

North Country Regional Plan

Inventory of Sector-based Workforce Strategies

2016



Jefferson-Lewis Workforce Development Board
Cheryl Mayforth: Executive Director

St. Lawrence Workforce Development Board
Thomas Plastino: Executive Director

North Country Workforce Development Board
Sylvie Nelson: Executive Director

TABLE OF CONTENTS

- 1.) Executive Summary
- 2.) Other Areas of Youth Workforce Development Activities
 - a.) North Country Region Sector-Based Chart
- 3.) North Country Regional Business Services Team (RBST)
 - a.) Business Customer Job Referral Follow Up Chart
 - b.) Labor Market Profile: North Country Region
 - c.) Labor Market Profile: St. Lawrence County
 - d.) Labor Market Profile: Jefferson-Lewis WIA
 - e.) Labor Market Profile: Clinton-Essex-Franklin-Hamilton WIA
- 4.) Strategic Business Partnerships
 - a.) New Business Partnerships
 - b.) On-Going Business Partnerships
 - c.) Short-Term Projects
 - d.) Long-Term Projects
- 5.) Resources
- 6.) Regional Funding
- 7.) Consolidated Funding Application
- 8.) SUNY 2020 \$12.7 Million Grant Award
- 9.) Critical Elements
- 10.) Inventory of Sector Base Workforce Strategies
 - a.) Educational Provider Summary Sorted by Type of Education Required
 - b.) Two Year Degree Programs
 - c.) Four Year of Higher Degree Programs
 - d.) Registered Apprenticeship Programs

EXECUTIVE SUMMARY

In 2011, the North Country Regional Economic Development Council (NCREDC) established the following vision statement:

“The North Country will lead the economic renaissance of New York State’s small cities and rural communities. We will energize our communities by building on growth in the aerospace, transit equipment, defense, biotech, energy, and manufacturing industries. Leverage our gateway to Canada, the nation’s largest trading partner, to lead the State in global investment. Attract and nurture entrepreneurs through innovation to catalyze the highest per capita rate of small business start-ups and expansions in the State. Invest in community infrastructure that expands opportunities and capacity. Innovate effective rural healthcare and education delivery networks. Elevate global recognition of the region as one of the special places on earth on the planet to visit, live, work and study. Activate tourism as a driver to diversify our economies by creating demand to accelerate private investment. Invest in agriculture as we help feed the region and the world. Create the greenest energy economy in the state.”

In preparing the URI submission in 2015, the NCREDC identified six priorities: advanced manufacturing & innovation, agriculture & clean energy, and tourism & community Centers.

The vision statement and the URI priorities were developed by several workgroups building on the strengths of the region. The North Country is a very diverse area given the geographic location and land mass. This region lacks a central metropolitan city from which all areas branch out. It is made of small micro-politans. The Adirondack Mountain region separates the eastern from the western sides of the region. It is the only region in the state where people can not physically commute from one side of the region to the other. The drive time is 4 hours one way and without any highways in often harsh winter weather conditions. This translates to finding common ground and building those sectors in the respective areas. One of the assets is the beautiful landscapes and waterways the region possesses, with Lake Placid as the center of Olympic and winter sports, Jefferson County with the Thousand Islands, Lewis & St. Lawrence Counties with miles of snowmobile and off-roading trails along with the St. Lawrence Seaway, Lake Ontario, Lake George, and the lakes and streams in the Adirondacks, it creates an attraction for tourism. Plattsburgh has developed into a manufacturing center, especially in the transportation sector. On the eastern side of the region this area has been able to capitalize on attracting Canadian manufacturing due to an ease of border crossing and close proximity to large Canadian cities such as Montreal. The western area has experienced some decline in manufacturing with the closure of Climax Manufacturing in Lowville, significant layoffs at New York Air Brake in Watertown, and the closure of the Alcoa East plant in Massena. With Clarkson University’s Center for Innovation and Entrepreneurship, new innovative startups have been blossoming. Agriculture is continuing to be a leading economic driver in the area, having \$1.7 million dollar annual economic impact. Besides the farms, the area is home to several food manufacturers such as McCadam Cheese, Cabot Cheese, HP Hood, Great Lakes Cheese, North Country Dairy, and Kraft-Heinz. Kraft-Heinz is undergoing an expansion project with an anticipation of creating 150 new jobs.

