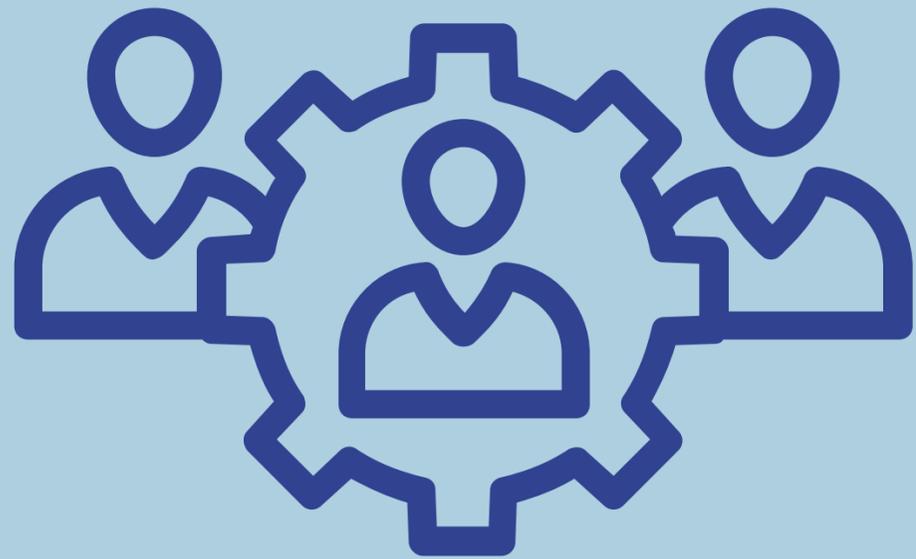


Warren County Workforce Development

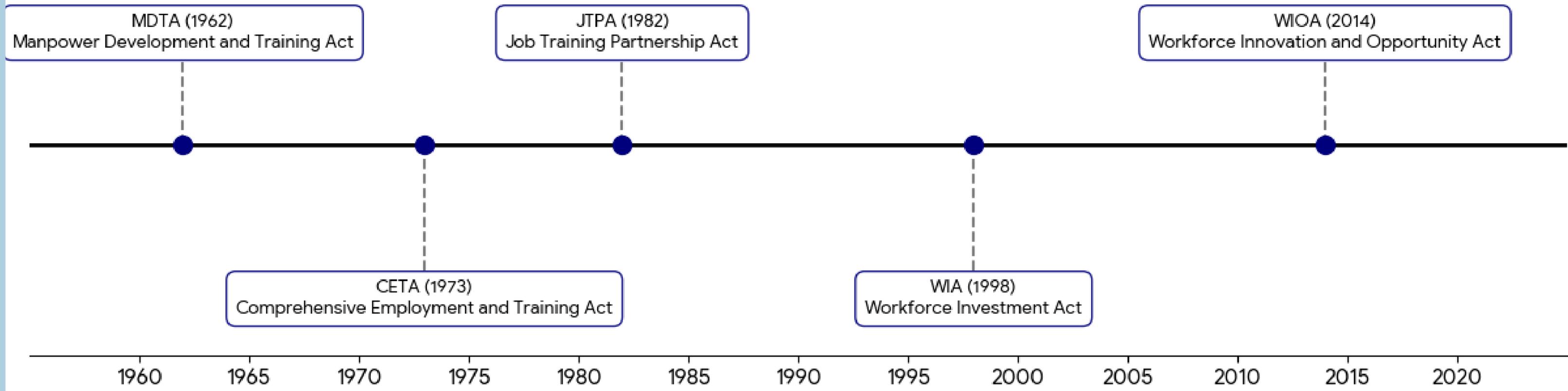


Warren County Career Center
333 Glen Street, Suite 300
Glens Falls

americanjobcenter®
Warren County, NY

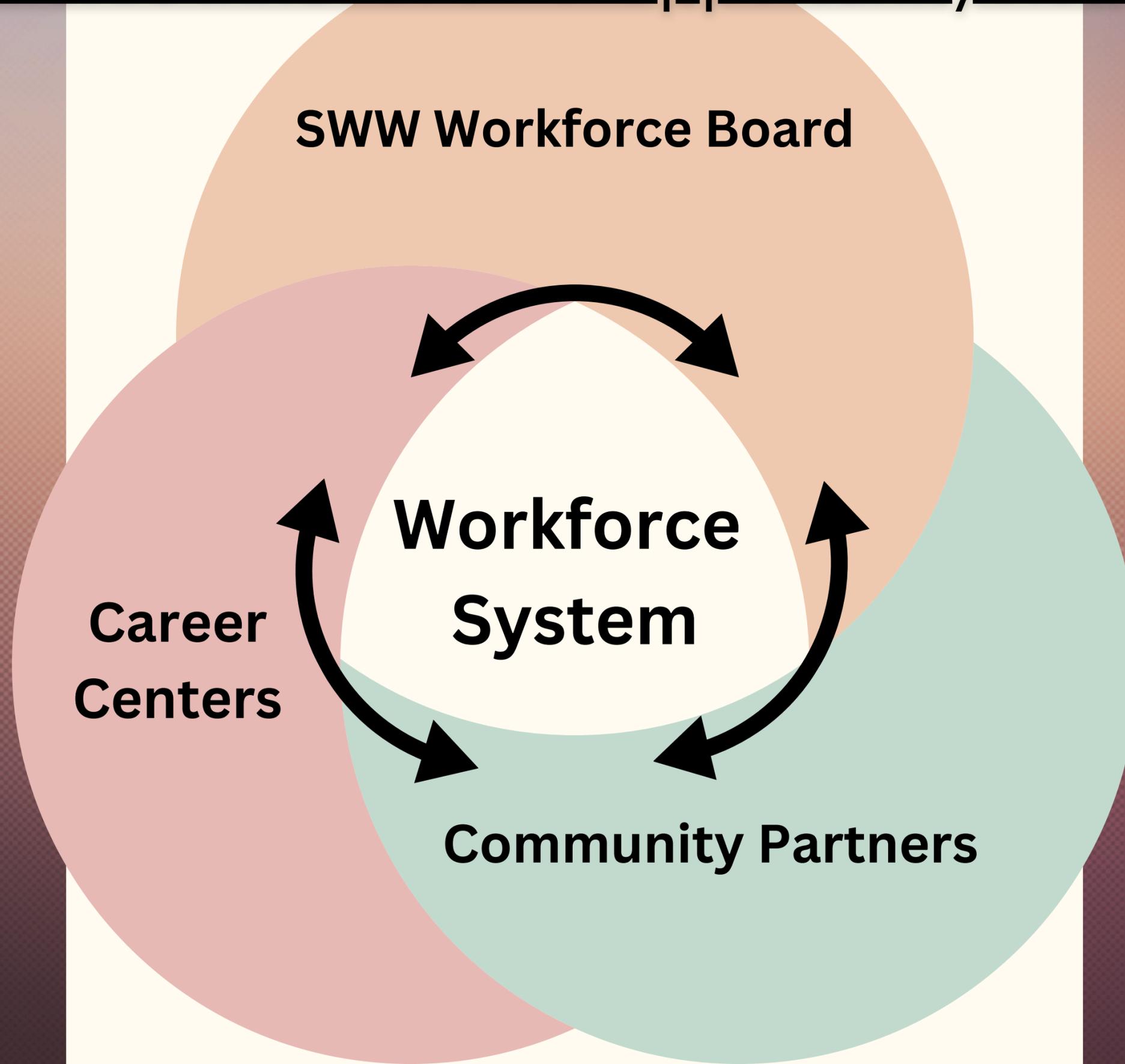


Timeline of Major Federal Workforce Development Legislation



- MDTA (1962) - Manpower Development and Training Act: The first major federal effort to provide training for unemployed workers whose skills were rendered obsolete by automation and economic changes.
- CETA (1973) - Comprehensive Employment and Training Act: Shifted control of training programs to state and local governments and included a large public service employment component.
- JTPA (1982) - Job Training Partnership Act: Replaced CETA, emphasizing private sector involvement through Private Industry Councils (PICs) and focusing on training rather than public service jobs.
- WIA (1998) - Workforce Investment Act: Established the "One-Stop" career center system and shifted the focus toward individual choice and universal access to services.
- WIOA (2014) - Workforce Innovation and Opportunity Act: The current governing legislation, which improved coordination between core programs (Adult, Dislocated Worker, Youth, Wagner-Peyser, Adult Education, and Vocational Rehabilitation) and emphasized regional economic needs.

