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## BST Member Spotlight—OVR

By Chyrl Zickgraf, Office of Vocational Rehabilitation Counselor

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Each of our Business Services Team members has unique services that they offer to employers. In this edition, we feature the Office of Vocational Rehabilitation (OVR) and their services.

The Office of Vocational Rehabilitation (OVR) has been assisting Pennsylvanians with disabilities to get or keep a job since 1919.

Rehabilitation services needed to become employed are provided in an individualized manner with the assistance of a professional rehabilitation counselor.

Every company knows that the face of the current workforce is changing and rapidly growing more diverse. Employers are looking to alternative labor market resources to maximize their workforce talent. **Today, people with disabilities represent the largest single block of untapped resources - skills and talent businesses can't afford to miss.**

OVR can provide your company with the following quality services at no cost to meet your specific hiring needs:

- **Staffing**—pre-screened, qualified job candidates; prospective employees who have been tested, trained, or re-trained.
- **Financial Incentives**—On-the-job training reimbursements; tax credits and deductions.
- **Accessibility Analysis and Solutions**—Job analysis; options for reasonable accommodations; information and referral on assistive devices and services.
- **Links to Networking Resources**—Employment networks; business leadership network
- **Disability Awareness and Diversity Training**—Sensitivity training; Understanding the Americans with Disabilities Act (ADA); disability etiquette.

Let us assist you in these areas. **The OVR representative is your connection to these business services for your current, and future, labor force.**

Jacqueline Fazio and Chyrl Zickgraf, counselors for OVR, are available to answer questions regarding OVR's services for employers. They may be reached at the PA CareerLink Monroe County, 570-620-2850.

For local news and happenings, see page 4.

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## Wall Street West Initiatives—Investing in Talent

As you've already read in our past Newsletters, **Wall Street West** is a partnership of more than 2-dozen various agencies and private-sector experts from throughout NE PA. The program is a **federal- and state-funded initiative to develop a total back-up solution for companies in financial services, information technology and related industries through advancements in economic and workforce development.**

In February 2006, the initiative secured a **\$15 million Workforce Innovation in Regional Economic Development (WIRED) grant** from the USDOL for projects and programs associated with training the current and future workforce in the region in order to further encourage New York City-based companies to establish their back-up and back-office operations in the ten-county area.

On July 24, individuals from the ten-county region attended an informational session at Great Wolf Lodge entitled **"Everything You Always Wanted to Know About Wall Street West."**® Lots of great information on some exciting new initiatives was released at the meeting. Read on to find out more...

**Interview NEPA**—Brought to the CareerLink offices by Wall Street West, **Interview Stream is a webcam recorded job interview.** Designed to better prepare job seekers through video practice interviewing, Interview Stream uses a blended learning approach with recorded live sessions. Job seekers and employers can "connect" in **Virtual Career Fairs.** Employers will be able to create custom interviews and view all user interviews online instantly from their own computer!

**TORQ™**—the **Transferable Occupation Relationship Quotient** is an analytical tool developed by Workforce Associates, Inc., that links occupations based on **abilities, skills, and knowledge required by workers** in a vast number of occupations. TORQ™ expands the notion of career pathways into an interconnected web of possibilities based on the factors that really matter for career mobility—not a specific job that someone is doing or has done, but **what someone is CAPABLE of doing.** Career counselors, workforce professionals, and economic developers will be able to analyze workforce shortages and skill gaps, and also **attract and retain vital businesses with the skills and talent of the workforce.**

**WIRED WEDnetPA funding**—available to **train eligible employees** in the **Financial and Insurance industry** sectors and **supporting Information Technology** companies. The target of the program is training investments to high-skill, high-wage jobs in the areas of demand and need. Also included is a pilot component of upper-management training.

**NE PA Business Education Workforce Partnership Transformation Initiative**—A goal of this initiative is to foster **the development of 2 quality business education partnerships** in Pike and Wayne counties, and Monroe and Carbon counties through the mentoring of existing BEPs operating in Luzerne, Hazleton, Lehigh Valley and Berks counties. The initiative also calls for structured **career exploration models for schools, regionalized career pathways awareness programs,** utilization of the **Career Cruising Guidance System** and an overall "community connect".




