

Attachment B

Capital Region
Local Workforce Development Board
2015 Regional Workforce Plan

1. Priority Industries

- a. Identify the priority industries in the region.

The Capital Region has identified four priority industries: manufacturing, health care and social assistance, finance and insurance, and professional, scientific & technical.

- b. Identify the members of the LWDBs that represent the priority industries.

Priority industries are currently represented by the following companies on our local workforce development boards (LWDBs):

Manufacturing: Digifab Shop, Pretium Packaging, Saturn Industries, Espey Manufacturing and Electronics, Global Foundries, Shmaltz Brewing Company, Anglo Dynamics, Finch Paper, Umicore, GL&V

Health Care & Social Assistance: CoArc, The Healthcare Consortium, Saratoga Bridges, Fort Hudson Health System

Finance and Insurance: Bank of Greene County, Fingar Insurance, First Niagara Bank, The Management Advisory Group, Ballston Spa National Bank, Glens Falls National Bank

Professional, Scientific & Technical: Athens Generating, Intelligent Technology Solutions, Inc., Taconic, Inc., Electric Boat

- c. Describe how the sector partners represented on the LWDB (i.e. representatives of education, labor, apprenticeship, economic development, etc) support the priority industries of the region.

Most of the business members on our local Workforce Development Boards represent one of our priority industries - manufacturing, health care and social assistance, finance and insurance, and professional, scientific & technical.

Some of our labor representatives also work in our priority industries such as manufacturing and health & social assistance.

The region's education partners provide numerous training and degree programs that prepare workers for all of our priority industries. Examples include degree programs in nursing, human services, computer information systems and accounting. Degrees in a variety of technology related training support manufacturing and biotechnology. Further, non-credit programs provide short term training supporting all of the priority sectors. Contract training can be offered to address specific customized training solutions in manufacturing and other sectors. Finally, partnerships between community colleges, BOCES and secondary schools

with the private sector exist to enhance the pipeline for local employers and introduce high school students to career opportunities and the world of work through contextualized learning and early college high school programs.

Our economic development agencies provide a variety of programs and services to businesses within our priority sectors to help companies locate, expand and grow their operations. There are also examples of economic development sponsored training opportunities that lend themselves to skills/credentials needed in manufacturing.

Voc rehab agencies provide informational resources, training opportunities and guidance for transitioning individuals with disabilities that support all sectors. Agencies operating adult education and literacy programs provide the basic education and literacy skills as well as credentials that will allow jobseekers to successfully pursue job opportunities and also to assist employers with individual literacy needs as identified in their workforce.

2. Regional Workforce Development

- a. Identify goals for regional workforce development in the region, including targeted industries and sector strategies that will be used; and provide an overview of how they align with REDC strategic planning.

The Capital Region will be continuing its efforts to address the shortage of workers in our area who have the necessary STEM skills required by our priority industries. This will be the final year of our USDOL Workforce Innovation Fund (WIF) program that encourages businesses to develop career pathway opportunities for their new hires. The exposure to STEM positions within industries has been very important to our customers for career exploration in our Career Centers. Even as this funding is phased out, our region will continue to work together to promote STEM education and jobs.

Other goals include: enhance career awareness - especially for demand occupations and STEM careers, prepare adults and youth for in-demand jobs, build upon our existing activities and explore new opportunities for sector based training and other activities.

In addition, as a region we will be looking for program solutions that can address businesses' continuing concern with the lack of soft skills among their workforce and job applicants.

The Capital Region's REDC continues their focus on "Tech Valley". Their strategic planning addresses our priority industries, as well as additional industries like agriculture and the arts. Our focus on STEM occupations and those all important soft-skills aligns well with the Capital Region's REDC efforts.

One goal of the REDC is "Prepare for Tomorrow" by supporting education and workforce development related to high-tech industries. Specifically, the 2014 REDC progress report references career opportunities in health care, Bio-tech, clean industries, semi-conductor, and information technology as rapidly expanding. Adult training activities sponsored WDBs, as well as initiatives through our STEM focused WIF grant, align with many of the REDC identified sectors. The 2014 report also references providing opportunities to U.S. veterans. Veterans are a priority of service for our WDBs and the career centers operating throughout the region. Whether it is access to training and general career center services or special initiatives for veterans, this priority is a shared goal for the WDBs and the REDC.

To encourage the development of the workforce, the REDC states as a goal the desire to prepare high school students for college success and a career pathway. Also, another goal is to ensure high school and college students are participating in curricula designed for preparing them for additional STEM education. The local boards have long supported awareness activities in high-tech and STEM careers through marketing efforts such as the "Tech it out" campaign that includes our 21st Century Career flip cards developed with industry that are given to high school guidance offices and employment counselors in our Career Center's to promote STEM Jobs, providing informational resources to our customers and, more recently, summer STEM camps for youth. In addition, our long running youth program activities are focused on introducing youth to the world of work and preparing them in employment skills.

- b. Provide an overview of how the LWDBs in the region will work together towards the regions identified goals. Include any specific practical examples of how sector partner alignment is currently being accomplished in the region.

Our region has a long history of strong collaboration working on joint projects, partnering on grant applications/awards, and facilitating workforce development based communication with multiple partners. For many years, we have facilitated the creation and scheduling of ongoing quarterly meetings for our regional Workforce Coalition. Our partner organizations include business, secondary and post-secondary education, labor, apprenticeship, economic development, and human services. These meetings provide us with real time information on what is trending in the labor market and what programs and services are addressing those issues. We introduce LMI data, knowledge of workforce development program services, and have organized group input to the REDC as examples of coalition meeting topics.

As we move forward, we will work to incorporate the successful strategies we have developed through the STEP up to STEM WIF grant into our normal operations. This includes:

- Maintaining a regional focus on STEM skills through each Career Center's career planning services.

- Utilizing On-the-Job Training as a method for encouraging the development of STEM skills.

- As opportunities are identified, continue the process of sector partnerships to develop training programs to meet business needs. This has been done successfully in the past by the Saratoga-Warren-Washington workforce area in the manufacturing sector and by the Columbia Greene area in the health care sector. Another region wide effort we are currently working on is a craft brew training program in collaboration with industry leaders. The WDBs will continue to share information with each other on other viable sector opportunities we each may identify as having broader regional applications.

- Our region has jointly sponsored awareness activities such as creating industry videos and sponsoring workforce information panels. We will seek opportunities to continue efforts such as these, subject to available resources. We will continue to identify viable grant opportunities for these and other workforce development initiatives.

Finally, it is also noteworthy that these activities are not only regional but often cross regions working in partnership with our neighboring FMS workforce area. We also collaborate with other workforce partners to address initiatives. Examples include; business, the Workforce Development Institute, and as referenced in the REDC 2014 progress report - the Center for Economic Growth (CEG).