

FINGER LAKES WORKFORCE INVESTMENT BOARD PERFORMANCE & EVALUATION COMMITTEE MINUTES

Tuesday, February 28, 2023, 9:00 am
via Zoom

Attendance: Kathy Baker, Michelle Jungermann, Julia Murphy

Absent: Tom Facer, Mike Rusinko

Staff: Dréa Badger, Lynn Freid, Jen May, Mike Woloson

A motion to approve minutes from the December 15, 2022 meeting was made by Ms. Murphy and seconded by Ms. Jungermann. All in favor, motion carried.

Program Updates

Mr. Woloson provided a summary of the recent, well attended, Demand Occupation List Taskforce meeting (minutes attached). Ms. Freid added that the two intended outcomes for this activity: to understand intent and purpose of the Demand Occupation List as developed by the Department of Labor and to answer questions asked by board members at the November meeting as to what/how the list could additionally be used.

The PY'22 Demand Occupation list was approved by this committee via email on March 1, 2023.

Questions and suggestions posed at the taskforce meeting will be addressed by this committee in future meetings. Key industry stakeholders and front-line staff will continue to meet on an annual basis to review and update the Finger Lakes Works Demand Occupation List.

Mr. Woloson shared that for December, the Finger Lakes region saw a 2.8% unemployment rate; NYS 3.8%; US 3.3%. Also in December, 3,964 customers interacted with Career Center staff, either virtually or in-person at the centers. Traffic to Seneca County Workforce Development has not been captured during the transition from Seneca County Offices to FLACRA. The new facility will be officially open and available for local traffic by April 2023. 2,237 customers visited Ontario, Yates and Wayne County and WIB websites in December. Ms. May attributed the decrease in website traffic to temporarily not capturing Seneca County numbers during the transition and organic social media posts not driving as many visitors to www.fingerlakesworks.com as in prior months.

Mr. Woloson also shared the Basic 11 Elements (of the WIOA contract) report, attached, which compares PY'22 and PY'21 and shows an increase in services provided at centers, or rather a more accurate reflection of services provided as they are now captured in the One Stop Operator System (OSOS). Definitions of the 11 required WIOA contract elements are also attached. Ms. Freid used Ontario County as an example by stating that while they are effectively using OSOS and are a strong workforce center, current unemployment is low affecting traffic numbers. Recent reports tell us that workers aren't wanting/willing to return to certain lower skill and wage work post pandemic, which is giving rise automation in the workplace. See the linked Finger Lakes Hires: Have You Heard article in Notes and Attachments.

The customers and services captured in the WIOA Elements report reflect the outcomes reported in the Primary Indicators of Performance, first quarter of PY'22 (attached). Of the categories scored: Employment Rate (Adult/DW); Employment, Education or Training Placement Rate (Youth); Median Earnings; Credential Attainment; and Measurable Skill Gains, our area met or exceeded the established goal except for in Employment Rate DW (goal 67.5%, scored 50%) and Measurable Skill Gains Youth (goal 50.5%, scored 33.3%).

The Monitoring Policy which was provided prior to this meeting was updated based on input from NYS DoL Financial Oversight and Technical Assistance team (FOTA), for scheduling of financial monitoring. The policy will go before the board for approval on March 15th.

Performance & Evaluation Committee

February 28, 2023

Center Updates

Ms. Freid shared that FLACRA is providing Adult and Dislocated Worker services for Seneca County and FLX Schools is providing Youth Services. Ms. Freid and Ms. Murphy mentioned a NYS DoL office is still in the plans for Wayne County and the NYS Office of General Services is in negotiations regarding a lease and once signed, construction and final details will be shared.

Outreach Activities

Ms. May shared current Finger Lakes Hires: Have You Heard and correlating analytics. She also stated that she and Mr. Pealer are researching minor changes to the website to better capture pageviews. Current outreach activity can be followed on the [Board Member Toolkit](#).

Cluster Update

The Youth Coordinator position is again unfilled - an RFP will be released in the future. Due to logistical and operational concerns, impacting the viability of a larger "Finger Lakes Works...with their hands!" event. Healthcare and Food/Ag events will go forward and updates will be provided to this committee as available.

Finance & Audit is still heavily under audits, including multiple NYS DoL audits spanning several years and the PY'21 Independent Audit.

Governance & Membership will meet on March 13th to discuss membership terms.

Mr. Plympton will provide a FAME update at the March 15th board meeting.

Economic Development will meet on March 17th, headed by new chair Julie Maslyn.

A new chair is being sought for Veterans' Outreach Committee.

The next meeting is scheduled for Tuesday, April 25th.

**A motion to adjourn was made by Ms. Jungermann and seconded by Ms. Murphy. All in favor, motion carried.
Meeting adjourned at 9:56 a.m.**

Submitted By: Jen May

Notes and Attachments

February 9, 2023 Demand Occupation List Taskforce meeting minutes

Basic 11 Elements report

WIOA 11 Elements Definitions

[Finger Lakes Hires: Have You Heard, A Look at the Rise of the Robots in the Workplace](#)

Primary Indicators of Performance

FINGER LAKES WORKFORCE INVESTMENT BOARD DEMAND OCCUPATION LIST TASKFORCE MINUTES

Thursday, February 9, 2023, 10:00 am
via Zoom

Attendance: Jennifer DeVault, Tom Facer, Jennifer Geiger, LeeAnn Haust, Michelle Jungermann, Kurt Meichtry, Julie Maslyn, Joli Morgan, Julia Murphy, Lori Parish, Christi Rollo, Mike Smith, Eileen Tiberio
Staff: Lynn Freid, Jen May, Mike Woloson

What is the Demand Occupation List and what is its function?

Ms. Freid shared that the Demand Occupation List (list) is a Department of Labor, data collected list of job titles that follow hiring trends regionally and across NY State; projected out several years in the future. They are ranked in high, medium and low priority categories. Once a job title/description makes this list – training for these job titles and positions are eligible for WIOA (Workforce Innovation and Opportunities Act) funding, regardless of the high/medium/low ranking. Therefore, a job seeker visiting a career center and working with a career counselor for a new job or looking to increase skills in a Demand Occupation List category and are eligible, can receive funds for training for that position/job title because it is on the Demand Occupation List.

Traditional practice had been for the list to be reviewed by Performance and Evaluation Committee and then approved by the Board. However, during 2021 review it was felt that the list was not reflective of how the job market for several industries had shifted due to impacts of the pandemic.

Therefore, a task group of industry stakeholders was convened and reviewed and updated the list based on local (four county service area) current job market trends. It was agreed that due to job market shifts caused by the pandemic to convene the group annually to review and update the list as job market trends had shifted and continue to shift significantly.

At the November 2022 Board meeting, the list that had been reviewed and updated by Performance and Evaluation Committee and submitted for full Board approval drew several questions and comments on the list; it's purpose, where does it come from, how is it reviewed and updated, what else can it be used for and what else does it tell us. It was decided to have a follow up meeting with a larger group to explain the intended Department of Labor function of the list and how a local workforce board via Performance and Evaluation Committee can have direct impact on the list for the four county service area and what other labor data statistics the Board may be interested in.

On February 9th, 2023 the larger group met with the following speakers and presenters:

Mr. Meichtry, Labor Market Analyst with NYS Department of Labor, shared a brief explanation of what the list is, what its function is, and some factors that are used to select the jobs on the list. The creation of the list is mandated by the Workforce Investment Partnership Act of 1998, which established a coordinated system of federal aid programs through education and training at the state and local level. Each year, local workforce boards are asked to review and update their lists of careers for which training dollars are allowed to be used. By continually updating these lists there is assurance that training dollars are being used for in-demand occupations and benefit both job seekers and employers. In making the list, local employer needs, size of the occupation, and number of job openings are taken into account. Other factors can include potential growth of the occupation, education and training requirements, salary and benefits, technology and innovation, and demographics. The list is a critical tool used to align workforce development resources and needs of local businesses and workers.

Ms. Murphy included more historical knowledge regarding how federal and state labor departments began to be involved in supporting businesses by assisting job seekers with classroom and on-the-job trainings. Ms. Murphy added that the list is only part of how local boards support community businesses, and by

Demand Occupation List Taskforce

February 9, 2023

establishing partnerships such as Finger Lakes Works and Finger Lakes Advanced Manufacturers' Enterprise (FAME) the Finger Lakes board is further assisting businesses with their hiring needs.

Who/how uses Demand Occupation List

Ms. Morgan shared that, as a NYS Department of Labor Employment Counselor, she uses the list for occupational change and possible referral to county Employment and Training Counselors. With a customer, Ms. Morgan begins with the Strong Interest Inventory so that they may have less difficulty choosing a career or educational path. The code that is provided after completion of the inventory is linked to ONET – the U.S. Department of Labor's dictionary of occupations. The corresponding job titles are then searched within the customer's zip code to find job openings, average wages, projected growth in the region and training requirements. If that job title matches available positions within the Finger Lakes list, or the job duties fall under another job title, the customer can be referred to a Finger Lakes Works Employment and Training Counselor for the appropriate training program and funding.

What/how does/can the local area board impact the Demand Occupation List?

Both the current list and the list that was proposed at the November 2022 Finger Lakes Workforce Investment Board meeting (attached) were shared at the meeting.

Mr. Woloson stated that each year the list is reviewed by career center staff and board members who recommend changes. The list is then sent to labor market analysts with NYS Department of Labor to ensure the list aligns with NYSDOL projections recommendations for priority ranking accordingly.

Mr. Woloson explained that the priority rankings are decided based on input from Finger Lakes Works Business Services Representatives and industry leaders and the needs they are seeing in the local area. The list is then sent to labor market analysts with NYS Department of Labor to ensure the rankings align with projected growth for the job titles. It should be noted that any job title on the list is eligible for funding, regardless of the "priority ranking".

Following are additional questions that came up at the November Board meeting and at this taskforce meeting that are outside the scope of the Demand Occupation List functionality:

- Is the priority ranking necessary going forward?
 - o Priority ranking is not considered for customer funds allowable – only if they are eligible
 - o Leads to confusion when one specific job title can have different priorities in different industry deliveries (ie: Home health aide/certified nurse assistant in a hospital vs other settings)
 - o Should local area job projections be added to the list
 - Is this possible?
 - If not – how could this be supplied?
 - o Is the priority "ranking" a negative to customers? Will a customer not pursue a "low priority" option because it is low not medium or high
 - If so – do we remove it?
 - o Likewise, should wage ranges be included? This could be indicated by \$\$\$ icons indicating a range.

