

Capital Region
Local Workforce Investment Board
2014 Regional Workforce Plan

1. Labor Market Information for Workforce Planning

Labor Market Information (LMI) to support Local Workforce Investment Board (LWIB) regional workforce planning has been developed in a form that provides workforce planners an understanding of: (1) labor demand, or the occupational skills needed by businesses – immediately, short-term and long-term; (2) the labor supply, or availability of skilled workers in each of these labor markets; and (3) the education and community capacity to create skilled workers.

LMI for Workforce Planning is available at:

<http://labor.ny.gov/workforcenypartners/lwia/lmi-for-workforce-planning.shtm>.

This information includes: LWIB regional priority occupations; Regional Economic Development Council priority occupations; occupations in demand in current, short-term and long-term labor markets; and occupations associated with significant economic development projects.

2. Priority Sectors and Projects

- a. Sectors – Identify the priority sectors for the region and explain why each of these sectors was designated as a priority.

The following sectors are seen as priorities in the sense of their economic impact across the region and the scope of jobs/occupations required encompassing both middle-skill level jobs and those with advanced educational requirements offering an attractive variety for our workforce.

Manufacturing is perhaps the region's most important sector. It is, by far the area's largest private sector industry as measured by output (the dollar value of goods and services) and exports and therefore a crucial sector to our region's economy. It is also the fourth highest ranked in terms of jobs, job growth and average wage. This sector also offers a wide variety of both middle skills and more advanced skilled job opportunities and career pathways. With the growth of manufacturing in higher technology related products and the greater reliance on technology for established manufacturing sectors to remain competitive and profitable, this sector deserves a great deal of our attention to ensure that businesses have a pipeline of workers with the needed skill sets.

Health Care and Social Assistance is the region's largest employer and is also the region's most significant job generator. It is also the second largest industry (tied with finance and insurance) as measured by output and the fourth largest exporting sector. Mergers, collaborative efforts and construction of new facilities throughout the region as well as the demographics of an aging population all help contribute to the significance of this sector. Although job growth may have softened due to the changing landscape of health care policy nationally, it is expected to continue as a growth area going forward.

Finance and Insurance is the region's second highest producer (tied with health care and social assistance) as well as the second largest exporting sector. It is also the region's sixth largest in terms of jobs and enjoys the third highest average wage.

Professional, Scientific and Technical Services is the area's fourth largest producer, third highest exporter, fifth largest sector as measured by jobs and pays the second highest average

wage. This sector should continue strong given the growing tech sector in the region and the investments in research and development.

Although the above have been designated as our priority sectors, other noteworthy sectors in various areas of the region include tourism related sectors, agriculture and construction.

- b. Projects - Identify regionally significant economic development projects or initiatives.

Key projects would include the new R&D facility at Global Foundries as well as planning for a new fab. The General Electric Digital imaging facility and the Schenectady Battery plant. Also the health care development projects taking place in the Clifton Park area and throughout the area. We are also aware of a growing need related to solar panel installations in a variety of home and commercial applications.

3. Aligning Business-led Partnerships and Resources

- a. LWIB Membership – Describe how the business membership of each of the region’s LWIBs align with or support business representation of priority sectors and regionally significant projects or initiatives.

Business membership on the LWIBs align to a large degree with the above mentioned priority regional sectors. Others tend to reflect more local priorities including areas such as tourism, construction, and transportation/ distribution. LWIB private sector membership alignment with priority sectors is indicated below:

Columbia- Greene WIB - Close to 60%(8 of 14)

Saratoga-Warren-Washington WIB – Over 80% (14 of 17)

Capital Region WIB – 40% (8 of 20)

As vacancies arise, aligning sectors will be given priority for Board representation.

