

Berkshire County Workforce Development Business Plan
Fiscal Year 2019 Executive Summary

The Berkshire County Regional Employment Board, Inc. (BCREB), in partnership with our Chief Elected Official, Mayor Linda Tyer of Pittsfield, is required to prepare a Fiscal Year 2019 Workforce Development Business Plan for Berkshire County for submission to the Executive Office of Labor and Workforce Development. This planning document articulates the region’s priorities and workforce development strategies and revisits the broad scope of how the Workforce Investment Act system will be coordinated with other systems providing employment and training services to improve services for both job seekers and employers.

For FY19, the Massachusetts Executive Office of Labor and Workforce Development is requiring only basic elements for the Local Plan in order to permit local areas to implement critical elements of WIOA and to lay the groundwork for a comprehensive four-year Local Plan, as required by WIOA. Planning for WIOA will be coordinated with other systems providing employment and training services to improve services for both job seekers and employers. Our region’s workforce development priorities continue to have an emphasis on alignment with BCREB goals and initiatives; alignment of program design with local labor market trends to create a demand-driven system; developing career pathways and industry sector strategies; continuous improvement of the One-Stop Career Center system as the primary vehicle for delivering services; integration of WIOA and non-WIOA systems and programs to enhance services for job seekers and employers; minimizing duplication; and improving performance and accountability. The local plan will include performance and participant planning forms and the budget for how funds will be allocated. The comprehensive plan can be found after September 13, 2018 on the BCREB website www.bcreb.com.

The Chief Elected Official and the BCREB are seeking public comment on the proposed plan. Interested parties may submit written comments regarding this document to the BCREB by July 27, 2018 in order to be included with the plan. All questions or comments should be directed to Heather Boulger at Heather@berkshireREB.org.

WIOA FY19 Anticipated Allocations

Grant Source	Berkshire County FY18	Berkshire County FY19	Difference from 2018	% change from 2018
Adult	\$267,121	\$226,247	\$(40,874)	-15.3%
Dislocated Worker	\$333,461	\$308,649	\$(24,812)	-7.4%
Youth	\$274,419	\$253,972	\$(20,447)	-7.5%
Wagner Peyser 10% & 90%	\$201,318	\$197,188	\$(4,132)	-2.1%
Total LWIB	\$1,076,319	\$986,054	\$(90,265)	-8.4%
*WIB Portion	\$80K WIOA & WP10%	\$68K WIOA & WP10%	\$201	-7.3%

Berkshire Works will be open Monday-Thursday from 8AM-4PM and on Fridays from 9AM to 4PM (Staff meeting from 8-9AM). There will be services provided at North Adams City Hall on Mondays from 8:30AM-2PM and in Great Barrington at Berkshire Community South Campus on the 1st Wednesday of the month from 9AM-12PM. Unemployment Insurance Assistance will be provided Monday-Thursday from 8AM-12:45PM, and Fridays from 9:00 AM – 12:45 PM

Training continues to be a priority of the Berkshire Workforce system with 30% of WIOA Adult and Dislocated Worker Program funds to be used for training/education. The Berkshire County Individual Training Accounts will be capped at \$5,000. Training opportunities include a customer-choice driven form of individual training accounts that will help pay for the costs of approved training programs.

Below are the performance goals based on current goals and are subject to change.

Title I Adults: Approximately 28 adults will be served in FY19. Performance will be negotiated.

Proposed Performance Goals:

- Entered employment rate: To be negotiated.
- Training Activities Obtaining Credential To be negotiated.
- Average Earnings To be negotiated.

Adult job seekers will have access to a broad array of services from a comprehensive assortment of employment programs. WIOA provides for basic core services, which are available to all job seekers, and additional intensive and training services may be available to persons who meet certain eligibility criteria.

On-the-Job Training (OJT) opportunities are also available which is occupation specific training provided by an employer for a limited duration.

Additional collaborations included the Department of Elementary and Secondary Education funded adult education and post-secondary vocational education; Massachusetts Rehabilitation Commission and Commission for the Blind vocational rehabilitation for persons with disabilities; Department of Transitional Assistance funded education and training services to public assistance and food stamp recipients; and Title V services to older workers.

Title I Dislocated Workers: Approximately 75 dislocated workers will be served in FY19. Goal of 50 participants entering training.

Proposed Performance Goals:

- Entered employment rate: 75%
- Training Activities Obtaining Credential 52%
- Average Earnings \$16.00/hr

Dislocated workers are those who have been permanently laid off or have received a notice of termination or layoff from employment and are eligible for the same WIOA core, intensive and training services provided to Title I Adults. Other training resources include National Emergency

Grants for targeted company lay-offs, On-the-Job Training, Workforce Competiveness Trust Fund grant, and other industry-specific training grants in the region.

Title I Youth Programs: Approximately 56 youth will be served in FY19

Proposed Performance Goals will be negotiated:

- Entered employment rate: To be negotiated.
- Degree or certificate attainment To be negotiated.

Youth programs are selected through a competitive bidding process and target low income, at-risk youth ages 14-21 who are in-school or out-of-school. Key services to *in-school youth* are dropout prevention; academic support; career and leadership development; work experience; and case management services that link youth to other community resources and youth partnering agencies. Primary outcomes for in-school youth are successful completion of high school with a transition to employment and/or post secondary education and attainment of a degree or certificate/credential.

Key services to *out-of-school youth* include programs that raise educational attainment levels and provide academic support; occupational skills development; career and leadership development; work experience; and case management services that link youth to other community resources and youth partnering agencies. The primary outcomes for out-of school youth are transition to employment and/or post-secondary education, attainment of a degree or certificate/credential and literacy/numeracy gains.

The Berkshire Region works closely with the Department of Social Services and Department of Youth Services to better coordinate dropout prevention and reintegration activities. Additional collaborations for youth include School-to-Career Connecting Activities programming which encompasses 12 school districts in providing internships to high-school students; Youth Works which places low-income, at-risk youth from Pittsfield into summer jobs; and the Berkshire Reconnect Center which works with youth to reconnect them to school, develop alternatives and/or identifies employment opportunities.

Wagner-Peyser:

Approximately 2,660 individuals will receive labor exchange services in FY19

Approximately 494 employers will be served with 375 listings job orders.

Persons with Disabilities served	148
Unemployment Insurance	1,331
Veterans served	187

Wagner-Peyser provides universal access to core services as delivered through the One-Stop Career Center and an integrated array of labor exchange service activities between the job seeker and employer.

The Berkshire Region will continue to be closely aligned with our economic development partners and implement strong business outreach and employer services programming to help connect our companies with training opportunities including the Workforce Training Fund,

Hiring Incentive Training Grants, WTFP Express, Workforce Competitiveness Trust Fund, and other industry-sector training programs.

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