- Is there a way to get the DOL assessment tools to high school students who want to pursue a degree or training program and are not interested in relocating so that they do not pursue something where the probability of finding a career in that field locally is a high probability instead of spending valuable time and money on something that will not achieve intended goal?

Demand Occupation List Taskforce

February 9, 2023

- How does O-Net get region specific data? It appears to be "general" or can someone that is being assessed drill down to their region? (Is the Demand Occupation List for Finger Lakes compared with the O-Net assessment to find a fit?)
- If WFD is not utilizing the On Demand List (Ontario County) and I imagine Seneca County WFD also not using since a tool of FLWIB, what benefit is it providing to have it? Does the other County's use it?

The meeting concluded with the following:

- The annual Demand Occupation List review and recommendations for this year would remain as is to be presented for March full board approval.
- The remaining questions would be added to the next Performance and Evaluation committee meeting for continued discussion and potential action items.

Notes and Attachments

Finger Lakes Works Demand Occupations for WIOA Training May 20, 2021 to June 30, 2022
Proposed list for July 1, 2022 to June 30, 2023

**Finger Lakes Works Demand Occupations for WIOA Training
May 20, 2021 to June 30, 2022**

The following have been identified by the New York State Department of Labor and local employers as occupations having favorable to very favorable employment prospects in the Finger Lakes Region. Training leading to employment in these occupations may be considered for Workforce Innovation and Opportunity funding. Approval is based on an individual's suitability for training, labor market requirements, local policies and availability of funds.

Occupations	O-Net
<u>High Priority</u>	
Accountants & Auditors	13-2011
Bookkeeping, Accounting, & Auditing Clerks	43-3031
Computer Support Specialists	15-1041
Customer Service Representatives	43-4051
Executive Secretaries and Administrative Assistants	43-6011
Home Health Aides	31-1011
Licensed Practical Nurses	29-2061
Nursing Aides, Orderlies, & Attendants	31-1012
Registered Nurses	29-1141
Truck Drivers, Heavy and Tractor-Trailer	53-3032
<u>Medium Priority</u>	
Automotive Service Technicians and Mechanics	49-3023
Carpenters	47-2031
Child Care Workers	39-9011
Computer-Controlled Machine Tool Operators, Metal and Plastic	51-4011.
Computer Software Engineers, Applications	15-1031
Computer Systems Analysts	15-1121
Construction Laborers	47-2061
Electricians	47-2111
Electronics Engineering Technicians	17-3023.01
Heating, Air Conditioning and Refrigeration Mechanics and Installers	49-9021
Landscaping and Grounds-Keeping Workers	37-3011
Maintenance and Repair Workers, General	49-9071
Machinists	51-4041
Photonics Technicians	17-3029.
Security Guards	33-9032
Social & Human Service Assistants	21-1093
Substance Abuse and Behavioral Disorder Counselors	21-1011.00
Truck Drivers, Light or Delivery Services	53-3033
Welders, Cutters, and Welder Fitters	51-4121.
<u>Low Priority</u>	
Bill & Account Collectors	43-3011
Cooks, Restaurant	35-2014
Dental Hygienists	29-2021
Dental Assistants	31-9091
Gaming Dealers	39-3011
Janitors & Cleaners, Except Maids & Housekeeping Cleaners	37-2011
Manufacturing Production Technicians	17-3029
Medical Records and Health Information Technicians	29-2071
Medical Assistants	31-9092
Medical Secretaries	43-6013
Network & Computer Systems Administrators	15-1142
Phlebotomists	31-9097.
Plumbers	47-2152.02
Network Systems & Data Communications Analysts	15-1081
Pharmacy Technicians	29-2052.

**Finger Lakes Works Demand Occupations for WIOA Training
May 20, 2021 to June 30, 2022**

Accountants & Auditors: Examine, analyze, and interpret accounting records to prepare financial statements, give advice, or audit and evaluate statements prepared by others. Install or advise on systems of recording costs or other financial and budgetary data. **Sample of reported job titles:** Accountant, Certified Public Accountant (CPA), Staff Accountant, Accounting Manager, Cost Accountant, General Accountant, Accounting Officer, Business Analyst, Accounting Supervisor, Financial Reporting Accountant, Auditor, Internal Auditor, Auditor-in-Charge, Assurance Manager, Audit Manager, Internal Audit Director, Assurance Senior, Audit Partner, Deputy for Audit, Financial Auditor

Automotive Service Technicians and Mechanics

Diagnose, adjust, repair, or overhaul automotive vehicles.

Bill & Account Collectors: Locate and notify customers of delinquent accounts by mail, telephone, or personal visit to solicit payment. Duties include receiving payment and posting amount to customer's account; preparing statements to credit department if customer fails to respond; initiating repossession proceedings or service disconnection; and keeping records of collection and status of accounts. **Sample of reported job titles:** Collector, Patient Account Representative, Debt Collector, Account Representative, Collections Manager, Credit Clerk, Patient Access Specialist, Telephone Collector, Accounts Receivable Specialist, Biller

Bookkeeping, Accounting, & Auditing Clerks: Compute, classify, and record numerical data to keep financial records complete. Perform any combination of routine calculating, posting, and verifying duties to obtain primary financial data for use in maintaining accounting records. May also check the accuracy of figures, calculations, and postings pertaining to business transactions recorded by other workers. **Sample of reported job titles:** Accounting Clerk, Accounting Assistant, Accounts Payables Clerk, Bookkeeper, Account Clerk, Accounts Payable Clerk, Accounts Receivable Clerk, Account Receivable Clerk, Accounts Payable Specialist, Accounting Associate

Child Care Workers: Attend to children at schools, businesses, private households, and childcare institutions. Perform a variety of tasks, such as dressing, feeding, bathing, and overseeing play. **Sample of reported job titles:** Child Care Worker, Child Care Provider, Child Caregiver, Childcare Worker, Infant and Toddler Teacher, Infant Teacher, Toddler Teacher, Before and After School Daycare Worker, Child Care Teacher, Teacher Assistant

Carpenters

Construct, erect, install, or repair structures and fixtures made of wood, such as concrete forms; building frameworks, including partitions, joists, studding, and rafters; and wood stairways, window and door frames, and hardwood floors. May also install cabinets, siding, drywall and batt or roll insulation. Includes brattice builders who build doors or brattices (ventilation walls or partitions) in underground passageways

Computer-Controlled Machine Tool Operators, Metal and Plastic

**Finger Lakes Works Demand Occupations for WIOA Training
May 20, 2021 to June 30, 2022**

Operate computer-controlled machines or robots to perform one or more machine functions on metal or plastic work pieces. **Sample of reported job titles:** Computer Numerical Control Operator (CNC Operator), Computer Numerical Control Machinist (CNC Machinist), Machine Operator, Computer Numerical Control Lathe Operator (CNC Lathe Operator), Computer Numerical Control Machine Operator (CNC Machine Operator), Computer Numerical Control Mill Operator (CNC Mill Operator), Production Worker, Brake Press Operator, Computer Numerical Control Set Up Technician (CNC Set Up Technician), Computer Numerical Control Set-Up Operator (CNC Set-Up Operator)

Computer Software Engineers, Applications: Develop, create, and modify general computer applications software or specialized utility programs. Analyze user needs and develop software solutions. Design software or customize software for client use with the aim of optimizing operational efficiency. May analyze and design databases within an application area, working individually or coordinating database development as part of a team. May supervise computer programmers. **Sample of reported job titles:** Software Engineer, Application Integration Engineer, Programmer Analyst, Software Development Engineer, Computer Consultant, Software Architect, Software Developer, Technical Consultant, Applications Developer, Business Systems Analyst

Computer Support Specialists: Provide technical assistance to computer users. Answer questions or resolve computer problems for clients in person, or via telephone or electronically. May provide assistance concerning the use of computer hardware and software, including printing, installation, word processing, electronic mail, and operating systems. **Sample of reported job titles:** Information Technology Specialist (IT Specialist), Support Specialist, Computer Technician, Computer Support Specialist, Help Desk Analyst, Technical Support Specialist, Network Support Specialist, Electronic Data Processing Auditor (EDP Auditor), Network Technician, Computer Specialist

Computer Systems Analysts: Analyze science, engineering, business, and other data processing problems to implement and improve computer systems. Analyze user requirements, procedures, and problems to automate or improve existing systems and review computer system capabilities, workflow, and scheduling limitations. May analyze or recommend commercially available software. **Sample of reported job titles:** Systems Analyst, Programmer Analyst, Business Systems Analyst, Computer Systems Analyst, Computer Systems Consultant, Computer Analyst, Information Systems Analyst (ISA), Applications Analyst, Business Analyst, Systems Engineer

**Finger Lakes Works Demand Occupations for WIOA Training
May 20, 2021 to June 30, 2022**

Construction Laborers: Perform tasks involving physical labor at construction sites. May operate hand and power tools of all types: air hammers, earth tampers, cement mixers, small mechanical hoists, surveying and measuring equipment, and a variety of other equipment and instruments. May clean and prepare sites, dig trenches, set braces to support the sides of excavations, erect scaffolding, and clean up rubble, debris, and other waste materials. May assist other craft workers. **Sample of reported job titles:** Bituminous Asphalt Technician, Construction Laborer, Construction Worker, Drop Crew Laborer, Equipment Operator (EO), Form Setter, Post Framer, Scaffolding Operator, Site Work Laborer, Toolman

Customer Service Representatives: Interact with customers to provide information in response to inquiries about products and services and to handle and resolve complaints. **Sample of reported job titles:** Customer Service Representative, Account Manager, Client Services Representative, Account Representative, Customer Service Specialist, Customer Service Agent, Member Services Representative, Hub Associate, Account Service Representative, Call Center Representative

Dental Hygienists: Clean teeth and examine oral areas, head, and neck for signs of oral disease. May educate patients on oral hygiene, take and develop x rays, or apply fluoride or sealants. **Sample of reported job titles:** Dental Hygienist, Registered Dental Hygienist (RDH), Hygienist

Dental Assistants: Assist dentist, set up equipment, prepare patient for treatment, and keep records. **Sample of reported job titles:** Dental Assistant, Registered Dental Assistant (RDA), Certified Dental Assistant (CDA), Expanded Duties Dental Assistant (EDDA), Orthodontic Assistant, Certified Registered Dental Assistant, Oral Surgery Assistant, Surgical Dental Assistant, Expanded Dental Assistant, Expanded Duty Dental Assistant

Electricians: Install, maintain, and repair electrical wiring, equipment, and fixtures. Ensure that work is in accordance with relevant codes. May install or service street lights, intercom systems, or electrical control systems. **Sample of reported job titles:** Electrician, Maintenance Electrician, Journeyman Electrician, Inside Wireman, Control Electrician, Electrician Technician, Industrial Electrician, Journeyman Wireman

Executive Secretaries and Administrative Assistants: Provide high-level administrative support by conducting research, preparing statistical reports, handling information requests, and performing clerical functions such as preparing correspondence, receiving visitors, arranging conference calls, and scheduling meetings. May also train and supervise lower-level clerical staff. **Sample of reported job titles:** Administrative Assistant, Executive Assistant, Executive Secretary, Administrative Secretary, Office Manager, Administrative Coordinator, Administrative Aide, Administrative Associate, Executive Administrative Assistant, Secretary

Gaming Dealers: Operate table games. Stand or sit behind table and operate games of chance by dispensing the appropriate number of cards or blocks to players, or operating other gaming equipment. Distribute winnings or collect players' money or chips. May compare the house's hand against players' hands.