Workforce Innovation & Opportunity Act (WIOA).



Fiscal Agent: Saratoga County

- Receives funding from NYS Dept of Labor
- Uses approved allocation formula to grant funds to the subrecipients (3 counties)
- Fund management
- Bookkeeping and reporting
- Audit response
- Technical Assistance

Primary Board Responsibilities

- Strategic Planning: Develop and submit a 4-year local plan aligned with state strategy.
- System Oversight of the Career Centers
- Market Analysis: Conduct workforce research and regional labor market analysis to identify skill gaps.
- Employer Engagement
- Accountability: Negotiate local performance measures and ensure the programmatic and physical accessibility of centers for individuals with disabilities.
- Fiscal oversight for budgets
- Coordination with Chief Elected Officials for approvals
- Transparency: Comply with "Sunshine Provisions" by making board activities, membership, and minutes available to the public.

Career Centers

- Service delivery
- Program coordination
- Data entry
- Follow-up
- Reporting
- Audit response
- Partnerships
- Contracts
- Coordination with DOL

Some Required Partners

- DOL
- BOCES
- SUNY
- DSS (TANF)
- JobCorp
- HUD Employment & Training programs

Saratoga-Warren-Washington Workforce Development Board

Includes 10 Warren County Appointed Reps:

Tricia Rogers (ARCC)

Scott McKenna (Catamount Consulting)

John Wheatley (EDC)

Zack Moore (Spruce Hospitality)

Elizabeth Miller (Miller Mechanical)

Tracey Riley (Finch Paper)

Dan Dudley (IBEW Local 236-Electrical Workers Union)

Susan Wynkoop (SUNY Adirondack)

Elaine Wilkie (Hudson Headwaters)

Maureen Grabowski (Quintessential Mortgage)

Adult and Dislocated Worker Program Elements

- **Basic Career Services:** Eligibility determination, outreach, intake, job search assistance, and labor market information
- **Individualized Career Services:** Comprehensive assessments, Individual Employment Plans (IEP), counseling, and short-term prevocational services
- **Training Services:** Occupational skills training, workplace training with related instruction, private sector training, skill upgrading, and online learning opportunities
- **Supportive Services:** Transportation, childcare, housing, and needs-related payments
- **Follow-up Services:** Counseling for up to 12 months after the first day of employment

Youth Program Required Elements to Offer

1. Tutoring, study skills training, and dropout prevention
2. *Alternative secondary school services or dropout recovery*
3. *Paid and unpaid work experiences (summer jobs, internships, job shadowing)*
4. *Occupational skills training*
5. Education offered concurrently with workforce preparation and training
6. Leadership development opportunities
7. Supportive services (assistance with transportation, childcare, uniforms, etc.)
8. Adult mentoring (for at least 12 months)
9. Follow-up services (for at least 12 months)
10. Comprehensive guidance and counseling
11. Financial literacy education
12. Entrepreneurial skills training
13. Local labor market and employment information
14. Post-secondary preparation and transition activities

WIOA Primary Indicators of Performance for Adults, Youth, Dislocated Workers

- Employment Rate (2nd Quarter After Exit): The percentage of program participants who are in unsubsidized employment during the second quarter after exiting the program.
- Employment Rate (4th Quarter After Exit): The percentage of program participants who are in unsubsidized employment during the fourth quarter after exiting the program.
- Median Earnings (2nd Quarter After Exit): The median (middle value) earnings of program participants who are in unsubsidized employment during the second quarter after exit.
- Credential Attainment Rate: The percentage of participants who obtain a recognized postsecondary credential or a secondary school diploma (or equivalent) during participation or within one year after exit.
- Measurable Skill Gains (MSG): The percentage of participants who achieve documented academic, technical, or occupational progress toward a credential or employment during the program year.

