



- CDO WIB Meeting
August 19, 2003 2-4 PM @ Sidney Public Library
- Youth Council—
September 18th
3:30—5:00 @ Sidney Public Library

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Grant to Assist Locals with Disabilities Find Work

Thousands of individuals with disabilities will receive assistance in finding work in the Southern Tier. A US Department of Labor grant for \$300,000 has been awarded to Chenango, Delaware, Otsego, Broome, and Tioga counties to work with their local independent living centers to improve employment and training accessibility for people with disabilities in the local area One-stop Centers.

The Chenango-Delaware-Otsego area which serves over 1500 people with disabilities each year, will be able to provide through the One-stop Centers, a variety of employment preparation resources that without these funds would not have been as accessible. The grant will assist the One-stop Centers in improving their physical and program access for job seekers with disabilities and provide One-stop staff with the knowledge and skills necessary to more adequately assist individuals with disabilities find employment. Technology will be upgraded to provide universal access; computer software will allow individuals who are blind or visually impaired to navigate the system and computer hardware will provide access for those job seekers who require adaptive equipment to utilize a computer. In addition, the grant will provide local employers with the information they need so they can take full advantage of the often untapped pool of qualified workers with disabilities. Employers will be given information about opportunities such as tax credits and subsidies that are available for employing qualified individuals with disabilities as well as on the job training programs that will pay for all, or part of a disabled employee's beginning salary.

Christine Zachmeyer, Director of the Catskill Center for Independence is very excited about the possibilities that this grant has to offer. "This gives us an opportunity to bring together all the elements necessary to assist people with disabilities to become employed and to assist employers in finding qualified employees," Zachmeyer says, "Our One-stop Centers should be accessible to everyone who needs their services and now, with the help of this grant, they will be."

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CDO Workforce—An Exciting New Opportunity

CDO Workforce has contracted with NY Wired to provide E-Learning accounts to businesses.

CDO Workforce has invited Elizabeth Durkee from NY Wired to talk with businesses about the many options available.

Program Specifics E-Learning:

- ▶ self-paced training delivered over the Internet, available 24/7
- ▶ Employees can receive unlimited access to 450 soft skill courses (management, communication, etc.) or 200 desktop application courses (Word, Excel, etc.)
- ▶ Eligibility – employee must make less than \$30.00/hr. to participate
- ▶ All courses are tracked for course completion, reports provided to companies
- ▶ E-Learning implementation training and on-going support provided to companies
- ▶ Goal to upgrade employee skills

Please join us; we have two dates and locations to choose from:

SEPTEMBER 17, 2003 at the Howard Johnson's hotel, Broad St., Norwich

OR

SEPTEMBER 23, 2003 at the Fox Care Center in Oneonta.

Both sessions will begin at 8 am and go until 10:00 am.

To register call Maureen at CDO Workforce: 334-1405.

Visit the NY Wired website for details on the course they have to offer: www.nywired.org

Gain a Competitive Edge: A well trained workforce is the key with looming skills gap

By 2010, the US economy will require 168 million jobs, but only 158 million people will be available to fill them, according to the Bureau of Labor Statistics. Not only will the US face a shortfall of more than 10 million workers, the available workforce will not have the skills needed by American Businesses.

Companies should act now to identify their future skills needs and ensure that existing workers are provided with skills upgrades. Businesses should also work with local high schools, community colleges and universities to incorporate courses that will prepare students to fulfill tomorrow's jobs. Although it is sometimes necessary to boost the bottom line by trimming the ranks, businesses will make special efforts to retain top talent in anticipation of a worsening skills gap, the jobs that remain require much more sophisticated skills.

The skills shortage is by no means limited to the private sector. The government as a whole is facing a skilled labor shortage as public service loses its luster and the aging workforce moves on.

There are remedies. Training and retraining is the key to peak performance, whether in-house or in partnership with area training providers and schools.

Forecast:

- ▶ Within 10 years, shortages of skilled workers will have businesses scrambling to meet productivity and profit goals.
- ▶ Over the next 10 years growth in the education and training sector will explode
- ▶ Schools and businesses will form new partnerships to ensure a workforce to handle workplace tasks. Worker retention will again become a critical component of long-term strategic management.

Some companies also encourage older workers to stay on the job as full or part-time consultants to insure the transfer of knowledge from one generation to the next by "selling" the benefits of a career in their industry to students through in-school programs and summer internships.