**Finger Lakes Works Demand Occupations for WIOA Training
May 20, 2021 to June 30, 2022**

Heating, Air Conditioning and Refrigeration Mechanics and Installers: Install or repair heating, central air conditioning, or refrigeration systems, including oil burners, hot-air furnaces, and heating stoves. **Sample of reported job titles:** Service Technician, Heating, Ventilation, Air Conditioning Service Technician (HVAC Service Technician), Heating, Ventilation, Air Conditioning Technician (HVAC Technician), Heating, Ventilation, Air Conditioning Installer (HVAC Installer), HVAC Specialist (Heating, Ventilation, and Air Conditioning Specialist), HVAC Technician (Heating, Ventilation, and Air Conditioning Technician), Air Conditioning Technician (AC Tech), Heating, Ventilation, Air Conditioning Mechanic (HVAC Mechanic), HVAC Installer (Heating, Ventilation, and Air Conditioning Installer), Mechanic, Refrigeration Mechanic, Refrigeration Technician, Service Technician, Heating, Ventilation, Air Conditioning / Refrigeration Technician (HVAC / R Technician), Heating, Ventilation, Air Conditioning Technician (HVAC Technician), Heating, Ventilation, Air Conditioning Service Technician (HVAC Service Technician), HVAC/R Service Technician (Heating, Ventilation, and Air Conditioning/Refrigeration Service Technician), Refrigeration Operator, Transportation Refrigeration Technician, Ammonia Refrigeration Technician

Home Health Aides: Provide routine individualized healthcare such as changing bandages and dressing wounds, and applying topical medications to the elderly, convalescents, or persons with disabilities at the patient's home or in a care facility. Monitor or report changes in health status. May also provide personal care such as bathing, dressing, and grooming of patient. **Sample of reported job titles:** Home Health Aide (HHA), Certified Nurses Aide (CNA), Certified Nursing Assistant (CNA), Residential Counselor, Certified Medical Aide (CMA), Home Health Provider, Care Giver, Habilitation Training Specialist, Caregiver, Certified Home Health Aide

Janitors & Cleaners, Except Maids & Housekeeping Cleaners: Keep buildings in clean and orderly condition. Perform heavy cleaning duties, such as cleaning floors, shampooing rugs, washing walls and glass, and removing rubbish. Duties may include tending furnace and boiler, performing routine maintenance activities, notifying management of need for repairs, and cleaning snow or debris from sidewalk. **Sample of reported job titles:** Custodian, Janitor, Cleaner, Custodial Worker, Building Custodian, Heavy Duty Custodian, Environmental Specialist, Operational Service Worker (OSW), Floor Tech (Floor Technician), Plant Custodian

Landscaping and Groundskeeping Workers

Landscape or maintain grounds of property using hand or power tools or equipment. Workers typically perform a variety of tasks, which may include any combination of the following: sod laying, mowing, trimming, planting, watering, fertilizing, digging, raking, sprinkler installation, and installation of mortarless segmental concrete masonry wall units.

Licensed Practical Nurses: Care for ill, injured, or convalescing patients or persons with disabilities in hospitals, nursing homes, clinics, private homes, group homes, and similar institutions. May work under the supervision of a registered nurse. Licensing required. **Sample of reported job titles:** Licensed Practical Nurse (LPN), Charge Nurse, Licensed Vocational Nurse (LVN), Clinic Licensed Practical Nurse (CLINIC LPN), Pediatric Licensed Practical Nurse (PEDIATRIC LPN), Clinic Nurse, Office Nurse, Private Duty Nurse, Triage Licensed Practical Nurse (TRIAGE LPN)

Light Truck or Delivery Services Drivers

**Finger Lakes Works Demand Occupations for WIOA Training
May 20, 2021 to June 30, 2022**

Drive a light vehicle, such as a truck or van, with a capacity of less than 26,000 pounds Gross Vehicle Weight (GVW), primarily to deliver or pick up merchandise or to deliver packages. May load and unload vehicle.

Machinists: Set up and operate a variety of machine tools to produce precision parts and instruments. Includes precision instrument makers who fabricate, modify, or repair mechanical instruments. May also fabricate and modify parts to make or repair machine tools or maintain industrial machines, applying knowledge of mechanics, mathematics, metal properties, layout, and machining procedures. **Sample of reported job titles:** Machinist, Tool Room Machinist, Machine Operator, Machine Repair Person, Machinist Tool and Die, Automation Technician, Gear Machinist, Maintenance Specialist, Set-Up Machinist, Utility Operator

Manufacturing Production Technicians: Set up, test, and adjust manufacturing machinery or equipment, using any combination of electrical, electronic, mechanical, hydraulic, pneumatic, or computer technologies. **Sample of reported job titles:** Research and Development Machinist

Maintenance and Repair Workers, General: Perform work involving the skills of two or more maintenance or craft occupations to keep machines, mechanical equipment, or the structure of an establishment in repair. Duties may involve pipe fitting; boiler making; insulating; welding; machining; carpentry; repairing electrical or mechanical equipment; installing, aligning, and balancing new equipment; and repairing buildings, floors, or stairs.

Medical Records and Health Information Technicians: Compile, process, and maintain medical records of hospital and clinic patients in a manner consistent with medical, administrative, ethical, legal, and regulatory requirements of the health care system. Process, maintain, compile, and report patient information for health requirements and standards in a manner consistent with the healthcare industry's numerical coding system. **Sample of reported job titles:** Medical Records Clerk, Health Information Clerk, Medical Records Technician, Office Manager, File Clerk, Medical Records Coordinator, Medical Records Analyst, Medical Records Director, Receptionist, Coder

Medical Assistants: Perform administrative and certain clinical duties under the direction of a physician. Administrative duties may include scheduling appointments, maintaining medical records, billing, and coding information for insurance purposes. Clinical duties may include taking and recording vital signs and medical histories, preparing patients for examination, drawing blood, and administering medications as directed by physician. **Sample of reported job titles:** Medical Assistant, Certified Medical Assistant (CMA), Certified Medical Assistant (CMA), Doctor's Assistant, Medical Office Assistant, Optometric Assistant, Clinical Assistant, Ophthalmic Technician, Optometric Technician, Outpatient Surgery Assistant

Medical Secretaries: Perform secretarial duties using specific knowledge of medical terminology and hospital, clinic, or laboratory procedures. Duties may include scheduling appointments, billing patients, and compiling and recording medical charts, reports, and correspondence. **Sample of reported job titles:** Medical Secretary, Receptionist, Unit Support Representative, Office Manager, Medical Receptionist, Patient Relations Representative (PRR), Front Office Manager, Health Unit Coordinator, Medical Office Specialist, Patient Coordinator

**Finger Lakes Works Demand Occupations for WIOA Training
May 20, 2021 to June 30, 2022**

Network & Computer Systems Administrators: Install, configure, and support an organization's local area network (LAN), wide area network (WAN), and Internet systems or a segment of a network system. Monitor network to ensure network availability to all system users and may perform necessary maintenance to support network availability. May monitor and test Web site performance to ensure Web sites operate correctly and without interruption. May assist in network modeling, analysis, planning, and coordination between network and data communications hardware and software. May supervise computer user support specialists and computer network support specialists. May administer network security measures. **Sample of reported job titles:** Systems Administrator, Network Administrator, Network Engineer, Information Technology Specialist (IT Specialist), Local Area Network Administrator (LAN Administrator), Information Technology Manager (IT Manager), Information Technology Director (IT Director), Systems Engineer, Network Manager, Network Specialist

Network Systems & Data Communications Analysts: Design and implement computer and information networks, such as local area networks (LAN), wide area networks (WAN), intranets, extranets, and other data communications networks. Perform network modeling, analysis, and planning. May also design network and computer security measures. May research and recommend network and data communications hardware and software. Analyze, test, troubleshoot, and evaluate existing network systems, such as local area network (LAN), wide area network (WAN), and Internet systems or a segment of a network system. Perform network maintenance to ensure networks operate correctly with minimal interruption. Design or configure voice, video, and data communications systems. Supervise installation and post-installation service and maintenance. **Sample of reported job titles:** Computer Network Architects, Computer Network Support Specialists, Telecommunications Engineering Specialists

Nursing Aides, Orderlies, & Attendants: Provide basic patient care under direction of nursing staff. Perform duties such as feed, bathe, dress, groom, or move patients, or change linens. May transfer or transport patients. **Sample of reported job titles:** Certified Nursing Assistant (CNA), Nursing Care Attendants, Nursing Aides, Nursing Attendants.

Office Clerks, General: Perform duties too varied and diverse to be classified in any specific office clerical occupation, requiring knowledge of office systems and procedures. Clerical duties may be assigned in accordance with the office procedures of individual establishments and may include a combination of answering telephones, bookkeeping, typing or word processing, stenography, office machine operation, and filing. **Sample of reported job titles:** Administration Assistant, Administrative Assistant, Clerk, Office Manager, Receptionist, Secretary, Office Assistant, Office Clerk, Customer Service Representative, Office Coordinator

Pharmacy Technicians

Prepare medications under the direction of a pharmacist. May measure, mix, count out, label, and record amounts and dosages of medications according to prescription orders.

Sample of reported job titles: Pharmacy Technician, Certified Pharmacy Technician (CPhT), IV Certified Pharmacy Technician, Pharmaceutical Care Associate

Phlebotomists

**Finger Lakes Works Demand Occupations for WIOA Training
May 20, 2021 to June 30, 2022**

Draw blood for tests, transfusions, donations, or research. May explain the procedure to patients and assist in the recovery of patients with adverse reactions.