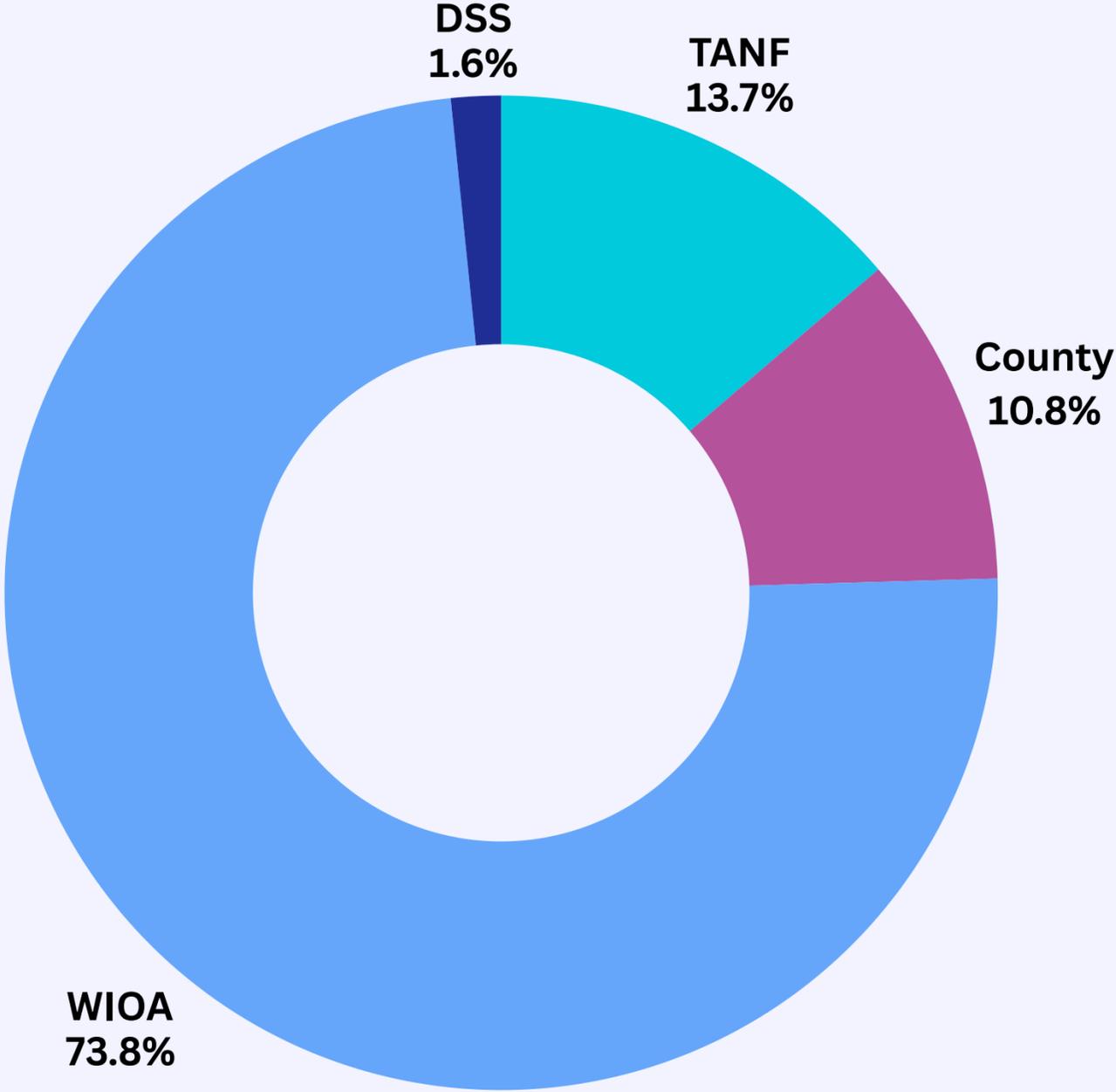
**Measured as a tri-county system
by DOL reports based on data
entry in a DOL database.**

