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2025 – 2029 Local Plan - Executive Summary

The Chemung-Schuyler-Steuben Workforce Development Area (CSS Workforce NY) Local Plan for July 1, 2025 – June 30, 2029 outlines strategies to develop a skilled workforce, support local businesses, and address regional economic needs. The plan emphasizes collaboration with education providers, businesses, and community organizations to ensure alignment with in-demand occupations and industries.

This plan reflects CSS Workforce NY's commitment to fostering economic growth, supporting job seekers of all ages and ability, and meeting the workforce needs of businesses in the Chemung-Schuyler-Steuben region. Through programs, partnerships, and training investments, we aim to help create a healthy workforce system that sustains workers and provides industry with needed talent and skills.

The full Local Plan is available on our website at www.csswfny.com. The plan will be made available for public comment from June 6, 2025, to June 17, 2025, to ensure transparency and obtain any input.

Highlights:

- **Strategic Vision and Goals:**
 - Establish a region with a highly employable workforce and provide resources for continued skill enhancement.
 - Provide a no-cost, business-oriented workforce development system ensuring employers have access to skilled workers.
- **Demographics of our Workforce Area**
 - The report provides details on our estimated 82,800 resident civilian workforce
 - Our three-county area has an aging population, which exceeds the state's overall level for residents aged 65 and over.
 - Chemung and Schuyler counties exceed New York State's 14.2% (below poverty level), while Steuben County has less poverty compared to our state overall.
- **In-Demand Occupations and Sectors:**
 - Our focus and recent demand trends center on healthcare, manufacturing, skilled trades, and tourism/hospitality sectors though our career centers and training dollars can assist job seekers and employers in any industry.
 - We are now addressing workforce needs in emerging industries like clean energy and rail car manufacturing in our area.
- **Workforce Development Activities:**
 - We offer training programs such as On-the-Job Training (OJT), Customized Training (CT), and Individual Training Accounts (ITAs).
 - Collaborate with local education providers like Corning Community College, GST BOCES and Cornell Cooperative Extension to deliver workforce readiness training.
 - We have a large number of Eligible Training Providers (ETPLs) and look to add new partnerships as workforce needs arise.



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- **Youth Programs:**
 - Our programs cover “youth” as defined by ages 16 – 24.
 - CSS Workforce NY serves out-of-school youth (OSY) and in-school youth (ISY) through tailored programs addressing barriers to employment. The main barriers identified have been lack of education and poverty.
 - We are able to provide virtual and in-person services, work experiences, and incentives to encourage engagement with local employers and education providers.
- **Accessibility and Inclusion:**
 - Ensure physical, virtual, and programmatic accessibility for all individuals, including those with disabilities and barriers to employment.
 - Comply with nondiscrimination requirements under WIOA and the Americans with Disabilities Act.
 - Serve all Adult and Youth Job Seekers with a range of services at our four Career Centers in Elmira, Bath, Hornell and Montour Falls. Services range from workshops in resume preparation and interview skills to computer use and access to job databases.
- **Business Engagement:**
 - Support businesses with services including customized recruitments, industry specific job fairs, regional job fairs, apprenticeship programs, and consultations.
 - Provide training opportunities, including OJT contracts and customized training funding.
- **Coordination with Economic Development:**
 - Align workforce development strategies with regional economic development activities. This would include a focus on our existing and growing rail industry in the region as well as the creation of clean tech jobs in the future.
 - Promote entrepreneurial skills training to encourage new business creation.
- **Performance Accountability:**
 - Meet or exceed performance goals negotiated with the NYS Department of Labor.
 - Maintain compliance with governance actions, including certification of One-Stop Career Centers and execution of required policies.



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