Sample of reported job titles: Lab Asst; Patient Service Technician PST; Phlebotomist; Phlebotomist Supervisor/Instructor; Phlebotomist, Medical Lab Assistant; Phlebotomy Director; Phlebotomy Program Coordinator; Phlebotomy Supervisor; Registered Phlebotomist-Part Time

Photonics Technicians

Build, install, test, or maintain optical or fiber optic equipment, such as lasers, lenses, or mirrors, using spectrometers, interferometers, or related equipment. Sample of reported job titles: Coating Manager, Engineering Technician (Engineering Tech), Engineering Technologist, Fiber Optics Technician, Laser Technician, Lead Technician, Opt mechanical Technician, Photonic Laboratory Technician (Photonic Lab Tech), Photonics Technician, Ruling Technician

Receptionists and Information Clerks: Perform duties too varied and diverse to be classified in any specific office clerical occupation, requiring knowledge of office systems and procedures. Clerical duties may be assigned in accordance with the office procedures of individual establishments and may include a combination of answering telephones, bookkeeping, typing or word processing, stenography, office machine operation, and filing. **Sample of reported job titles:** Administration Assistant, Administrative Assistant, Clerk, Office Manager, Receptionist, Secretary, Office Assistant, Office Clerk, Customer Service Representative, Office Coordinator

Registered Nurses: Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required. **Sample of reported job titles:** Registered Nurse (RN), Staff RN (Staff Registered Nurse), Staff Nurse, Charge Nurse, Operating Room Registered Nurse (OR RN), Oncology RN (Oncology Registered Nurse), Relief Charge Nurse, Cardiac Care Unit Nurse (CCU Nurse), Certified Nurse Operating Room (CNOR), Coronary Care Unit Nurse (CCU Nurse)

Secretaries, Except Legal, and Executive: Perform routine clerical and administrative functions such as drafting correspondence, scheduling appointments, organizing and maintaining paper and electronic files, or providing information to callers. **Sample of reported job titles:** Secretary, Administrative Assistant, Administrative Secretary, Office Assistant, Clerk Typist, Office Manager, Administrative Technician, Department Secretary, Administrative Associate, Administrative Support Assistant (ASA)

Security Guards: Guard, patrol, or monitor premises to prevent theft, violence, or infractions of rules. May operate x-ray and metal detector equipment. **Sample of reported job titles:** Security Officer, Safety and Security Officer, Security Agent, Security Guard, Campus Security Officer, Loss Prevention Officer, Customer Service Security Officer, Hotel Security Officer, Store Detective

Social & Human Service Assistants: Assist in providing client services in a wide variety of fields, such as psychology, rehabilitation, or social work, including support for families. May

**Finger Lakes Works Demand Occupations for WIOA Training
May 20, 2021 to June 30, 2022**

assist clients in identifying and obtaining available benefits and social and community services. May assist social workers with developing, organizing, and conducting programs to prevent and resolve problems relevant to substance abuse, human relationships, rehabilitation, or dependent care. **Sample of reported job titles:** Social Worker, Caseworker, Advocate, Homebased Assistant, Human Services Program Specialist, Mental Health Technician, Outreach Specialist, Addictions Counselor Assistant, Case Worker, Casework Specialist

Truck Drivers, Heavy and Tractor-Trailer: Drive a tractor-trailer combination or a truck with a capacity of at least 26,000 pounds Gross Vehicle Weight (GVW). May be required to unload truck. Requires commercial drivers' license. **Sample of reported job titles:** Truck Driver, Driver, Over the Road Driver (OTR Driver), Line Haul Driver, Delivery Driver, Owner Operator, Road Driver, Semi Truck Driver, City Driver, Feeder Driver

Truck Drivers, Light or Delivery Services: Drive a light vehicle, such as a truck or van, with a capacity of less than 26,000 pounds Gross Vehicle Weight (GVW), primarily to deliver or pick up merchandise or to deliver packages. May load and unload vehicle. **Sample of reported job titles:** Truck Driver, Delivery Driver, Driver, Package Car Driver, Package Delivery Driver, Service Provider, Bulk Delivery Driver, Route Driver, Run Driver, Utility Driver

Welders, Cutters, and Welder Fitters

Use hand-welding or flame-cutting equipment to weld or join metal components or to fill holes, indentations, or seams of fabricated metal products. **Sample of reported job titles:** Aluminum Welder, Fabrication Welder, Fabricator, Fitter/Welder, Maintenance Welder, Mig Welder, Sub Arc Operator, Welder, Welder-Fitter, Welder/Fabricator

Substance Abuse and Behavioral Disorder Counselors NAICS CODE-21-1011.00

Counsel and advise individuals with alcohol, tobacco, drug, or other problems, such as gambling and eating disorders. May counsel individuals, families, or groups or engage in prevention programs.

Sample of reported job titles: Addictions Counselor, Case Manager, Chemical Dependency Counselor (CD Counselor), Chemical Dependency Professional, Clinical Counselor, Correctional Substance Abuse Counselor, Counselor, Drug and Alcohol Treatment Specialist (DATS), Prevention Specialist, Substance Abuse Counselor (SA Counselor)

Finger Lakes Works Demand Occupations for WIOA Training
July 1, 2022 to June 30, 2023

The following have been identified by the New York State Department of Labor and local employers as occupations having favorable to very favorable employment prospects in the Finger Lakes Region. Training leading to employment in these occupations may be considered for Workforce Innovation and Opportunity funding. Approval is based on an individual's suitability for training, labor market requirements, local policies and availability of funds.

Occupations	O-Net
<u>High Priority</u>	
Accountants & Auditors	13-2011
Bookkeeping, Accounting, & Auditing Clerks	43-3031
Computer Support Specialists	15-1041
Customer Service Representatives	43-4051
Electronics Engineering Technicians	17-3023.01
Executive Secretaries and Administrative Assistants	43-6011
Licensed Practical Nurses	29-2061
Nursing Aides, Orderlies & Attendants	31-1012
Machinists	51-4041
Registered Nurses	29-1141
Social & Human Service Assistants	21-1093
Truck Drivers, Heavy and Tractor-Trailer	53-3032
<u>Medium Priority</u>	
Automotive Service Technicians and Mechanics	49-3023
Carpenters	47-2031
Child Care Workers	39-9011
Computer-Controlled Machine Tool Operators, Metal and Plastic	51-4011.
Computer Software Engineers, Applications	15-1031
Computer Systems Analysts	15-1121
Construction Laborers	47-2061
Electricians	47-2111
Heating, Air Conditioning and Refrigeration Mechanics and Installers	49-9021
Landscaping and Grounds-Keeping Workers	37-3011
Maintenance and Repair Workers, General	49-9071
Photonics Technicians	17-3029.
Security Guards	33-9032
Sterile Processing Technician	
Substance Abuse and Behavioral Disorder Counselors	21-1011.00
Truck Drivers, Light or Delivery Services	53-3033
Welders, Cutters, and Welder Fitters	51-4121.
<u>Low Priority</u>	
Cooks, Restaurant	35-2014
Dental Hygienists	29-2021
Dental Assistants	31-9091
Gaming Dealers	39-3011
Home Health Aides	31-1011
Janitors & Cleaners, Except Maids & Housekeeping Cleaners	37-2011
Magnetic Resonance Imaging Technologists	29-2035.00
Manufacturing Production Technicians	17-3029
Medical Assistants	31-9092
Medical Secretaries	43-6013
Medical and Clinical Laboratory Technologist	29-2011.00
Network & Computer Systems Administrators	15-1142
Network Systems & Data Communications Analysts	31-1012
Nursing Aides, Orderlies, & Attendants	15-1081
Pharmacy Technicians	29-2052.
Phlebotomists	31-9097.
Plumbers	47-2152.02
Radiology Technologists and Technicians	29-2034.00
Respiratory Therapists	29-1126.00
Surgical Technologists	29-2055.00

Finger Lakes Works Demand Occupations for WIOA Training
July 1, 2022 to June 30, 2023

Accountants & Auditors: Examine, analyze, and interpret accounting records to prepare financial statements, give advice, or audit and evaluate statements prepared by others. Install or advise on systems of recording costs or other financial and budgetary data. **Sample of reported job titles:** Accountant, Certified Public Accountant (CPA), Staff Accountant, Accounting Manager, Cost Accountant, General Accountant, Accounting Officer, Business Analyst, Accounting Supervisor, Financial Reporting Accountant, Auditor, Internal Auditor, Auditor-in-Charge, Assurance Manager, Audit Manager, Internal Audit Director, Assurance Senior, Audit Partner, Deputy for Audit, Financial Auditor

Automotive Service Technicians and Mechanics: Diagnose, adjust, repair, or overhaul automotive vehicles.

Bookkeeping, Accounting, & Auditing Clerks: Compute, classify, and record numerical data to keep financial records complete. Perform any combination of routine calculating, posting, and verifying duties to obtain primary financial data for use in maintaining accounting records. May also check the accuracy of figures, calculations, and postings pertaining to business transactions recorded by other workers. **Sample of reported job titles:** Accounting Clerk, Accounting Assistant, Accounts Payables Clerk, Bookkeeper, Account Clerk, Accounts Payable Clerk, Accounts Receivable Clerk, Account Receivable Clerk, Accounts Payable Specialist, Accounting Associate

Carpenters

Construct, erect, install, or repair structures and fixtures made of wood, such as concrete forms; building frameworks, including partitions, joists, studding, and rafters; and wood stairways, window and door frames, and hardwood floors. May also install cabinets, siding, drywall and batt or roll insulation. Includes brattice builders who build doors or brattices (ventilation walls or partitions) in underground passageways

Child Care Workers: Attend to children at schools, businesses, private households, and childcare institutions. Perform a variety of tasks, such as dressing, feeding, bathing, and overseeing play. **Sample of reported job titles:** Child Care Worker, Child Care Provider, Child Caregiver, Childcare Worker, Infant and Toddler Teacher, Infant Teacher, Toddler Teacher, Before and After School Daycare Worker, Child Care Teacher, Teacher Assistant

Computer-Controlled Machine Tool Operators, Metal and Plastic: Operate computer-controlled machines or robots to perform one or more machine functions on metal or plastic work pieces. **Sample of reported job titles:** Computer Numerical Control Operator (CNC Operator), Computer Numerical Control Machinist (CNC Machinist), Machine Operator, Computer Numerical Control Lathe Operator (CNC Lathe Operator), Computer Numerical Control Machine Operator (CNC Machine Operator), Computer Numerical Control Mill Operator (CNC Mill Operator), Production Worker, Brake Press Operator, Computer Numerical Control Set Up Technician (CNC Set Up Technician), Computer Numerical Control Set-Up Operator (CNC Set-Up Operator)