SWW Workforce Area is currently not meeting Youth indicators in:

- Employment Rate 4th quarter after exit
- Median Earnings 2nd quarter after exit
- Credential attainment
- Measurable skills gain

Workforce Development 2025 Budget

TANF County WIOA DSS

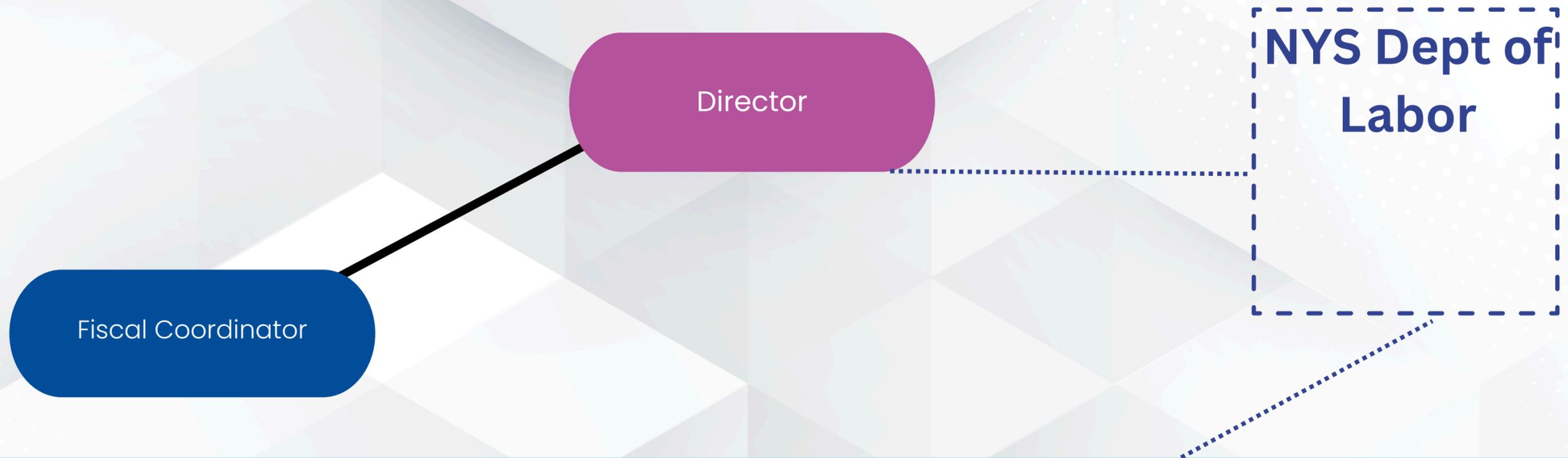


2025 Expenditure Totals

	Allocation	Spent	Notes
WIOA Total	\$683,390	\$713,315.56	Use carryover funds
Adult	\$203,618.39	\$237,691.85	
Youth	\$210,185.51	\$211,288.92	
Dislocated Worker	\$199,165.98	\$167,508.90	Received an additional \$17,616.67 as Program Incentive in Summer 2025
Admin	\$70,420.21	\$96,825.89	
County	\$100,000	\$103,009.55	Carried over balance to WIOA for Retiree Hospitalization
TANF (SYEP)	\$127,000	\$117,000	Returned \$10,000
DSS	\$15,000	\$5,729.92	
Total	\$943,007	\$936,045.48	

- **WIOA allows 20% carryover each year**
- **Overhead costs average \$730K**
- **Fringe costs are increasing and allocations are decreasing**
- **Training costs increasing**
- **PY25 Allocation is \$602,537.63 and going down again July 1, 2026.**

WARREN COUNTY WORKFORCE DEVELOPMENT LOCATED IN THE WARREN COUNTY CAREER CENTER



Direct Service to Individuals (Adults, Youth, Dislocated Workers)





LOW COST & FREE TRAINING AVAILABLE FOR ELIGIBLE APPLICANTS!

