HPOG)**
- The Health Profession Opportunity Grant, administered by the Administration for Children and Families, U.S. Department of Health & Human Services, was created to provide education and training to TANF recipients and other low-income individuals for occupations in the health care field that pay well and are expected to either experience labor shortages or be in high demand.

# HPOG Partnership

- Schenectady County Community College (Lead Agency)
- Schenectady Community Action Program
- Albany Community Action Partnership
- Fulton Montgomery Community College
- SUNY Adirondack

# Offerings

- Certified Nurse Aid (CNA)
- Home Health Aide (HHA)
- Personal Care Aide (PCA)
- Community Health Worker (CHW)
- Phlebotomy
- Electrocardiogram (EKG) Technician
- Emergency Medical Technician (EMT)

# Recent Developments

An exciting collaboration between the community college and a private college:

- Schenectady Community College and Maria College are allowing students who have completed the certified nurse aid (CNA) or home health aide (HHA) certification at SCCC to transfer without issue into the practical nurse certification (LPN) program at Maria College.
- <https://www.mariacollege.edu/news/building-healthcare-pathways-between-public-and-private-colleges>

# Working Together

The process:

- Buy-in from Workforce Development Board
- Met with SCCC, Albany Community Action Partnership (ACAP), and Schenectady Community Action Partnership (SCAP)
- Advertise DEI funding opportunity
- Developing good working relationship with all the partners and the other key staff
- Recently met with Admissions Director at Maria College

# Success Stories

## **Rensselaer/Schenectady County**

- An individual who completed CNA training at SCCC
- An individual who completed CNA training at Mildred Elley and immediately started working

## **Albany County**

- An individual who completed the Community Health Worker Certificate at SCCC
- An individual attending Maria College

# Resources

- [Career Pathways Toolkit](#)  
[dei.workforcegps.org/resources/2016/03/21/19/52/Career\\_Pathways\\_Toolkit](http://dei.workforcegps.org/resources/2016/03/21/19/52/Career_Pathways_Toolkit)
- John Banas, Disability Resource Coordinator  
[John.Banas@dfa.state.ny.us](mailto:John.Banas@dfa.state.ny.us) or  
[rensselaerdrc@capreg.org](mailto:rensselaerdrc@capreg.org)
- Geri Walsh, Disability Resource Coordinator  
[albanydrc@capreg.org](mailto:albanydrc@capreg.org)

# Questions of Comments



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# Strategies & Best Practices with local Community Colleges

Workforce Development Board

Herkimer- Madison-Oneida (HMO) Region

Tanisha Taylor and Charlene Levonski

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# Building Partnerships

- Start where you are & work with what you have
- Reach out to current professional contacts who may be able to help you make other connections
- Share information so that there is an understanding of how the partnership is beneficial to all involved
- Share business cards and flyers
- Communicate regularly
- Follow-up and provide updates as needed

# Partnerships with Community Colleges

- Meeting at Mohawk Valley Community College (MVCC)
- Contacted MVCC Director for Community and Workforce Development
  - Arranged a meeting with the College Department Heads related to Career Pathways
  - Compiled a list of the available degree and certificate programs offered within Healthcare, Manufacturing, and Technology

# Mohawk Valley Community College

- Met with Tim Thomas, Associate Dean of Physical Sciences, Engineering and Applied Trades
- Provided us with a better understanding of the degree and certificate programs offered within the Manufacturing and Technology Career Pathways

# Mohawk Valley Community College

- Office of Accessibility Resources
  - Tamara Mariotti – Coordinator of Disability Services
- Introduction to the Accessibility Office & Office Staff
- Open, ongoing communication between DRCs & Office Staff
- Follow-up outreach activities

# Mohawk Valley Community College

- Recent follow-up outreach activities at MVCC
  - Met with staff in the Office of Accessibility Resources
  - Outreach with Tamara to other college departments
    - Admissions
    - Financial Aid
    - Student Information/Help Desk

# Partnerships with Community Colleges

## MVCC

Student Services Specialist – Kevin Siembab

- Has a desk at the Utica American Job Center, and is available every Monday.
- Conducts a weekly workshop - provides information on Admissions and Financial Aid
- DRCs' contact representative for questions related to credit degree programs

# Partnerships with Community Colleges

- Herkimer College – developing partnership  
Karen Evans – Herkimer College Representative
  - Has a desk at the Herkimer American Job Center
  - Available 10 hours each week in the Center
  - DRCs' first point of contact for questions related to Herkimer College degree and certificate programs



# Questions of Comments



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# VERY Brief Input Survey

- We will send a VERY brief survey out via the Listserv soon to receive your input regarding our meetings.
- We want to know your interests and help address them!
- Please kindly take a few minutes of your time to respond.

# New Members & Resources Are Welcome!

- Please send Meera ([madya@syr.edu](mailto:madya@syr.edu)) recommendations for additional members, especially students and employers.
- Please connect us to any people we should be including in the project.
- Please send us (or point Meera in the direction of) any resources you have or know about that you think we should use.

# Next Meeting: Date & Topic

- Our meeting schedule will be every month, the last Thursday of the month, from 12:00-1:30 EST.
  - So, our next meeting is November 30<sup>th</sup>, 2017, Noon EST
- **Volunteer to introduce yourself!** *(or risk being nominated – mwahaha)*
- Developing and implementing cross-agency partnership models, aligning policies and program requirements.
- Results of input survey and structure moving forward in New Year.