Computer Software Engineers, Applications: Develop, create, and modify general computer applications software or specialized utility programs. Analyze user needs and develop software solutions. Design software or customize software for client use with the aim of optimizing operational efficiency. May analyze and design databases within an application area, working individually or coordinating database development as part of a team. May supervise computer programmers. **Sample of reported job titles:** Software Engineer, Application Integration Engineer, Programmer Analyst, Software Development Engineer, Computer Consultant,

Finger Lakes Works Demand Occupations for WIOA Training
July 1, 2022 to June 30, 2023

Software Architect, Software Developer, Technical Consultant, Applications Developer, Business Systems Analyst

Computer Support Specialists: Provide technical assistance to computer users. Answer questions or resolve computer problems for clients in person, or via telephone or electronically. May provide assistance concerning the use of computer hardware and software, including printing, installation, word processing, electronic mail, and operating systems. **Sample of reported job titles:** Information Technology Specialist (IT Specialist), Support Specialist, Computer Technician, Computer Support Specialist, Help Desk Analyst, Technical Support Specialist, Network Support Specialist, Electronic Data Processing Auditor (EDP Auditor), Network Technician, Computer Specialist

Computer Systems Analysts: Analyze science, engineering, business, and other data processing problems to implement and improve computer systems. Analyze user requirements, procedures, and problems to automate or improve existing systems and review computer system capabilities, workflow, and scheduling limitations. May analyze or recommend commercially available software. **Sample of reported job titles:** Systems Analyst, Programmer Analyst, Business Systems Analyst, Computer Systems Analyst, Computer Systems Consultant, Computer Analyst, Information Systems Analyst (ISA), Applications Analyst, Business Analyst, Systems Engineer

Construction Laborers: Perform tasks involving physical labor at construction sites. May operate hand and power tools of all types: air hammers, earth tampers, cement mixers, small mechanical hoists, surveying and measuring equipment, and a variety of other equipment and instruments. May clean and prepare sites, dig trenches, set braces to support the sides of excavations, erect scaffolding, and clean up rubble, debris, and other waste materials. May assist other craft workers. **Sample of reported job titles:** Bituminous Asphalt Technician, Construction Laborer, Construction Worker, Drop Crew Laborer, Equipment Operator (EO), Form Setter, Post Framing, Scaffolding Operator, Site Work Laborer, Toolman

Customer Service Representatives: Interact with customers to provide information in response to inquiries about products and services and to handle and resolve complaints. **Sample of reported job titles:** Customer Service Representative, Account Manager, Client Services Representative, Account Representative, Customer Service Specialist, Customer Service Agent, Member Services Representative, Hub Associate, Account Service Representative, Call Center Representative

Dental Assistants: Assist dentist, set up equipment, prepare patient for treatment, and keep records. **Sample of reported job titles:** Dental Assistant, Registered Dental Assistant (RDA), Certified Dental Assistant (CDA), Expanded Duties Dental Assistant (EDDA), Orthodontic Assistant, Certified Registered Dental Assistant, Oral Surgery Assistant, Surgical Dental Assistant, Expanded Dental Assistant, Expanded Duty Dental Assistant

Dental Hygienists: Clean teeth and examine oral areas, head, and neck for signs of oral disease. May educate patients on oral hygiene, take and develop x rays, or apply fluoride or sealants. **Sample of reported job titles:** Dental Hygienist, Registered Dental Hygienist (RDH), Hygienist

Electricians: Install, maintain, and repair electrical wiring, equipment, and fixtures. Ensure that work is in accordance with relevant codes. May install or service street lights, intercom systems, or electrical control systems. **Sample of reported job titles:** Electrician, Maintenance Electrician, Journeyman Electrician, Inside Wireman, Control Electrician, Electrician Technician, Industrial Electrician, Journeyman Wireman

Finger Lakes Works Demand Occupations for WIOA Training
July 1, 2022 to June 30, 2023

Executive Secretaries and Administrative Assistants: Provide high-level administrative support by conducting research, preparing statistical reports, handling information requests, and performing clerical functions such as preparing correspondence, receiving visitors, arranging conference calls, and scheduling meetings. May also train and supervise lower-level clerical staff. **Sample of reported job titles:** Administrative Assistant, Executive Assistant, Executive Secretary, Administrative Secretary, Office Manager, Administrative Coordinator, Administrative Aide, Administrative Associate, Executive Administrative Assistant, Secretary

Gaming Dealers: Operate table games. Stand or sit behind table and operate games of chance by dispensing the appropriate number of cards or blocks to players, or operating other gaming equipment. Distribute winnings or collect players' money or chips. May compare the house's hand against players' hands.

Heating, Air Conditioning and Refrigeration Mechanics and Installers: Install or repair heating, central air conditioning, or refrigeration systems, including oil burners, hot-air furnaces, and heating stoves. **Sample of reported job titles:** Service Technician, Heating, Ventilation, Air Conditioning Service Technician (HVAC Service Technician), Heating, Ventilation, Air Conditioning Technician (HVAC Technician), Heating, Ventilation, Air Conditioning Installer (HVAC Installer), HVAC Specialist (Heating, Ventilation, and Air Conditioning Specialist), HVAC Technician (Heating, Ventilation, and Air Conditioning Technician), Air Conditioning Technician (AC Tech), Heating, Ventilation, Air Conditioning Mechanic (HVAC Mechanic), HVAC Installer (Heating, Ventilation, and Air Conditioning Installer), Mechanic, Refrigeration Mechanic, Refrigeration Technician, Service Technician, Heating, Ventilation, Air Conditioning / Refrigeration Technician (HVAC / R Technician), Heating, Ventilation, Air Conditioning Technician (HVAC Technician), Heating, Ventilation, Air Conditioning Service Technician (HVAC Service Technician), HVAC/R Service Technician (Heating, Ventilation, and Air Conditioning/Refrigeration Service Technician), Refrigeration Operator, Transportation Refrigeration Technician, Ammonia Refrigeration Technician

Home Health Aides: Provide routine individualized healthcare such as changing bandages and dressing wounds, and applying topical medications to the elderly, convalescents, or persons with disabilities at the patient's home or in a care facility. Monitor or report changes in health status. May also provide personal care such as bathing, dressing, and grooming of patient. **Sample of reported job titles:** Home Health Aide (HHA), Certified Nurses Aide (CNA), Certified Nursing Assistant (CNA), Residential Counselor, Certified Medical Aide (CMA), Home Health Provider, Care Giver, Habilitation Training Specialist, Caregiver, Certified Home Health Aide

Janitors & Cleaners, Except Maids & Housekeeping Cleaners: Keep buildings in clean and orderly condition. Perform heavy cleaning duties, such as cleaning floors, shampooing rugs, washing walls and glass, and removing rubbish. Duties may include tending furnace and boiler, performing routine maintenance activities, notifying management of need for repairs, and cleaning snow or debris from sidewalk. **Sample of reported job titles:** Custodian, Janitor, Cleaner, Custodial Worker, Building Custodian, Heavy Duty Custodian, Environmental Specialist, Operational Service Worker (OSW), Floor Tech (Floor Technician), Plant Custodian

Landscaping and Groundskeeping Workers

Landscape or maintain grounds of property using hand or power tools or equipment. Workers typically perform a variety of tasks, which may include any combination of the following: sod laying, mowing, trimming, planting, watering, fertilizing, digging, raking, sprinkler installation, and installation of mortarless segmental concrete masonry wall units.

Finger Lakes Works Demand Occupations for WIOA Training
July 1, 2022 to June 30, 2023

Licensed Practical Nurses: Care for ill, injured, or convalescing patients or persons with disabilities in hospitals, nursing homes, clinics, private homes, group homes, and similar institutions. May work under the supervision of a registered nurse. Licensing required. **Sample of reported job titles:** Licensed Practical Nurse (LPN), Charge Nurse, Licensed Vocational Nurse (LVN), Clinic Licensed Practical Nurse (CLINIC LPN), Pediatric Licensed Practical Nurse (PEDIATRIC LPN), Clinic Nurse, Office Nurse, Private Duty Nurse, Triage Licensed Practical Nurse (TRIAGE LPN)

Light Truck or Delivery Services Drivers: Drive a light vehicle, such as a truck or van, with a capacity of less than 26,000 pounds Gross Vehicle Weight (GVW), primarily to deliver or pick up merchandise or to deliver packages. May load and unload vehicle.

Machinists: Set up and operate a variety of machine tools to produce precision parts and instruments. Includes precision instrument makers who fabricate, modify, or repair mechanical instruments. May also fabricate and modify parts to make or repair machine tools or maintain industrial machines, applying knowledge of mechanics, mathematics, metal properties, layout, and machining procedures. **Sample of reported job titles:** Machinist, Tool Room Machinist, Machine Operator, Machine Repair Person, Machinist Tool and Die, Automation Technician, Gear Machinist, Maintenance Specialist, Set-Up Machinist, Utility Operator

Magnetic Resonance Imaging Technologists: Operate Magnetic Resonance Imaging (MRI) scanners. Monitor patient safety and comfort, and view images of area being scanned to ensure quality of pictures. May administer gadolinium contrast dosage intravenously. May interview patient, explain MRI procedures, and position patient on examining table. May enter into the computer data such as patient history, anatomical area to be scanned, orientation specified, and position of entry. **Sample of reported job titles:** Magnetic Resonance Imaging Coordinator (MRI Coordinator), Magnetic Resonance Imaging Quality Assurance Coordinator (MRI Quality Assurance Coordinator), MRI Specialist (Magnetic Resonance Imaging Specialist), MRI Technologist (Magnetic Resonance Imaging Technologist)

Maintenance and Repair Workers, General: Perform work involving the skills of two or more maintenance or craft occupations to keep machines, mechanical equipment, or the structure of an establishment in repair. Duties may involve pipe fitting; boiler making; insulating; welding; machining; carpentry; repairing electrical or mechanical equipment; installing, aligning, and balancing new equipment; and repairing buildings, floors, or stairs.

Manufacturing Production Technicians: Set up, test, and adjust manufacturing machinery or equipment, using any combination of electrical, electronic, mechanical, hydraulic, pneumatic, or computer technologies. **Sample of reported job titles:** Research and Development Machinist

Medical Assistants: Perform administrative and certain clinical duties under the direction of a physician. Administrative duties may include scheduling appointments, maintaining medical records, billing, and coding information for insurance purposes. Clinical duties may include taking and recording vital signs and medical histories, preparing patients for examination, drawing blood, and administering medications as directed by physician. **Sample of reported job titles:** Medical Assistant, Certified Medical Assistant (CMA), Certified Medical Assistant (CMA), Doctor's Assistant, Medical Office Assistant, Optometric Assistant, Clinical Assistant, Ophthalmic Technician, Optometric Technician, Outpatient Surgery Assistant.

