



- ➔ Youth Council—  
September 18th  
3:30—5:00 @ Sidney  
Public Library
- ➔ Board Meeting—  
October 21st 2-4 @  
Fox Care Center,  
Oneonta

### In the Works: WDC

CDO Workforce and Hartwick College, SUNY Morrisville, Utica School of Commerce, and NY Department of Labor have come together to form WDC, the Workforce Development Coalition. The Catskill Center for Independence and The Otsego Chamber also involved with the project. This new initiatives goal is to work at “Closing the Gap Between Business and Education”.

WDC is a workforce development project that for employers will provide a one-stop for posting internship opportunities and a place to find information on how to run an effective and successful internship program. WDC is a centralized web-based service providing information on creating and managing quality internships, a one-stop internship posting program, you post your internship on our web-site and it is sent out to participating local colleges and then they assist in finding qualified candidates. This project will increase businesses ability to access a pool of applicants that are educated, experienced, and empowered, and who choose to make their living in the Southern Tier.

For students this project offers a centralized online database that allows them to view internship opportunities, it is a job exploration tool that allows for exploration of careers that fit their interest, background, and skill sets. It is also an opportunity to explore the careers and industries available in the Southern Tier.

Another aspect of this project is to host career and community fairs. These events will mingle students and business leaders together, allowing the community to learn together what the available human resources are and the career opportunities and ladders available in our local area.

This project is still in the development stages, the website is expected to be complete by October. Stay tuned for more information, in the mean time here are some statistics courtesy of the Daily Star on our local colleges.

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### New Funding For Training :

Available to Chenango-Delaware-Otsego County Businesses:

CDO Workforce in cooperation with Working Solutions, the Workforce Investment System of Herkimer, Madison and Oneida Counties would like to announce the availability of funding from the US Department of Labor to advance the higher skills training needs of employed workers. Employers with identified skill upgrade needs should consider this opportunity.

The objective of the program is to train employees and to help them realize their full skill potential. The project focuses on three skill areas: technology, healthcare and education. The types of training funded through this project will include short-term training that result in recognized skill attainment levels, one year certificates, two year associates degrees, bachelors degrees, masters degrees and various industry-recognized certificates.

Employers whose workers are eligible to participate will be offered grants of up to \$3000 to offset the cost of training. Employers must commit to matching training funds dollar for dollar.

Participants who have completed the program will rise along a career ladder at their place of employment. Employers will be expected to grant wage gains of at least 5% to employed workers within 6 months of the end of training.

If you have any questions, please contact Kevin Price, Executive Director, CDO Workforce 334-1407.

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## Local College Information: The Daily Star

8/27/03

### Hartwick est. 1797:

Student Population: 1400 Degree Programs: 28  
Full-time Faculty: 101 Full-time Staff: 280  
Years: Four Full time tuition and fees: \$27,400 yr  
Dormitory cost: \$3,500 yr Board: \$3,500 yr.  
Campus Size: 425 acre main campus, plus 920 acre environmental campus at Pine Lake  
Graduation Date: May 29  
Projected number of graduates: 320

### Utica School of Commerce: Oneonta Campus

Student Population: 150 Degree Programs: 12  
Faculty 21 Support staff: 4 Full-time tuition: \$4,700 yr  
Part-time tuition: \$150 per credit hour Years: Two  
Campus size: 4,800 sq feet Graduation date: May 13  
Projected number of graduates: 35

### SUNY Delhi est. 1913:

Student population: 2,257 Degree programs: 44  
Years: Two & Four  
Faculty 104 Support Staff: 211  
Full-time tuition: \$4,350 yr  
Part-time tuition: \$181 per credit hour  
Room & Board: \$6,390 yr  
Campus size: 625 acres Graduation date: May 15  
Projected number of graduates: 750

### Morrisville State:

Student population: 3,400 approx. Degree programs: 70  
Full-time Faculty: 120 Part-time: 58 Staff: 365  
Years: Two Full-time tuition: \$4,350 Part-time tuition:  
\$181 per credit hour Campus size: 150 acres in village  
plus 1000 acres of farm & woodland  
Graduation date: May 22  
Projected number of graduates: 600-650 per year

### SUNY Oneonta est. 1889:

Student population: 5,750 Degree programs: 68  
Full-time faculty: 246 Part-time faculty: 180 Years: 4  
Support staff: 525 Full-time tuition: \$4,350  
Part-time tuition: \$181 per credit hour Dormitory cost:  
\$3,984 yr (average) Board: \$2,690 yr (average)  
Campus size: 250 acre main campus plus 1000+ acres at  
the Biological Field Station in Cooperstown  
Graduation date: May 22  
Projected number of graduates: 1,250

### Businesses are invited to be a part of an E-Learning Program

E-Learning is self-paced training delivered over the Internet, available 24/7. Firms in Chenango-Delaware-Otsego counties will receive access to low cost E-Learning courses. Employees can receive unlimited access to a variety of courses, including 450 soft skill courses (management, communication, etc.) or 200 desktop application courses (Word, Excel, etc.) Eligibility requirements: employees must make less than \$30.00/hr. to participate. All courses are tracked for course completion, and reports are provided to companies. E-Learning implementation training and on-going support is provided to businesses. Our goal: to upgrade employee skills.