- HVAC-R
- Electrical Technician
- CDL-A/B
- Home Inspection
- Machine Tool Technology
- Asbestos Removal
- OSHA 10, 30, or 40
- Food Service Manager
- CNA
- LPN
- CRPA-P
- EKG
- Dental Assistant
- Phlebotomy
- Food Handler
- And More!

Local certified training partners include: WSWHE BOCES, SUNY Adirondack, Metrix, and others!

Sponsorship applications are available for Warren County residents at the Warren County Career Center.

333 Glen Street, Suite 300
 Glens Falls, NY 12801
 518-743-0925

Open Monday-Friday 8:30am-4:30pm



CDL	21
Welding	2
Practical Nursing (LPN)	4
CRPA-P	9
First Aid/CPR	5
Chain Saw Operator	2
Construction Equipment Operator	1
Computer certification	1
TOTAL	45

2025 Training Sponsorships

WIOA \$66,870
 Warren County \$58,295
Total \$125,165

CDL Training Supported Towns of:
 Thurman
 Bolton
 Chester
 Johnsbury
 Glens Falls
 & Warren County DPW

Supportive Services:

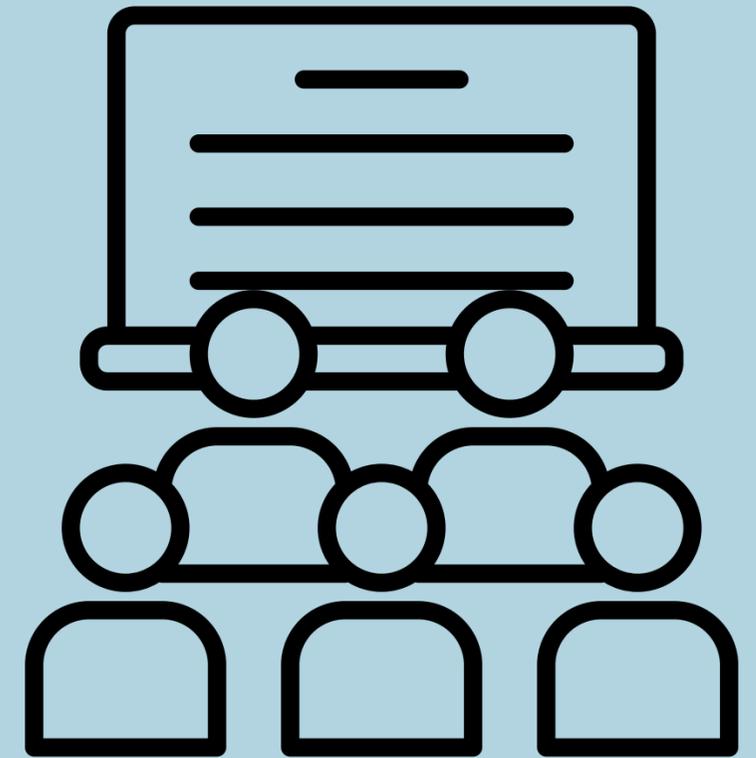
Boots/Uniforms: 2
 Books/supplies: 1
 Transportation: 41
 DOT Physical: 1
Total 45