Finger Lakes Works Demand Occupations for WIOA Training
July 1, 2022 to June 30, 2023

Medical and Clinical Laboratory Technologists: Perform complex medical laboratory tests for diagnosis, treatment, and prevention of disease. May train or supervise staff. Sample of reported job titles: Clinical Laboratory Scientist (CLS), Clinical Laboratory Technologist, Histologist Technologist, Medical Laboratory Technologist (Medical Lab Tech), Medical Technologist (MT), Microbiology Technologist.

Medical Records and Health Information Technicians: Compile, process, and maintain medical records of hospital and clinic patients in a manner consistent with medical, administrative, ethical, legal, and regulatory requirements of the health care system. Process, maintain, compile, and report patient information for health requirements and standards in a manner consistent with the healthcare industry's numerical coding system. **Sample of reported job titles:** Medical Records Clerk, Health Information Clerk, Medical Records Technician, Office Manager, File Clerk, Medical Records Coordinator, Medical Records Analyst, Medical Records Director, Receptionist, Coder

Medical Secretaries: Perform secretarial duties using specific knowledge of medical terminology and hospital, clinic, or laboratory procedures. Duties may include scheduling appointments, billing patients, and compiling and recording medical charts, reports, and correspondence. **Sample of reported job titles:** Medical Secretary, Receptionist, Unit Support Representative, Office Manager, Medical Receptionist, Patient Relations Representative (PRR), Front Office Manager, Health Unit Coordinator, Medical Office Specialist, Patient Coordinator

Network & Computer Systems Administrators: Install, configure, and support an organization's local area network (LAN), wide area network (WAN), and Internet systems or a segment of a network system. Monitor network to ensure network availability to all system users and may perform necessary maintenance to support network availability. May monitor and test Web site performance to ensure Web sites operate correctly and without interruption. May assist in network modeling, analysis, planning, and coordination between network and data communications hardware and software. May supervise computer user support specialists and computer network support specialists. May administer network security measures. **Sample of reported job titles:** Systems Administrator, Network Administrator, Network Engineer, Information Technology Specialist (IT Specialist), Local Area Network Administrator (LAN Administrator), Information Technology Manager (IT Manager), Information Technology Director (IT Director), Systems Engineer, Network Manager, Network Specialist

Network Systems & Data Communications Analysts: Design and implement computer and information networks, such as local area networks (LAN), wide area networks (WAN), intranets, extranets, and other data communications networks. Perform network modeling, analysis, and planning. May also design network and computer security measures. May research and recommend network and data communications hardware and software. Analyze, test, troubleshoot, and evaluate existing network systems, such as local area network (LAN), wide area network (WAN), and Internet systems or a segment of a network system. Perform network maintenance to ensure networks operate correctly with minimal interruption. Design or configure voice, video, and data communications systems. Supervise installation and post-installation service and maintenance. **Sample of reported job titles:** Computer Network Architects, Computer Network Support Specialists, Telecommunications Engineering Specialists

Nursing Aides, Orderlies, & Attendants: Provide basic patient care under direction of nursing staff. Perform duties such as feed, bathe, dress, groom, or move patients, or change linens. May transfer or transport patients. **Sample of reported job titles:** Certified Nursing Assistant (CNA), Nursing Care Attendants, Nursing Aides, Nursing Attendants.

Finger Lakes Works Demand Occupations for WIOA Training
July 1, 2022 to June 30, 2023

Office Clerks, General: Perform duties too varied and diverse to be classified in any specific office clerical occupation, requiring knowledge of office systems and procedures. Clerical duties may be assigned in accordance with the office procedures of individual establishments and may include a combination of answering telephones, bookkeeping, typing or word processing, stenography, office machine operation, and filing. **Sample of reported job titles:** Administration Assistant, Administrative Assistant, Clerk, Office Manager, Receptionist, Secretary, Office Assistant, Office Clerk, Customer Service Representative, Office Coordinator

Pharmacy Technicians

Prepare medications under the direction of a pharmacist. May measure, mix, count out, label, and record amounts and dosages of medications according to prescription orders.

Sample of reported job titles: Pharmacy Technician, Certified Pharmacy Technician (CPhT), IV Certified Pharmacy Technician, Pharmaceutical Care Associate

Phlebotomists: Draw blood for tests, transfusions, donations, or research. May explain the procedure to patients and assist in the recovery of patients with adverse reactions.

Sample of reported job titles: Lab Asst; Patient Service Technician PST; Phlebotomist; Phlebotomist Supervisor/Instructor; Phlebotomist, Medical Lab Assistant; Phlebotomy Director; Phlebotomy Program Coordinator; Phlebotomy Supervisor; Registered Phlebotomist-Part Time

Photonics Technicians

Build, install, test, or maintain optical or fiber optic equipment, such as lasers, lenses, or mirrors, using spectrometers, interferometers, or related equipment. **Sample of reported job titles:** Coating Manager, Engineering Technician (Engineering Tech), Engineering Technologist, Fiber Optics Technician, Laser Technician, Lead Technician, Opt mechanical Technician, Photonic Laboratory Technician (Photonic Lab Tech), Photonics Technician, Ruling Technician

Radiologic Technologists and Technicians: Take x-rays and CAT scans or administer nonradioactive materials into patient's bloodstream for diagnostic or research purposes. Includes radiologic technologists and technicians who specialize in other scanning modalities.

Sample of reported job titles: Computed Tomography Technologist (CT Tech), Diagnostic Radiologic Technologist (DRT), Imaging Technologist (Imaging Tech), Mammographer, Radiographer, Radiologic Technologist (RT), Radiology Technician (Radiology Tech), Registered Radiologic Technologist (RT (R)), X-Ray Technician (X-Ray Tech), X-Ray Technologist (X-Ray Tech)

Receptionists and Information Clerks: Perform duties too varied and diverse to be classified in any specific office clerical occupation, requiring knowledge of office systems and procedures. Clerical duties may be assigned in accordance with the office procedures of individual establishments and may include a combination of answering telephones, bookkeeping, typing or word processing, stenography, office machine operation, and filing. **Sample of reported job titles:** Administration Assistant, Administrative Assistant, Clerk, Office Manager, Receptionist, Secretary, Office Assistant, Office Clerk, Customer Service Representative, Office Coordinator

Registered Nurses: Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required. **Sample of reported job titles:** Registered Nurse (RN), Staff RN (Staff Registered Nurse), Staff Nurse, Charge Nurse, Operating Room Registered Nurse (OR RN), Oncology RN (Oncology Registered Nurse), Relief Charge Nurse,

Finger Lakes Works Demand Occupations for WIOA Training
July 1, 2022 to June 30, 2023

Cardiac Care Unit Nurse (CCU Nurse), Certified Nurse Operating Room (CNOR), Coronary Care Unit Nurse (CCU Nurse)

Respiratory Therapists: Assess, treat, and care for patients with breathing disorders. Assume primary responsibility for all respiratory care modalities, including the supervision of respiratory therapy technicians. Initiate and conduct therapeutic procedures; maintain patient records; and select, assemble, check, and operate equipment.

Sample of reported job titles: Cardiopulmonary Rehabilitation Respiratory Therapist, Certified Respiratory Therapist (CRT), Registered Respiratory Therapist (RRT), Respiratory Care Practitioner (RCP), Respiratory Therapist (RT), Staff Respiratory Therapist, Staff Therapist

Secretaries, Except Legal, and Executive: Perform routine clerical and administrative functions such as drafting correspondence, scheduling appointments, organizing and maintaining paper and electronic files, or providing information to callers. **Sample of reported job titles:** Secretary, Administrative Assistant, Administrative Secretary, Office Assistant, Clerk Typist, Office Manager, Administrative Technician, Department Secretary, Administrative Associate, Administrative Support Assistant (ASA)

Security Guards: Guard, patrol, or monitor premises to prevent theft, violence, or infractions of rules. May operate x-ray and metal detector equipment. **Sample of reported job titles:** Security Officer, Safety and Security Officer, Security Agent, Security Guard, Campus Security Officer, Loss Prevention Officer, Customer Service Security Officer, Hotel Security Officer, Store Detective

Social & Human Service Assistants: Assist in providing client services in a wide variety of fields, such as psychology, rehabilitation, or social work, including support for families. assist clients in identifying and obtaining available benefits and social and community services. May assist social workers with developing, organizing, and conducting programs to prevent and resolve problems relevant to substance abuse, human relationships, rehabilitation, or dependent care. **Sample of reported job titles:** Social Worker, Caseworker, Advocate, Homebased Assistant, Human Services Program Specialist, Mental Health Technician, Outreach Specialist, Addictions Counselor Assistant, Case Worker, Casework Specialist

Surgical Technologists: Assist in operations, under the supervision of surgeons, registered nurses, or other surgical personnel. May help set up operating room, prepare and transport patients for surgery, adjust lights and equipment, pass instruments and other supplies to surgeons and surgeons' assistants, hold retractors, cut sutures, and help count sponges, needles, supplies, and instruments. Sample of reported job titles: Certified Surgical Technician, Certified Surgical Technologist (CST), Operating Room Surgical Technician (OR St), Operating Room Technician (OR Tech), Operating Room Technologist (OR Tech), Surgical Scrub Technician, Surgical Scrub Technologist (Surgical Scrub Tech), Surgical Technician, Surgical Technologist (Surgical Tech)

Truck Drivers, Heavy and Tractor-Trailer: Drive a tractor-trailer combination or a truck with a capacity of at least 26,000 pounds Gross Vehicle Weight (GVW). May be required to unload truck. Requires commercial drivers' license. **Sample of reported job titles:** Truck Driver, Driver, Over the Road Driver (OTR Driver), Line Haul Driver, Delivery Driver, Owner Operator, Road Driver, Semi Truck Driver, City Driver, Feeder Driver