To learn more about this opportunity please attend an information session. There are two dates and locations to choose from: **SEPTEMBER 17, 2003**, Wednesday, at the Howard Johnson's, Broad St., Norwich OR **SEPTEMBER 23, 2003**, Tuesday, at the Fox Care Center in Oneonta.

Both sessions will begin at 8 am and go until 10:00 am. The sessions are free of charge and include a Continental-style breakfast. To register call Maureen at CDO Workforce: 607-334-1405.

NY Wired e-Learning Course Library for Businesses offers more than 2,500 courses that can be delivered using E-Learning methods. NY Wired offers classes from the three leading E-Learning course developers in the country, and offers organizations access to an extensive online reference library that includes the contents of more than 3,000 business titles.

NY Wired brings to Businesses SkillSoft courses, a library of more than 2,000 courses across 221 curricula that covers topics complex and technical, basic and advanced. The highly interactive learning design of the courses and simulations has a proven track record of success. Online Skill Simulations are also available to help translate learning into behavior.

SkillSoft courses are certified for college credit. Review the NY Wired web site for more details on the courses  
- [www.nywired.org](http://www.nywired.org)

To obtain information on e-Learning please contact: CDO Workforce Investment Board  
19 Eaton Ave.  
Norwich, NY 13815  
Phone 607-334-1405

### Conflict Prevention, Management, & Resolution:

Speaker Donna Kankiewicz, Director of the Dispute Resolution Center of Chenango & Delaware Counties did such a wonderful job with her presentation held back in April of 2003 in Oneonta that we decided to ask her back, this time to Chenango County.

On Thursday, October 2, 2003 from 9am- 11:30 am for just \$10.00 you can see why we have asked her back. Donna provides an informative yet fun and interactive presentation. Do be sure to join CDO Workforce and the Chenango County JSEC Group at the Howard Johnson's Hotel in Norwich to learn about Conflict Resolution in the Workplace while enjoying a continental style breakfast.

Spotlight business for the event: Granite Capital Holdings  
Call Alan Sessions at 432-4800 to register

**New CDO Workforce Website**

Is now on-line: Visit [www.cdoworkforce.org](http://www.cdoworkforce.org) same great information source but with a new a whole new look. It couldn't be easier to find the information you are looking for.

## CDO Workforce Summer Youth Program

This summer the CDO Workforce Investment area was awarded \$155,450 in TANF funds to provide a summer employment & training program. These funds administered through CDO Workforce were awarded to 5 local agencies: DCMO BOCES in partnership with Chenango County OET and The Place, Delaware County OET, and Otsego County OET. In all 94 youths participated in the TANF Summer Youth program. Additional youth participants funded under WIA Title I funds also were involved in summer programming.

Every year we wait to see if there will be Summer TANF funds. This year was a particularly difficult funding year, and a prolonged debate took place in the NYS Legislature. But with much support and a great deal of fight we were able to have TANF funds again this year. With the preplanning, coordination and the support of our business community we pulled it all off.

So, if you have ever wondered what type of work our youth in these programs do, wonder no more. The following article is all about some of the youths in our programs, where they work and what they do.

**Summer Workshops:** Part of the CDO Workforce Youth Programming is to provide youth with employment skills, some of these are taught through workshops. Delaware County held four workshops for their participants; the first focused on the skill of teamwork. The youths had to work together to accomplish varying tasks. They also learned what types of behaviors and actions detracted or added to the chemistry of the team and its ability to accomplish their task.

Some of these exercises included building the tallest tower possible with 10 marshmallows and a fistful of spaghetti, building paper chains in pairs while using only one hand each, and competing in a relay board race that required up to four youths to walk in synchronization.



Team Building Board Race

The second workshop concentrated on customer service and communication in the workplace. It emphasized the importance of communication and cooperation in becoming a valued employee.

The third and fourth workshops concentrated on job skills. The youths learned to evaluate their interest and skills. They also practiced filling out applications, performing a job search, creating a quality resume, and conducting a proper job interview.

**Work Experience:** What better way to teach youth the responsibilities and functions of a job than hands on experience. All of the summer program participants were provided a work experience.