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For even more  
information on Wall  
Street West initiatives  
visit  
[www.wallstreetwest.org](http://www.wallstreetwest.org)

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## Wayne County Job Training to Help Build 21<sup>st</sup> Century Workforce

By Marie McDonnell

The **Pocono Counties Workforce Investment Area** comprises the four counties of **Carbon, Monroe, Pike and Wayne**. Wayne County Job Training, located in Honesdale, is a partner in the PA CareerLink system and, locally, the primary source for workforce development. In this capacity, **Wayne County Job Training is the workforce partner for the Workforce Wayne Initiative**.

Workforce Wayne evolved through a planning process in October 2005 when government, education, economic development, and workforce leaders convened to identify the current workforce, the needs of our employers, and the educational system that is preparing our students for careers. Through this process, a partnership was formed with representatives from all entities. A steering committee met monthly to develop a vision statement, a program of work and a conceptual model for workforce enhancement for Wayne County.

The structure of Workforce Wayne includes an advisory board, an action committee, and subcommittees. **These groups are focusing their efforts on building the system that will contain the infrastructure to retain and enhance our present businesses and to attract new businesses.** In order to do so, education, business, economic development and workforce development are collaborating to learn what is being taught, what is needed, what is happening economically regarding business growth, what resources exist, and how to reach out to our neighboring counties to connect to greater opportunities for the benefit of all.

With these goals in mind, Workforce Wayne partners visited the Lehigh Career and Technical Institute in October to explore various Career and Technical Education models and to determine the need and best fit for our area. This new knowledge resulted in Career and Technical Education being the focus of our 2007 Annual Meeting. An outcome of that meeting was the **creation of a Career and Technical Education Task Force** to support our district superintendents in their exploration of all aspects of Career and Technical Education.

### The priority goals of Workforce Wayne are:

- Strengthen workforce quality • Develop career opportunities • Foster a culture of lifelong learning

Because these goals mesh with the goals of WIRED/Wall Street West, **Workforce Wayne was in a position to submit a proposal for funding to support the development of a "21st Century Workforce Delivery System"** that would focus on financial services and related supporting industries. On May 30, we were notified that **Workforce Wayne was a recipient of a Wall Street West grant to create a comprehensive workforce delivery system within Wayne County**. This grant includes hiring key personnel, establishing regional business-education partnerships, developing an effective communication strategy, and improving access to technology.

This award will have a tremendous impact on the ability of Workforce Wayne to implement its program and will have a far-reaching effect on the workforce, economic development, and educational opportunities in our area.

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*Marie McDonnell, director of Wayne County Job Training, has been in the workforce development system since 1979 in the capacities of educator, career counselor, and job developer. She can be reached at McDonnell@co.wayne.pa.us.*

## News and Events...

### Business Retention & Expansion Program (BREP)

The Business Retention & Expansion Program (BREP), a key program for business development, has begun a new program year.

As always, our Business Services Team is available to meet with your company's officials with the goal of enhancing the efficiency and effectiveness of the organization.

The BREP program provides employers with a single point-of-contact to act as liaison between the employer and all economic development and training programs available to PA businesses.

The interview takes only a small amount of time and is highly effective. To arrange a meeting, please call 570-620-2850.

### Business Services Team Members:

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### COMING SOON...

In the near future, employers will have the opportunity to tune in to a "CWDS Employer Functionality" webinar/training.

If you'd like to learn more about registering and posting jobs on the PA CareerLink's online system, CWDS, be sure to log on!

The webinar will be at no cost to employers, and will be conducted by our Central Office staff in Harrisburg. You'll be given the option of viewing the webinar at the PA CareerLink Monroe County office...OR, you can view the webinar using your own PC at your place of business.

**MORE DETAILS TO FOLLOW IN THE UPCOMING WEEKS...**

# WELCOME

The PA CareerLink Monroe County WELCOMES two new partners this year!

**Smith & Solomon Commerical Driver Training** and **PrimeTech Training** are welcome additions to our office.

If you have any questions about our new partners and their services, you can call our office or visit our local website at

[www.monroecountycareerlink.org](http://www.monroecountycareerlink.org).

*Pennsylvania*  
**CareerLink**

MONROE COUNTY

CENTER FOR  
**WORKFORCE INFORMATION**  
AND ANALYSIS



## CWIA *Newsline*...

May 2007 wages are now available at the county, MSA, WIA, and state levels. To access these documents in either Excel or PDF format, please visit [www.paworkstats.state.pa.us](http://www.paworkstats.state.pa.us).

Click on "Products", then "Projections and Wages", and then "Occupational Wages".