2025 Youth GED Class

12 maximum students

3 graduated in 2025, 9 still enrolled

2 of 3 currently employed and/or
enrolled at SUNY

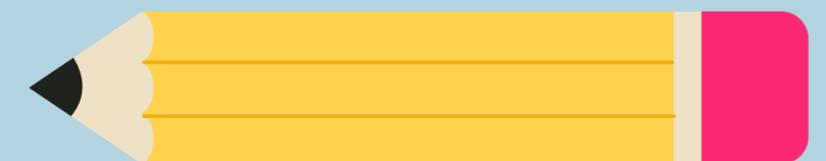


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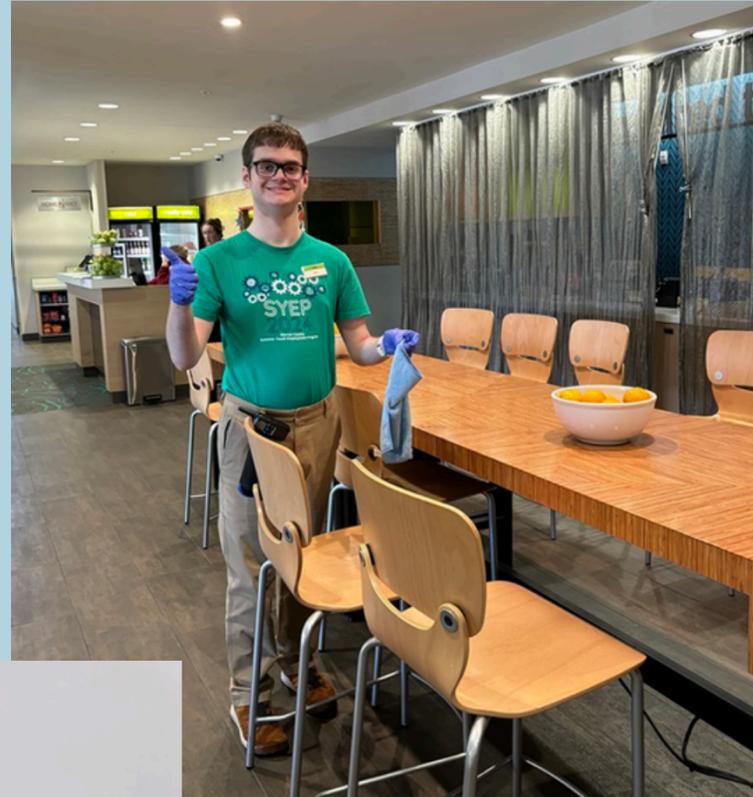
Facilitated with BOCES

Program is for ages 16-24
and up to 4 subjects to
test to pass.