A large portion of our private sector membership on our local WIBs already aligns with the core technologies and sectors identified by the CREDC and we are always looking for additional interested business representatives to provide guidance for our workforce activities. Previously, one of our WIB chairpersons was a member on the CREDC. Additionally, each WIB would be more than willing to use the CREDC as a source for soliciting nominations and accept nominations from the CREDC that they would like to make for consideration of future WIB membership

Currently WIB members align to the following core technologies/sectors identified by the CREDC on one or more of the region’s WIBs: Biotech, Nanotech, Advanced Manufacturing, Clean Technologies, Information Technology, Energy, Education, Health Care, Non-profits, Computer/electronics, Timber and Paper, and Chemical and Plastics.

- b. Business Advisory Committees – Prepare an inventory of Business Advisory Committees established by community colleges, and describe LWIB involvement in these committees where

applicable. Note that NYSDOL will create web-based mechanism to compile information on business advisory committees.

Community colleges in the region generally have established business advisory committees for most or all of their AAS degree programs.

Columbia Greene Community College has established a Business Advisory Committee for all AAS programs (Nursing, Human Services, etc). The Capital Region Business Services team and the Columbia Greene Business Services committee are available as supports for the Business Advisory Committees.

SUNY Adirondack has established business advisory committees for all associate degree programs with some more active than others. The SWW WIB is available to support the committees as requested. Further, The WIB and the college have proposed some joint business surveying to be used for their own program purposes as well as shared with a larger regional planning group within the WIB.

The Capital Region WIB has both the Schenectady County Community College (SCCC) and the Hudson Valley Community College in their local workforce investment area. Advisory committees at HVCC include the following:

School of Business

- Accounting
- Business Administration
- Computer Information Systems
- Information Technology
- Marketing

School of Engineering and Industrial Technologies

- Automotive Technical Services – Autobody Repair
- Automotive Technical Services – General Motors
- Building Systems Technologies
- Civil engineering Technology/Construction Technology
- Computer Integrated Technology/Mechanical Engineering Technology
- Electrical Engineering Technologies
- Advanced Manufacturing Technology

School of Health Sciences

- Cardiorespiratory and Emergency Medicine
- Dental Hygiene
- Diagnostic Medical Sonography
- Echocardiography
- Mortuary Science
- Nursing
- Polysomnography
- Radiologic Technology

School of Liberal Arts and Science

- Biotechnology
- Broadcast Communications
- Chemistry

- Criminal Justice, Forensic Science and Public Administration
- Environmental Studies
- Fine Arts, Theatre Arts, Gallery Management and Digital Media
- Human Services and Chemical Dependency Counseling
- Individual Studies and Liberal Arts
- Mathematics and Engineering Science

- c. Regional Economic Development Council (REDC) Planning – Describe how the region’s LWIBs coordinate with REDC planning.

At least one regional WIB representative is generally in attendance at REDC sponsored meetings and the newly formed Workforce and Education committee meetings.

The greater Capital Region WIBs created the Greater Capital Region Workforce Coalition several years ago as part of a regional state workforce grant. The coalition meets on a quarterly basis with area workforce related entities including, businesses, economic development, secondary and higher educational agencies, non-profits and more. In 2013, the WIBs facilitated a planning session for the coalition members directed at providing feedback to the REDC.

The local WIBs will often include updates related to REDC activities on the agenda at their LWIB meetings

WIBs often disseminate information about the availability of the CFAs and provide information or sources to information related to the process.

- d. Other Business-led Partnerships – Describe how any other business-led partnerships support workforce planning in the region.

The Columbia Greene Career Center Director serves on several advisory committees (Local Advisory Council for Career and Technical Education, Columbia- Greene/Maria College Consortium, CATEA Grant Advisory Board) as well as the Greene County Chamber of Commerce Board. The Workforce Office is also involved with Questar's advisory committees for technical careers.

