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| LOCAL COMMISSIONERS MEMORANDUM |  
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Transmittal No: 91 LCM-70

Date: April 25, 1991

Division: Commissioner's  
Office

TO: Local District Commissioners

SUBJECT: Creating A Vision: The Workforce Preparation System of the  
Future

ATTACHMENTS: Creating A Vision - not available on-line

We are pleased to share with you the enclosed report entitled "Creating A Vision: The Workforce Preparation System of the Future".

In the fall of 1988, the Job Training Partnership Council (JTPC) began a study of New York State's workforce preparation system. The purpose of the study was to develop a blueprint for planned change over the next five years.

This report reflects the work of a task force which included representatives from government, private industry, education, organized labor and service providers from across the State.

Increasing competition from foreign industries and growing shortages of skilled workers threaten New York's ability to compete effectively in today's economic climate. The shortage of qualified workers is due in large part to an unacceptable deficiency in basic workplace skills -- reading, writing, computation, and communications.

The system currently in place to develop and maintain a well prepared workforce is extremely complex. All levels of government and a broad array of private sector organizations play a role in the workforce preparation system. The existing maze of federal, State and local programs can be tied together with the introduction of a "G.A.T.E.W.A.Y." (Gaining Access To the Emerging Workforce for Adults and Youth) which is a unifying philosophy that enables existing programs to operate more effectively. GATEWAY will offer new avenues for every citizen of New York State to obtain the skills necessary to compete in the increasingly complex job market. Regardless of age, education, skill, past employment, or family circumstance, GATEWAY will provide easy access to a unified system of services.

Our workforce preparation system should focus on helping people obtain a decent standard of living. To be successful, clients must be accurately assessed when they enter the system and assisted as they negotiate their way through various programs. Since continued training is often the most effective means of moving beyond entry-level employment, all New Yorkers should have on-going access to services that run the gamut from basic skills acquisition to affordable higher education or advanced training programs.

In conjunction with GATEWAY, we are moving toward universal client assessment among practitioners.

Redirecting the workforce preparation system will require an unprecedented level of coordination. This report offers strategies to strengthen the partnerships among providers within the employment and training community.

I hope that you find this document interesting and useful as we strive to implement the Job Opportunities and Basic Skills Training (JOBS) Program.

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Cesar A. Perales  
Commissioner  
New York State Department  
of Social Services

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Jewell Jackson McCabe  
Chair  
Job Training Partnership Council