Class is Sept-June
12 on the Wait List



Summer Youth Employment Program

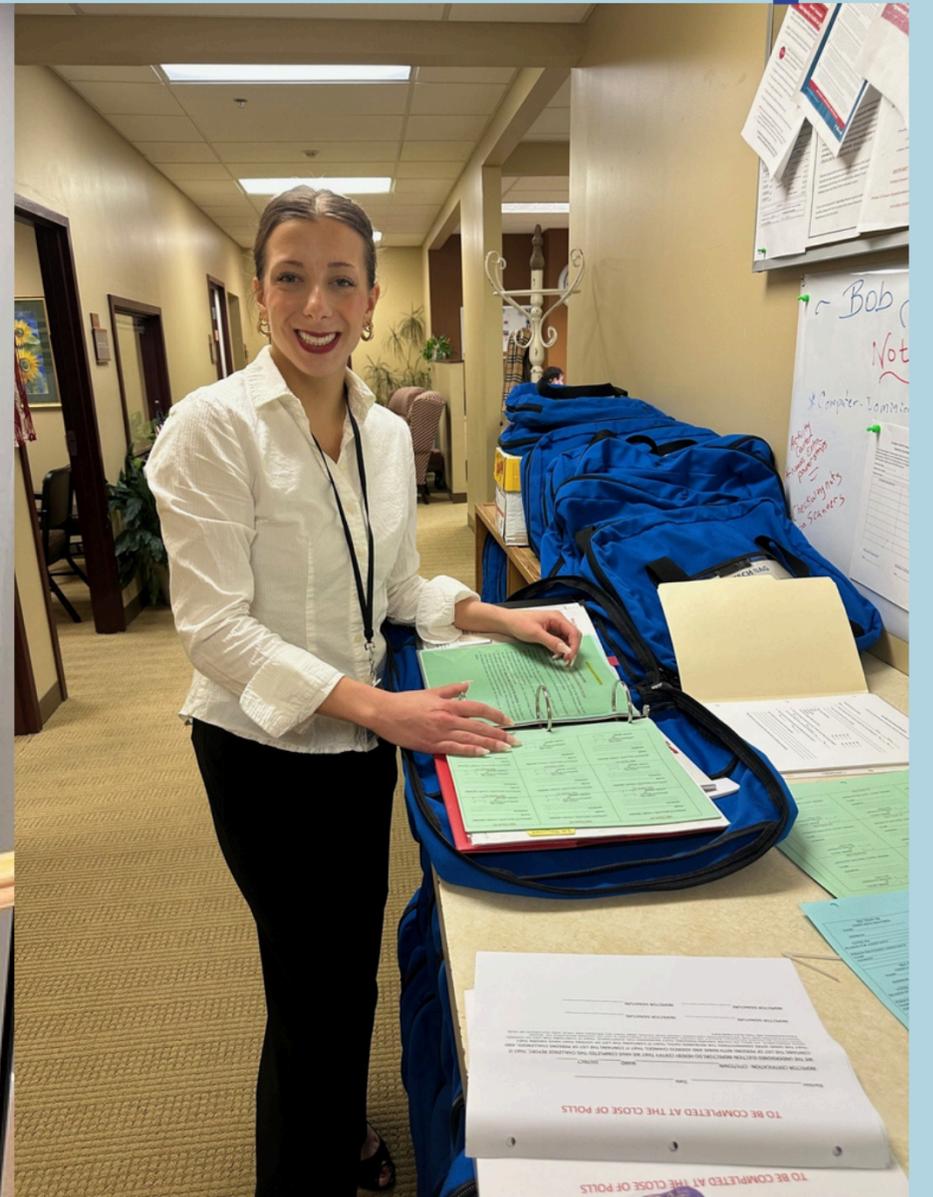


Additional Youth Programming

- Worksite Mentoring Program: 8 weeks for Big Brothers Big Sisters youth
- 2 Current Year-Round Youth Work Experience provide more long-term placements and two more in the process
- CTE Expos (Qbury & BOCES)
- Annual Spring Job Fairs
- VR exploration of industries and careers
- Mock interviews
- Resume development
- Panels and guest speakers
- Industry tour coordination



Warren County Funded Internships



4 college interns in 2025

- Elections
- Adirondack Regional Chamber of Commerce
- Treasurer's
- ASCEND Mental Health

Private donation:

- Materials
- Trainers
- Stipends

Water Genome

- Kits
- Training
- Marketing
- Network

Local 773:

- Workspace
- Tools

Agencies

- Identify good candidates
- Provide feedback
- Network

Workforce Dev:

- Job Readiness
- Check processing
- Business partnerships

Sustainability Orgs & EDC:

- Identify locations
- Network



americanjobcenter®
Warren County, NY



TheWaterGenome.org

Warren County Career Center



FREE BUSINESS SERVICES

- Job Posting
- Upskilling Your Workforce with Free Metrix Learning Online Classes
- Customized Course Badges for Your Business or Industry
- Employer Spotlight
- Employee Retention Services
- Candidate Recruitment
- Prove It Hiring Tools
- Virtual Hiring Events
- Employee Support Services
- Apprenticeships
- On-The-Job Training
- Work Opportunity Tax Credits
- Incumbent Worker Training
- Rapid Response and Shared Work Program



518-743-0925



www.workforce.org



333 Glen St. Suite 300
Glens Falls, NY 12801

Challenges--Opportunities--Solutions

- Antiquated database and DOL admitted unreliable reports do not serve as accurate measures of success but it is the current system we are required to use and the three counties have to work together to address shortfalls as a team.
- Staff participate in available trainings and utilize DOL staff and OSOS help desk as needed.
- Corrective Action Plans were drafted and submitted for review
- Utilizing technology to help with data tracking (Implementing Ipad check in system) and data analysis schedules and plans
- Monthly reports are ongoing to try and catch errors before quarterly reports
- Flexibility with Youth In School and Out of School Funds. Drop Out Prevention work can only happen if we are working with current students enrolled in school and have the funds for it
- Retaining funds and diversifying funds with County advocacy and support