The SWW WIB recently completed a strategic planning process to change the WIB’s approach to conducting business both internally and externally with business and business organizations. This was a business led initiative resulting in the decision to take a business first approach. Internally, committee activities are focused on business led, task oriented projects and the general WIB meetings are focused on a review of these projects and other relevant workforce issues with a focus on the interests of our business membership. Externally, we have been reaching out to business to identify their needs which in turn serves as the basis for projects we undertake. Examples include our recent adult machine tool training program and our ongoing efforts to increase the awareness and acceptance of the National Work Readiness Credential (NWRC) by business to help address the perennial need to increase the “soft skills” of job applicants. We are also now poised to embark on a more regional workforce planning effort with key local business and educational organizations to analyze survey results, develop informational panels and prepare for needed workforce projects. Finally, staff of the WIB and

one stop career centers participate on a variety of business led efforts including the JOB Discovery Career Fair planning committee, the Adirondack Human Resources Association, as well as other general workforce related committees.

The Capital Region WIB works closely with the Regional Business Service Team, the Center for Economic Growth (CEG) and is represented by a full-time WIB employed Business Service Director.

4. New York State Career Center Services

- a. Business Services – Describe the NYS Career Center Regional Business Services Team’s capacity to broker the region’s demand and supply for skilled workers.

The NYS Career Center Capital Region Business Services Team which comprises of The Capital Region, Columbia–Green and Saratoga, Warren, & Washington WIB’s use a region wide approach to fill businesses job openings and to help our customers find employment. When helping a business recruit, the team looks for talent beyond the county or workforce investment area in which the business is located. We will hold recruitment events for the same business in multiple Career Centers. There are three large career fairs each year in each of the three workforce investment areas that make up our region that the team works collaboratively on as well.

Through the use of Training Grants like the National Emergency Grant and Workforce Innovation Fund, the team is also working on increasing the skills of our available workers by providing wage reimbursements to businesses that agree to hire and train individuals on-the-job. Classroom training is also available under the Workforce Innovation Fund.

- b. Worker Services – Describe NYS Career Center services to address unemployment in target populations.

The NYS Career Center Services address unemployment in target populations through the use of hiring incentives and tax credits. Hiring Incentives include writing On-the-Job Training Grants with businesses that hire and train long term unemployed individuals. Tax Credits are available to businesses that hire individuals from target groups like veterans, youth, or the formerly incarcerated. Career Center and Business Services staff market and provide technical assistance on these credits to businesses and job seekers.

Career Centers also provides priority of service to Veterans and have started partnering on veteran focused hiring events.

The region has benefitted over the years from special grants to employ coordinators to specialize in workforce and job search services for individuals with disabilities. The one stop career centers also participate in the Employment Network through the New York Employment Services System (NYESS) to assist with the national ticket-to-work program and help generate additional funding resources to assist the disabled.

For those interested and appropriate for STEM related careers, the Greater Capital Region Workforce Investment Boards (GCR WIBs) which include the three WIBs in the capital region and the Fulton-Montgomery-Schoharie WIB, were awarded a \$3 million Workforce Innovation Fund grant to increase awareness of STEM careers and develop training and a pipeline for STEM occupations. Efforts have aligned with the identified priority sectors with an emphasis on middle-skill related jobs. In addition to training and awareness for adults, the GCR WIBs have partnered with Schenectady County Community College (SCCC) and the College of Nanoscale Science and Engineering (CNSE) to offer STEM summer academies to economically disadvantaged youth age 14-18.

The LWIBs regularly participate in providing training and services to long term unemployed sometimes incorporating special grant opportunities as available. Most recently, the NEG/OJT program afforded On-The-Job Training (OJT) opportunities to eligible job seekers with local businesses. The training program offered a training payment to companies of 50% of wages paid for the agreed upon training period and up to 90% for smaller companies. In addition, the WIBs and one stop career centers often work closely with the NYS DOL to provide an array of job search and training assistance to those affected by business closings or mass layoffs.