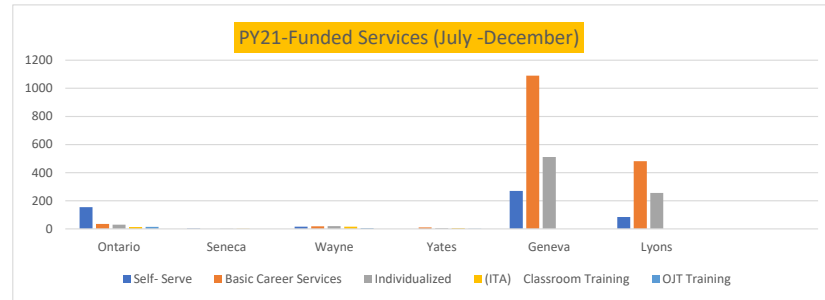
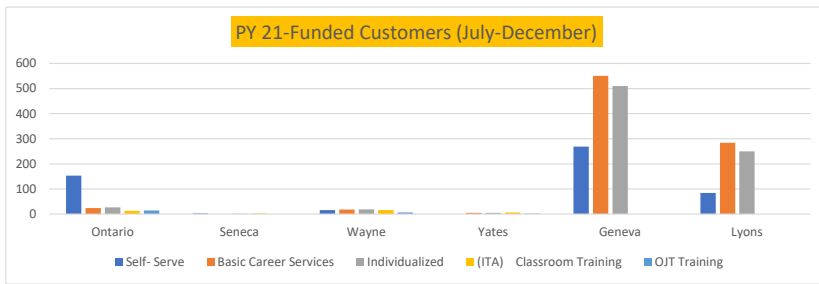
Finger Lakes Works Demand Occupations for WIOA Training
July 1, 2022 to June 30, 2023

Truck Drivers, Light or Delivery Services: Drive a light vehicle, such as a truck or van, with a capacity of less than 26,000 pounds Gross Vehicle Weight (GVW), primarily to deliver or pick up merchandise or to deliver packages. May load and unload vehicle. **Sample of reported job titles:** Truck Driver, Delivery Driver, Driver, Package Car Driver, Package Delivery Driver, Service Provider, Bulk Delivery Driver, Route Driver, Run Driver, Utility Driver

Welders, Cutters, and Welder Fitters

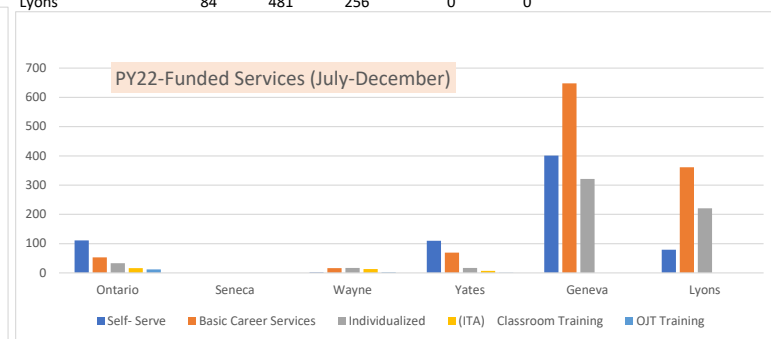
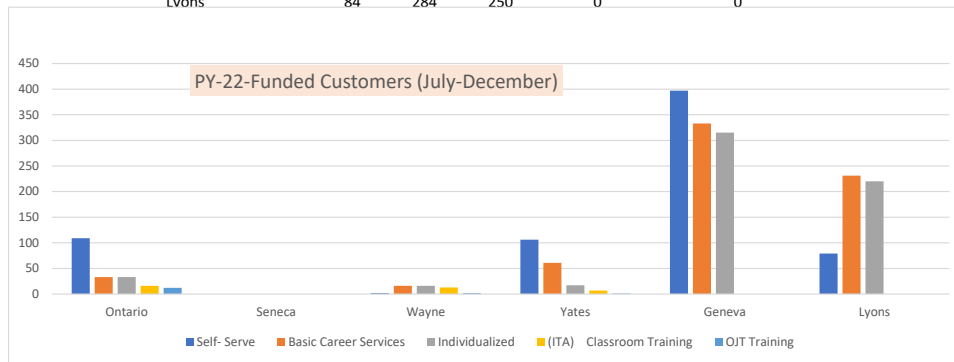
Use hand-welding or flame-cutting equipment to weld or join metal components or to fill holes, indentations, or seams of fabricated metal products. **Sample of reported job titles:** Aluminum Welder, Fabrication Welder, Fabricator, Fitter/Welder, Maintenance Welder, Mig Welder, Sub Arc Operator, Welder, Welder-Fitter, Welder/Fabricator

Substance Abuse and Behavioral Disorder Counselors: Counsel and advise individuals with alcohol, tobacco, drug, or other problems, such as gambling and eating disorders. May counsel individuals, families, or groups or engage in prevention programs. **Sample of reported job titles:** Addictions Counselor, Case Manager, Chemical Dependency Counselor (CD Counselor), Chemical Dependency Professional, Clinical Counselor, Correctional Substance Abuse Counselor, Counselor, Drug and Alcohol Treatment Specialist (DATS), Prevention Specialist, Substance Abuse Counselor (SA Counselor)



PY 21-(July-Dec)	Self-Serve	Basic Career Services	Individualized	(ITA) Classroom Training	OJT Training
Ontario	153	24	27	13	14
Seneca	3	0	1	2	0
Wayne	16	18	19	16	6
Yates	0	5	5	6	2
Geneva	269	551	510	0	0
Lyons	84	284	250	0	0

PY 21-(July-Dec)	Self-Serve	Basic Career Services	Individualized	(ITA) Classroom Training	OJT Training
Ontario	154	35	30	13	14
Seneca	3	0	1	2	0
Wayne	16	18	19	16	6
Yates	0	10	5	6	2
Geneva	270	1090	511	0	0
Lyons	84	481	256	0	0



PY 22-(July-Dec)	Self-Serve	Basic Career Services	Individualized	(ITA) Classroom Training	OJT Training
Ontario	109	33	33	16	12
Seneca	0	0	0	0	0
Wayne	2	16	16	13	2
Yates	106	61	17	7	1
Geneva	397	333	315	0	0
Lyons	79	231	220	0	0

PY 22-(July-Dec)	Self-Serve	Basic Career Services	Individualized	(ITA) Classroom Training	OJT Training
Ontario	111	53	33	16	12
Seneca	0	0	0	0	0
Wayne	2	16	17	13	2
Yates	110	69	17	7	1
Geneva	401	648	321	0	0
Lyons	79	361	221	0	0

Basic Services

- Intake Eligibility
- Services Orientation
- Initial Assessment of Partner Referrals
- Eligible Training Provider

Individualized Services

- Comprehensive/Specialized Assessments
- Individualized Employment Plans
- Group/Individual counseling/mentoring
- Career Planning
- Short term pre-voc services
- Internships and Work Experience

REFERENCES: Reference TA 06-16.4 (Level 1 Definitions, pg. 14), WIOA Final Rule §680.180

WIOA Contract SCOPE OF SERVICES PY'22 CONTRACT ADULT/DW

Funding amounts per award and contract may increase or decrease in both the first and second year based on the total funds available through allocation. In the case of an increase or decrease in total funding available, funds per contract will be allocated in a proportional method, such as one of the following: A proportionate share of the funding based on the original awarded contract amounts; change in funding divided evenly amongst the contractors; and total funding divided evenly amongst the contractors. The methodology of splitting any changes in funding is at the discretion of the WDB and will include factors such as programmatic performance, alignment with the goals of the board, etc. Further, it should be noted that contracts may be reduced in length in the event of a decrease.” Final contract amounts will be based on actual PY20/21/22 allocations which, to date, have not been announced.

Job Seeker Services

Providers contract to provide the following services using WIOA funds (Adult and Dislocated Worker) as defined by the most current Training and Employment Guidance Letter (current is TEGL 3-15) as defined in the Federal Register, Vol 81., Number 161, pages 56012-56013. Currently, there are 11 elements:

1) Basic Career Services

- a. Determine WIOA eligibility for Adult/Dislocated Worker/Youth programs
** Note: TAA is a Dislocated Worker service and is part of Basic Career Services; deliverable via the WIOA Contract by contracted providers. Currently, Finger Lakes region TAA services will be/are delivered via specific local DoL staff personnel with the following considerations:
 - TAA training will be provided to appropriate Contracted Provider/s in PY22
 - Contracted Providers will provide TAA services to eligible community members should any of the following circumstances occur:
 - DoL staff are directed either by State or Federal DoL to do other work duties (ie: pandemic related “other” duties)
 - Specific local DoL staff is unavailable (on leave; Sick/health or other)
 - A large TAA event, ie: large employer/#of employees are impacted by foreign trade and additional assistance is needed to satisfy large volume of displaced workers
 - Any other unforeseen event in-where the local region is impacted greater than the specific local DoL can manage TAA services.

2) Outreach and intake (worker profiling). Provide orientation of all available services through the one-stop delivery system.

3) Provide initial skills assessment, including literacy, numeracy and English proficiencies; aptitude abilities to assess supportive service needs.

4) Provide Labor exchange services:

- a. Job search and placement assistance including career counseling such as:
 - Provide in-demand industry sector occupations information.
 - Provide nontraditional employment occupations information.
 - Provide appropriate recruitment and other eligible services as needed

- 5) Provide referrals and coordinate activities with other eligible programs and services.
- 6) Provide current local, regional and national labor market data, such as:
 - a. Share regional job vacancy listings
 - b. Provide needed skill levels to obtain regional job vacancies
 - c. Provide local in-demand occupations, skill requirements and advancement opportunities for local in-demand occupations.
- 7) Provide information for eligible training programs including
 - a. Training program cost
 - b. Details of training program
 - c. Training program providers
- 8) Share the mission and vision of the local Workforce Board including local area performance measures and accountabilities.
- 9) Provide information on all other supportive services including referrals for but not limited to:
 - a. Childcare/child support/child healthcare assistance
 - b. SNAP
 - c. Assistance via earned income tax credit
 - d. TANF
 - e. Any other that may be relevant or eligible
- 10) Provide information and meaningful assistance for unemployment insurance, such as:
 - a. In-person or remote unemployment insurance assistance including:
 - Claim filing
 - Understand rights and responsibilities of claimants

11) Individualized Services:

- a. Provide assistance in establishing eligibility of financial aid assistance for skills training and educational programs not provided under WIOA; Individualized Services. Individualized services are made available for an individual to obtain or retain employment. These services may include:
- b. Comprehensive and specialized adult and dislocated worker skills assessments such as:
 - Diagnostic testing/assessment tools
 - Thorough evaluation to identify employment barriers and appropriate employment goals
 - Develop/prepare employment plan; goals, achievement objectives and identify needed services to best assist participant.
 - Can also include group counseling/individual counseling
 - Career planning
 - Short-term pre-vocational services
 - Internships/work experiences related to career opportunities/training
 - Financial literacy
 - Out of area job search and relocation assistance
 - ESL – English as a second language services

Business Services

Staff funded to provide business services must develop, offer and deliver quality business services that assist business and industry sectors in overcoming the challenges of recruiting, retaining and developing talent for the four-county region. To support area employers and industry, sectors most effectively, staff assigned as business service reps need to gather local data and workforce intelligence to identify appropriate strategies for assisting employers and coordinating business service activities across programs.

