



Albany County Veterans Workforce Development Initiative

Capital Region Workforce Development Board and Workforce Development System

The Capital Region Workforce Development Board (CRWDB) is the business-led entity charged by the federal USDOL Workforce Innovation & Opportunity Act (WIOA), serving Albany, Rensselaer, and Schenectady counties whose main focus is to conduct strategic planning, create policy, and provide oversight and accountability for workforce development activities in the Capital Region. The CRWDB is the central hub of the Capital Region Workforce Development One Stop System, which provides a network of dozens of organizations and programs providing employment development and training services to individuals and businesses. The CRWDB sponsors job training program services at the three regional One Stop Career Centers for adult, dislocated workers, and youth, including the Albany Career Center, co-operated by the City of Albany Department of Youth and Workforce Services and the NYS Department of Labor. The ultimate mission of the CRWDB is to ensure that individuals have the access and opportunity to enter family-sustaining career pathways, with a priority of service to veterans and eligible spouses/persons.

Need for Veteran and Eligible Spouses/Persons Employment Services

In Albany County, veterans and eligible spouses/persons are instrumental in the continued workforce and economic vitality of the County. The real-world situational skills, leadership qualities, interpersonal skills, and personal integrity that veterans bring equals the human capital that businesses desire in their workforce. Even with these attributes, the national unemployment rate for veterans under the ages of 35 is double the civilian rate for the same age group.

According to the National Center for Veterans Analysis and Statistics, as of 2022, the veteran population in Albany County was 14,013 (5.6% of the county's total population). Of this number, 4,138 are of the working age of 18-64 as of the latest US Census Bureau American Community Survey. Adding in eligible spouses/persons, this number averagely jumps to over 8,000. This is an importantly large number of residents of Albany County that are essential to the individual success of themselves in being connected to family-sustaining careers as well as the skilled workforce needs of business and industry growth/expansion.

Historically though, these veterans have struggled to gain meaningful employment due to a variety of factors and barriers, as many of the jobs held by veterans during their service do not translate directly into civilian jobs. Additionally, veterans are returning to a new way of living after serving their country, which can coincide with trauma, depression, anxiety, physical disabilities, and more. One of the most common issues that veterans face is the lack of support when it comes to career development and advancement. Personal challenges to employment may involve disabilities, mental illness, substance use disorders, lack of interest in returning to work, and medical or other appointments. Essentially, the enormous need for navigation of the myriad of services currently available to veterans and eligible spouses/persons is one of the biggest barriers to individuals being successful. This, as well as the need for individualized case management of supportive services and personalized job development services between the veteran/eligible spouse, person and the businesses would provide a pathway to success.

Albany County Veteran and Eligible Spouses/Persons Workforce Development Services Scope of Services

The Capital Region Workforce Development Board and Career Centers have extensive experience in providing workforce training and job placement services to adults and youth in the region including through our Career Center in Albany County. As WIOA Title I sub recipient for the City/County of Albany, our CRWDB-sponsored Career Center has extensive experience in providing these services to all Albany County residents. Through our partnership in the Career Center with the New York State Department of Labor, the Center currently provides core services helping veterans and eligible spouses/persons gain a competitive edge in today's labor market. As veterans or eligible spouses/persons, priority services in employment and training programs are provided as a cornerstone of our federally-funded WIOA service delivery model.

Expanding on these core services, the Capital Region Workforce Development Board, through our Albany Comprehensive and Affiliate Career Centers (USDOL American Job Centers) proposes, using a person-centered planning model, to provide dedicated staff to serve as Veteran Workforce Development Navigators/Case Managers for Albany County veterans and eligible spouses/persons.

Services to be provided to veterans and eligible spouses/persons will include:

- Job search planning
- Customized labor market information
- Translating military experience to the civilian sector
- Resume development
- Career counseling
- Developing interview skills
- Navigational referral to other agencies that provide supportive services such as mental health, occupational health, transportation, housing assistance, food security, other veteran services, and other wraparound services that will remove barriers for successful employment
- Individualized job development services while advocating on behalf of veterans and eligible spouses/persons with businesses in the County and Region and promoting incentives with businesses for hiring veterans/eligible spouses, persons
- Personalized case management during job searching and post-job placement retention services

These services will be individually based on the needs of the veteran/eligible spouse, person and will be customized as part of an Individual Employment Plan (IEP) and Integrated Resource Team (IRT) with other organizations.

Cost Proposal Budget

For time period of December 1, 2023 through December 31, 2024

Category	Budget Narrative	Budget Amount
Staffing and Outreach Costs (Salaries, Fringe, related facility costs, staff travel, outreach and recruitment costs)	For program duties including outreach and recruitment, enrollment, assessment, counseling, placement in training and jobs, service navigation, case management, business outreach. A case manager (0.5 FTE) and employment training specialist (0.5 FTE) will lead this project and provide the necessary elements.	\$81,000
Assessment Tools/Classroom Training/Supplies	Connect veterans/eligible spouses/persons to comprehensive and customized occupational training and will include literacy, job-specific skills, professional credentials, business-relevant computer literacy, high-tech and job preparation workforce services. Using eligible training providers and partners this will allow participants to earn industry-recognized credentials to improve their employability and retention in family-sustaining careers.	\$19,000
Supportive Wraparound Services for Veterans and eligible spouses/persons	(a) Linkages to community services; (b) Assistance with transportation; (c) Assistance with child care and dependent care; (d) Assistance with housing; (e) Needs-related payments; (f) Assistance with educational testing; (g) Reasonable accommodations for individuals with disabilities; (h) Legal aid services; (i) Referrals to health care; (j) Assistance with uniforms or other appropriate work attire and work-related tools, including such items as eyeglasses and protective eye gear; (k) Assistance with books, fees, school supplies, and other necessary items for students enrolled in postsecondary education classes; (l) Payments and fees for employment and training-related applications, tests, and certifications.	\$20,000
Administration (10%)	Administration/Oversight	\$12,000
Total Costs		\$132,000