For youth services, the LWIBs each have youth committees to address youth workforce services with a focus on low income disadvantaged youth. Services include activities for both in and out of school youth such as, Basic Skills and TASC (formerly GED) training and acquisition, preparation for the National Work readiness Credential, occupational training, work experience focused on training the youth about the expectations of being a good employee in today's labor market, and more.

Finally, all one stop career centers provide to all of their customers an array of job search guidance, labor market information, training and networking opportunities to help facilitate appropriate job placements and preparing trained individuals for local business needs.

c. Labor Exchange – Describe how the NYS Career Center System brokers filling jobs.

The NYS Career Center System fills jobs through the following methods:

1. Job Bank/Jobs Express: Businesses post their opening in our job bank which our Career Center and Business Services staff then matches to customers in our Talent Bank. Priority Jobs are identified that have a high chance of being filled by our customers. The centers also utilize technology provided by the NYS DOL to identify the skills of registered job seekers and match through web based applications to a variety of job openings or opportunities to consider.

2. On-site Recruitments: Businesses hold recruiting events on-site at our seven Career Centers where they conduct group and one-on-one interviews with our customers. Over 150 recruitments were held last program year at our Capital Region Career Centers. Businesses that frequently recruited in the Albany Rensselaer Schenectady Area last program year were Davis Vision, Time Warner Cable, GE Battery, Heber Associates, and most recently Whole Foods Market. (When Whole Foods Market needed to recruit for their new Albany store, they held 11 on-site recruiting events at Career Central, Albany's Workforce Career Center. The first 8 events were pre-scheduled group interviews in which over 600 people attended. The last 4 events were pre-scheduled individual interviews in which over 400 people attended. They hired over 60 Career Center customers for their store). Businesses that frequently recruited in the

Saratoga-Warren-Washington (SWW) area included Westaff, Wildwood Programs, and Angiodynamics. Businesses that frequently recruited in the Columbia Greene area included Companies of JJ Young, Manpower, and Berkshire Farm Center and Services for Youth.

3. Career Fairs: There are several large and smaller career fairs held throughout the year that are staffed by Career Center and Business Services Staff. These events provide great opportunities for businesses and job seekers to meet or even have an interview on-the spot. Our 2014 Dr. King Career that was held at the Empire State Plaza in Albany was attended by over 120 businesses and 1,000 job seekers. Over 250 individuals had one-on-one interviews with 8 businesses that in addition to having a booth at the event also had separate interviewing space. The Job Discovery Career Fair in the SWW area has been operating over 25 years attracting 1000-3000 job seekers per year over that time.

4. Networking panels: Job seekers often have the opportunity to come into career centers to hear from a panel of businesses about employment opportunities as well as general advice on the job search process and describing employer expectations. Not only do attendees benefit from the advice and insights from the businesses, they can also lead to future interviews and job offers.

d. Partnerships - Identify partnerships that help fill job openings.

The NYS Career Centers System has several partnerships that help fill job openings including: linkages with our local community colleges such as Hudson Valley Community College and Schenectady County Community College; vocational schools such as Educational Opportunity Center and local Boards of Cooperative Educational Services (BOCES); Women's Employment and Resource Center; Access VR; and several community based organizations (CBO's). LWIB and center staff often participate on BOCES and community college advisory committees, partner with educational agencies on grant opportunities and other workforce projects. Local economic development agencies have often used the LWIBs or centers as a resource for businesses they are dealing with and local chambers are willing to collaborate on joint efforts. The LWIBs and career centers often partner with employers and other groups to facilitate business information panels, recruiting events and job fairs. Our region has benefitted from the development of the Greater Capital Region Workforce Coalition described above. Finally, the willing partnership between the regional WIBs themselves has proven to be a great asset. This includes not only the three WIBs representing the Capital Region but also with the neighboring WIB in Fulton-Montgomery-Schoharie counties. This partnership has resulted in successful workforce planning projects and grant opportunities that have generated needed resources to help train and prepare job seekers and employed workers for new or upgraded job opportunities while at the same time assisting businesses with their workforce talent needs.