Duties include:

- 12) Employer outreach to increase the number of businesses currently served.
- 13) Assisting employers with solutions to meet their recruitment and hiring needs including providing information on assessment tools such as Skill Up.
- 14) Development and execution of On the Job Training (OJT) and Customized Training contracts including timely submission to the FLWIB, Inc. for payment to employers
- 15) Assisting with getting job orders in the job bank and coordination with job seeker staff to fill those positions.
- 16) Staff must be allowed to travel to meet with employers.

Other

- 17) All WIOA funded staff must be allowed to attend regional and specific team meetings. Travel reimbursement is an allowable WIOA expense and should be included in the budget.
- 18) Staff should be allowed to participate in statewide conferences and staff development initiatives that will assist them in performing their responsibilities.

WIOA Primary Indicators Performance Report Program Year (PY) 2022

Performance Measures PY 2022 Quarter 1		Employment Rate (Q2) Adult				
Region	Local Workforce Development Area (LWDA)	ER2 (Jul 21 - September 21)	[Num.] # of Positive Outcomes (Jul 21 - September 21)	[Den.] # of Exiters in Measure (Jul 21 - September 21)	LWDA Goal	% of LWDA Goal
Finger Lakes	Genesee/Orleans/Livingston/Wyoming	74.8%	342	457	69.5%	107.7%
	Monroe	59.5%	710	1,193	69.5%	85.6%
	Ontario/Seneca/Wayne/Yates	81.1%	133	164	69.5%	116.7%
Performance Measures PY 2022 Quarter 1		Employment Rate (Q2) Dislocated Worker				
Region	Local Workforce Development Area (LWDA)	ER2 (Jul 20-Jun21)	[Num.] # of Positive Outcomes (Jul.20 - Jun21)	[Den.] # of Exiters in Measure (Jul. 20- Jun 21)	LWDA Goal	% of LWDA Goal
Finger Lakes	Genesee/Orleans/Livingston/Wyoming	60.7%	425	700	68.0%	89.3%
	Monroe	58.9%	887	1506	67.5%	87.3%
	Ontario/Seneca/Wayne/Yates	56.7%	136	240	67.5%	84.4%
Performance Measures PY 2022 Quarter 1		Employment, Education or Training Placement Rate (Q2) Youth				
Region	Local Workforce Development Area (LWDA)	Placement Rate (Jul.20 - Jun. 21)	[Num.] # of Positive Outcomes (Jul.20 -Jun21)	[Den.] # of Exiters in Measure (Jul.20-Jun.21)	LWDA Goal	% of LWDA Goal
Finger Lakes	Genesee/Orleans/Livingston/Wyoming	75.8%	72	95	62.8%	120.7%
	Monroe	70.7%	128	181	67.9%	104.2%
	Ontario/Seneca/Wayne/Yates	77.6%	59	76	73.5%	105.6%

WIOA Primary Indicators Performance Report Program Year (PY) 2022

Performance Measures PY 2022 Quarter 1		Median Earnings (Q2) Adult			Median Earnings (Q2) DW			Median Earnings (Q2) Youth		
Region	Local Workforce Development Area (LWDA)	Median Earnings (Jul.20-Jun 21))	LWDA Goal	% of LWDA Goal	Median Earnings (Jul.20-Jun21)	LWDA Goal	% of LWDA Goal	Median Earnings (Jul.20-Jun21)	LWDA Goal	% LWDA Goal
Finger Lakes	Genesee/Orleans/Livingston/Wyoming	\$7,387	\$5,400	136.8%	\$7,631	\$6,600	115.6%	\$5,562	\$3,100	179.4%
	Monroe	\$6,850	\$5,200	108.2%	\$6,750	\$6,389	105.7%	\$4,341	\$3,100	140.0%
	Ontario/Seneca/Wayne/Yates	\$8,128	\$5,400	150.5%	\$7,449	\$6,600	112.9%	\$4,244	\$3,100	136.9%
Performance Measures PY 2022 Quarter 1		Employment Rate (Q4) Adult								
Region	Local Workforce Development Area (LWDA)	ER4 (Jan 20 - Dec 20)	[Num.] # of Positive Outcomes (Jan 20 - Dec 20)	[Den.] # of Exitters in Measure (Jan20-Dec 20)	LWDA Goal	% of LWDA Goal				
Finger Lakes	Genesee/Orleans/Livingston/Wyoming	58.1%	464	798	68.5%	84.9%				
	Monroe	60.1%	919	1,530	68.5%	87.7%				
	Ontario/Seneca/Wayne/Yates	59.4%	348	586	68.5%	86.7%				
Performance Measures PY 2022 Quarter 1		Employment Rate (Q4) Dislocated Worker								
Region	Local Workforce Development Area (LWDA)	ER4 (Jan 20 - Dec 20)	[Num.] # of Positive Outcomes (Jan 20 - Dec 20)	[Den.] # of Exitters in Measure (Jan 20-Dec 20)	LWDA Goal	% of LWDA Goal				
Finger Lakes	Genesee/Orleans/Livingston/Wyoming	58.3%	474	813	68.0%	85.7%				
	Monroe	57%	1,776	3,117	67.5%	84.4%				
	Ontario/Seneca/Wayne/Yates	50%	315	630	67.5%	74.1%				

WIOA Primary Indicators Performance Report Program Year (PY) 2022

	Performance Measures PY 2022 Quarter 1	Employment, Education or Training Placement Rate (Q4) Youth				
Region	Local Workforce Development Area (LWDA)	Placement Rate (Jan 20 -Dec 20)	[Num.] # of Positive Outcomes (Jan 20 - Dec 20)	[Den.] # of Exitters in Measure (Jan 20 - Dec 20)	LWDA Goal	% of LWDA Goal
Finger Lakes	Genesee/Orleans/Livingston/Wyoming	69.0%	58	84	63.5%	108.7%
	Monroe	60.6%	120	198	63.5%	95.4%
	Ontario/Seneca/Wayne/Yates	62.5%	35	56	63.5%	98.4%

	Performance Measures PY 2022 Quarter 1	Credential Attainment Adult				
Region	Local Workforce Development Area (LWDA)	Cred Rate (Jan 20—Dec 20)	[Num.] # of Positive Outcomes (Jan 20 - Dec 20)	[Den.] # of Exitters in Measure (Jan 20 -Dec 20)	LWDA Goal	% of LWDA Goal
Finger Lakes	Genesee/Orleans/Livingston/Wyoming	65.5%	38	58	51.5%	127.2%
	Monroe	64.0%	144	225	42.2%	151.7%
	Ontario/Seneca/Wayne/Yates	80.0%	72	90	51.0%	156.9%

	Performance Measures PY 2022 Quarter 1	Credential Attainment DW

WIOA Primary Indicators Performance Report Program Year (PY) 2022

Region	Local Workforce Development Area (LWDA)	Cred Rate (Jan 20-Dec 20)	[Num.] # of Positive Outcomes (Jan 20-Dec 20)	[Den.] # of Exitters Measure (Jan 20-Dec 20)	LWDA Goal	% of LWDA Goal
Finger Lakes	Genesee/Orleans/Livingston/Wyoming	67.5%	27	40	46.5%	145.2%
	Monroe	45.3%	78	172	31.9%	142.2%
	Ontario/Seneca/Wayne/Yates	55.6%	20	36	51%	108.9%

Performance Measures PY 2022 Quarter 1		Credential Attainment Youth				
Region	Local Workforce Development Area (LWDA)	Cred Rate (Jan 20-Dec 20)	[Num.] # of Positive Outcomes (Jan 20-Dec 20)	[Den.] # of Exitters in Measure (Jan 20-Dec 20)	LWDA Goal	% of LWDA Goal
Finger Lakes	Genesee/Orleans/Livingston/Wyoming	56.0%	14	25	63.5%	88.2%
	Monroe	67.6%	46	68	59.7%	113.3%
	Ontario/Seneca/Wayne/Yates	43.8%	7	16	51%	85.8%

WIOA Primary Indicators Performance Report Program Year (PY) 2022

Performance Measures PY 2022 Quarter 1		Measurable Skill Gains Adult				
Region	Local Workforce Development Area(LWDA)	Meas SkillGain (Jul 21 - Jun 22)	[Num.] # of Positive Outcomes (Jul 21 - Jun 22)	[Den.] # of Adults in Measure (Jul 21 - Jun 22)	LWDA Goal	% of LWDA Goal
Finger Lakes	Genesee/Orleans/Livingston/Wyoming	67.2%	78	116	45.5%	147.8%
	Monroe	68.2%	60	88	45.5%	149.9%
	Ontario/Seneca/Wayne/Yates	74.5%	79	106	45.5%	163.8%

Performance Measures PY 2022 Quarter 1		Measurable Skill Gains DW				
Region	Local Workforce Development Area(LWDA)	Meas SkillGain Jul 21 - Jun 22)	[Num.] # of Positive Outcomes (Jul 21 - Jun 22)	[Den.] # of DWs in Measure (Jul 21 - Jun 22)	LWDA Goal	% of LWDA Goal
Finger Lakes	Genesee/Orleans/Livingston/Wyoming	74.2%	49	66	45.5%	163.2%
	Monroe	63.2%	67	106	45.5%	138.9%
	Ontario/Seneca/Wayne/Yates	68.2%	15	22	45.5%	149.9%

WIOA Primary Indicators Performance Report Program Year (PY) 2022

Region	Performance Measures PY 2022 Quarter 1	Measurable Skill Gains Youth				
		Meas Skill Gain Jul 21 - Jun 22)	[Num.] # of Positive Outcomes (Jul 21 - Jun 22)	[Den.] # of DWs in Measure(Jul 21 - Jun 22)	LWDA Goal	% of LWDA Goal
Finger Lakes	Genesee/Orleans/Livingston/Wyoming	68.8%	22	32	50.5%	136.1%
	Monroe	45.5%	40	88	50.5%	90.0%
	Ontario/Seneca/Wayne/Yates	33.3%	9	27	50.5%	66.0%

Satisfactory Performance is considered achieving 80% of the local goal for a measure