Take Action:

- ▶ Assess your company's skills needs for the short and long-term, create an inventory of current worker skills to identify gaps.
- ▶ Encourage top performers to upgrade their skills and acquire new ones, ensuring an appropriately skilled team when labor shortages occur.
- ▶ Where critical shortages exist, approach local colleges and high schools about creating programs that will help close that gap. Examine your company's policy on employee reimbursement for education.
- ▶ Businesses with specialized skills should consider developing training programs to sell to other companies and educational organizations.

For more information:

Bureau of Labor Statistics www.bls.gov

National Association of Home Builders Research Center
www.nahbrc.org

Embrace the Power of E-learning

The e-learning Market is booming and will continue to grow in the future. The demand for e-learning is estimated to be strong enough to make online learning content development one of the top 10 most sought after job skills among Global 1000 companies according to International Data Corp, Gartner Group.

E-learning, including online learning, computer based training, distance learning, and courseware are delivering greater bottom-line results than any other business technology, according to BankTech, an online newsletter for financial industry.

Companies using e-learning solutions experience dramatic cost savings in travel, human resource administration, regulatory compliance and customer support. Employee performances increases significantly and many more employees take advantage of online training over manual-based or classroom training opportunities to acquire the skills they need to advance in their career.

By 2006, the worldwide IT training market will reach \$28.6 billion and the US business skills training market will reach \$21.1 billion.

E-learning won't replace brick and mortar universities. Instead those institutions will become the venue for broad-based education, providing students with a strong general knowledge base and, more importantly, the ability to learn.

NASA's Technology and Business Conference Learn how to sell to NASA

An opportunity to learn about and develop business relationships in the areas of Prime Contracting, Subcontracting, Small Business Innovation Research Programs, and Technology Transfer & Commercialization programs directly with representatives of NASA, Prime Contractors and other Government Agencies have finally come to our area.

Representatives from all ten NASA Field Centers and NASA Headquarters in addition to representatives from Prime Contractors and other Federal Agencies will be participating to help businesses understand, prepare, and develop techniques to capture opportunities to grow their businesses.

*August 25-26 2003
Desmond Hotel, Albany, NY*

One-on-one Counseling is a highlight of this event. Take advantage of this opportunity to present your company's capabilities, learn where the opportunities are, and follow-up directly with a representative after the conference.

For more information visit www.ctc.org or call CTC at 800-328-8801
To register online go to:
www.motivatorsconference.com/HTML_pgs/conf.html/conf_pg.htm

High-Tech Industry is Moving Over Seas

Binghamton Press July 21, 2003— Rachel Konrad

The migration of tech jobs to low-paid contractors or locally hired employees in India, China, Russia, and other developing countries could cause the end of American domination in technology.

“We’re giving countries like China and India the support they need to build up their technology industries, and the result could disadvantage us in the long run,” said Phil Friedman, an electrical engineer and chief executive of New York based Computer Generated Solutions, a 1200 employee software company that targets the apparel industry.

Roughly 27,000 technology jobs moved overseas in 2000, according to a November study by Forrester Research. It predicts that will grow to 472,000 by 2015 if companies continue to farm out computer work at today’s frenzied pace.

Cost-conscious executives have been shifting lower-level tech jobs in data entry and systems support abroad to cheaper labor markets for more than a decade. But now they are exporting highly skilled positions in software development.

Boeing, Dell, and Motorola have opened software development centers in Russia. Intel employs 400 full-time Russian software research engineers and nearly 200 others in marketing and sales, wireless Internet access and modem projects.

Some say sending these jobs abroad may cause American tech worker wages to stagnate, but many US executives say they can not afford to overlook foreign computer workers, especially India, which produces 350,000 college engineering graduates annually.

“We need to move beyond the idea that individuals can simply be retrained and cope,” said Courtney, whose 275 member union is asking Congress to study and possibly regulate offshore outsourcing. “Workers need a voice over their economic future.”

“Building the Creative Community”

This may sound familiar to some of you, if you have read “The Rise of the Creative Class”, by Richard Florida. An interesting read, I highly recommend it, but before you run to your nearest book store, let me tell you a little about the ideas to be found inside.

The creative class now represents more than thirty percent of the entire workforce. Richards belief is that these are the people that will determine how the future workplace is organized, what companies will prosper or go bankrupt, and even which cities will thrive or wither. We are already seeing the economic impact that these people are making.