John Sheffield, 16 of Sidney was employed by All-Weather Enterprises, owned by Ed Reiner also of Sidney. All-Weather Enterprises specializes in landscaping, lawn service, and snowplowing, depending on the season. Even though Labor Laws limited the duties John could perform to lawn mowing and trimming, the All-Weather crew took the time to show him how to properly perform many other tricks of the trade.

Under the guidance of Cindy Hubbard and Caroline Wentworth, 14 youth participants worked for the Otsego Valley Swim Program. The participants met 5 mornings a week for five weeks to gather about 95 school age children and help transport them on buses to the Cortland community College where they were given instructions on how to help the young ones learn to swim.



They would then break into small groups and give lessons. One week while the pool was closed for maintenance, the entire group took a trip to Enchanted Forest, and 2 state parks, a swim park in Cortland and one day they all went to Borders Book Store where our participants helped the little ones purchase books.

Another group worked together with the Norwich Downtown Merchants, Some were assigned to work at local stores like McLaughlin's, Brightman's Hardware, Service Pharmacy, the Fish Bowl and Treasures from the Attic, Second Time Around and First Edition. Many of the youths participated in Downtown Days where they wore costumes, ran children's events, and sold balloons. Deanna Russell, owner of the Fish Bowl and Treasures from the Attic, supervised the 6 youths. Overall these people had a great time and some of the participants were even hired on a permanent basis.

"My Favorite part of the program? Seeing the change in these kids, and the outcomes of their efforts."  
Deanna Russell, Pet World & Treasure from the Attic

4 work crews were under the supervision of Bill Wagner, The Place - The Christian Neighborhood Center. The crews were stationed at the Chenango County fairgrounds, Norwich Business Improvement District, Rogers Environmental Center and Chenango Place Products.

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## CDO Workforce Summer Youth Program—Continued

All students had to complete resumes and letters of interest and many other items that went into their portfolios.

On August 13, 2003 all of the work crews participated in an evening event to close out the program. They preformed their program end projects in front of approximately 50 friends, family and board members. The dinner was prepared by the Baptist Church.

Other worksites throughout Chenango County included New Berlin Town DPW where 2 students helped beatify the Millbrook Park. 6 Youth worked with Bainbridge DPW performing many projects throughout the Village including painting murals they designed on the skate park ramps. DCMO BOCES had a graduate from Otselic Valley on the grounds to assist with maintenance, as well as participants in Liberty Partnership, NYS Vets Home in Oxford, Norwich City Court, Roots and Wings, County Youth Bureau, Preferred Mutual and the Earlville Opera House.

Otsego County youth were hard at work as well as the OET staff assisted with the City of Oneonta summer youth employment project. This new initiative developed by Code Enforcement Officer, Peter Friedman allowed for WIA and TANF youth to be hired to complete various improvement projects in Wilber Park. Improvements can be seen in the way of the new stone benches, wooden bridges over creeks, and better developed trails throughout the park.

The Summer Program in Otsego County ended with a trip to New York City. The counseling staff that worked with the youth felt it was important to recognize and reward all of the participants for their incredible performance, always positive attitude, and their never ending ability to wake up each morning in order to report to work on time! The trip to NYC allowed the participants to see sights and learn many things that many of them would never have seen otherwise.

"A special thanks goes out to the school counselors who worked so feverishly to get all the necessary paperwork from families." Otsego County OET Staff



NYC Group

They cook and they clean, I think I need to hire a youth participant. But on the more serious side these kids did a great job. Angel age 15 of Sidney spent her summer working with the Senior Meals program. Her duties included cooking, preparing, and packaging the lunches, as well as clearing tables and keeping the facilities spotless.

Angel really enjoyed her job and having had the chance to interact with the older residents and hearing their many stories and jokes. According to Jean Buchanan, Angel's supervisor, the feeling was mutual: "She's a good worker and a big hit with all the people that come here. She gets along well with them and she became very well liked."



Angel at work!

And the last of our summer stories comes from the Tri-Town Boys and Girls Club. This summer, 3 Sidney youth have been working with the organization. Their duties included such things as maintaining the facility, assisting kids with the computer lab, and participating in activities with the youths. "They've done really well. They are a good example for the boys and girls that come here." said Jim Tweedie, supervisor.

Overall we had a very successful Summer Program, well worth the fight and hopefully we can use these examples in the future to increase the awareness to the community that hires these young people and the politicians who make the choices on where to best spend federal dollars.

We would like to send out a special thank you to everyone who made this such a success, all the businesses who were willing and able to participate and host a youth, the guidance counselors, program staff and supervisors. We hope to work with you again real soon.

These stories and photos were provided by the Candace Phelan, DCMO BOCES, Audrey Benkenstein, Otsego OET, and the Staff at Delaware County OET.



**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