As we search for ways to improve the economic viability of our local areas, we have determined that we need to be able to attract be more business. Well what attracts businesses? Skilled

Cont’ from page 1 - Grant to Assist Locals with Disabilities Find Work

A portion of the grant will be used to promote community awareness of the services that the CDO Workforce One-stop Centers have to offer people with disabilities in search of work, allowing both the One-stop and the Catskill Center to effectively reach more people. “The One-stop Centers are designed to serve anyone in need of employment and training services. This grant will give a boost to our services that focus on individuals with disabilities looking to enter into employment,” said Kevin Price, Executive Director of the CDO Workforce Investment Board.

Percentage of spending on technology services and outsourcing to offshore firms

Share of Spending	2002 Responses	2003 Responses
1-5%	42%	35%
6-10%	16%	17%
11-20%	12%	13%
21 and up%	4%	10%
Unsure	26%	25%

people. So our next question is where do these people come from? Educated and trained locals provide us with a nice base to build from, but to bring in the big business and more of them, you need more people.

The bottom line is, to promote growth, areas need a “*people climate*”, this means supporting creativity across the board—in all of its various facets and dimensions, and building a community that is attractive to creative people. “communities need to be open to diversity and invest in the kinds of lifestyle options and amenities people really want.”, once said Seattle mayor Paul Schell.

Small urban areas are beginning to bounce back and become more competitive. Our rural areas have a lot to offer in outdoor amenities as well as a great deal of culture and historical value. More and more of the creative class are moving out of the cities and into more rural areas, this change is and will continue to make changes to economic growth trends.

For more thoughts on the “creative class” and how Richard Florida perceives them to be the future leaders of the direction of the economy, read “The Rise of the Creative Class” 2002.

CDO Workforce Snap Shot: Local Labor Market Information:

This chart is representative of the Tri-County area. Information provided in this chart: most current months employment totals by sector compared to the previous month, here we can see growth vs. decline on a monthly basis and track trends. Also this chart reflects the changes from the previous year. We can see trends in certain sector that may be more seasonal such as education or where we see consistent inclines or decreases in the field. This information provides us with an outlook for the future, what occupations we expect to see more and/or less of.

Source: NYSDOL, Division of Labor and Statistics

Chenango-Delaware-Otsego Counties					
	June 2003	May 2003	June 2002		
Category	Jun 2003	May 2003	Jun 2002	Net Month	Net Year
Resident Civilian Labor Force	82,600	80,100	80,800	2,500	1,800
Employed	79,100	76,500	77,300	2,600	1,800
Unemployed	3,400	3,600	3,400	-200	0
Chenango-Delaware-Otsego UI Rate	4.4%	4.6%	4.4%	-0.2	0
New York State Unemployment Rate	5.9%	5.9%	5.9%	0.0	0.0
US Unemployment Rate	6.5%	5.8%	6.0%	0.7	0.5
Total Nonfarm	62,300	62,200	62,400	100	-100
Total Private	46,300	46,100	46,400	200	-100
Goods-producing	10,600	10,600	10,600	0	0
Natural Resources and Mining	1,700	1,700	1,700	0	0
Manufacturing	8,900	8,900	9,100	0	-100
Service-Providing	51,700	51,600	51,600	100	100
Trade, Transportation and Utilities	9,900	9,600	9,800	300	100
Wholesale Trade	1,200	1,200	1,200	0	0
Retail Trade	7,600	7,300	7,500	300	100
Transportation, Warehousing and Utilities	1,100	1,100	1,100	0	0
Information	1,100	1,100	1,000	0	100
Financial Activities	3,200	3,000	2,900	200	300
Professional and Business Services	2,300	2,300	2,700	0	-400
Educational and Health Services	10,700	11,200	10,600	-500	100
Educational Services	1,700	2,300	1,700	600	0
Health Care and Social Assistance	9,000	8,900	8,900	100	100
Leisure and Hospitality	5,700	5,600	5,700	100	0
Other Services	2,800	2,700	2,900	100	-100
Government	16,000	16,100	16,000	-100	0



CDO Workforce Partners: Afton Consortium of Schools, Catskill Center for Independence, Chenango County Agency on Aging, Chenango County Chamber, Chenango County OET, DCMO BOCES, Delaware County Chamber, Delaware County DSS, Delaware County OET, Delaware Opportunities, Experience Works, NYS Dept of Labor, ONC BOCES, Oneonta Community Education Center, Oneonta Job Corps, Oneonta Telecenter, Opportunities for Otsego, Otsego County Chamber, Otsego County DSS, Otsego County OET, SUNY Delhi, SUNY Morrisville, Utica School of Commerce, VESID