The North Country region continues to experience the highest unemployment rates in the State. Seasonal employment contributes to the ups and downs of the labor market. The area is still experiencing the effects of a slow recovery from the recent recession.

Through the work of the three Workforce Development Boards, looking at the labor market from a regional standpoint, we have banded together to seek to fill the needs of the regional businesses. Connections and a strong partnership with the Soldier for Life office at Fort Drum to connect transitioning soldiers into the in-demand occupations and openings throughout the region.

The NCREDC Workforce Workgroup, in which all three WDB Directors are members, has surveyed those employers within the region in order to identify needs. As a result of the survey, we were able to put together a sector based training map. This map has assisted in the development of strategies.

Key initiatives have been the North Country STEM Network, manufacturing training programs, P-TECHS, and strengthening partnerships with Clarkson's Shipley Center for Innovation and the Reh Center for Entrepreneurship to create and nurture start-ups. Another key initiative has been the area's youth, with the creation of Career Jam & Career Connections.

Recognizing that workforce development begins long before the individual applies for a first job, the North Country in collaboration with the North Country STEM Learning Network, has actively worked to develop awareness of career paths and the education or training required to enter a chosen field. By working collaboratively to provide numerous and diverse opportunities, the North Country region has taken a proactive approach to grooming a workforce that will meet our future needs.

Jefferson-Lewis Workforce Development Board through partnerships with various organizations, including Jefferson County Economic Development (JCED), BOCES, the Trade Unions, Fort Drum Regional Health Planning Organization (FDRHPO), Jefferson Community College, and Clarkson University, successfully held the second annual Career Jam. This day-long event brought together over 70 business and industries and approximately 2,100 eighth and ninth grader students for hands-on career exploration activities. The occupations ranged from welding to electrical engineering to television broadcasting and represented job opportunities found in our region. Discussions are currently underway to replicate this program in the Plattsburgh area and to offer the St. Lawrence County schools an opportunity to attend the Watertown event.

Manufacturing Day has become an annual event with participation of industries and schools across the Council's seven counties. With CITEC taking the lead in coordination and industry contacts and support from four BOCES, three WDBs, and the STEM Network, the event offered plant tours and on-site presentations by industry professionals. A record thirty manufacturers opened their doors to almost 500 students from 28 different schools.

Each year Jefferson-Lewis WDB and St. Lawrence BOCES, through partnerships with local businesses and colleges, offer Workforce 20/20 and Gateways, respectively, to the area's high school juniors and seniors. These programs offer the students the opportunity to prepare resumes, practice interview skills, and demonstrate an understanding of proper dress and personal presentation at an interview. The goal is to provide exposure to local employment opportunities, engage with local employers, and practice job seeking skills.

In partnership with WPBS, educators and the WDB personnel from Jefferson, Lewis, & St. Lawrence Counties developed GPS for Success. It is a series of 3 to 5 minute videos focused on various occupations in targeted employment sectors. These videos will be tools for school counselors, parents, and others to assist students with career exploration. The website went live in May 2016 and is linked on the Jefferson-Lewis BOCES, St. Lawrence-Lewis BOCES, and North Country STEM Network websites.

The North Country was successful in the third round of P-TECH competitions. Northern Borders Academy, serving Franklin County students, will open in September 2016. In conjunction with North Country Community College, students will obtain an associate's degree in human service-related areas.

There are currently two P-TECH schools within the NCREDC area: Adirondack (ADK) P-TECH and Northern P-TECH Academy. The latter is operated by St Lawrence-Lewis BOCES. The career focus is in the field of bioinformatics through partnerships with regional hospitals, North Country Community College, and SUNY Canton.

ADK P-TECH, which serves Clinton County students in partnership with Clinton Community College (CCC) and Clarkson University, has successfully completed its second operational year. One highlight was that ADK P-TECH planned a day-long kick-off event for College for Every Student week. The event, attended by over 100 students, included a panel presentation by business, community, and education leaders and hands-on STEM workshops.

OTHER AREAS OF YOUTH WORKFORCE DEVELOPMENT ACTIVITIES

In consultation with industry professionals and the WDB, Jefferson-Lewis BOCES has developed a new two-year program that will support advanced manufacturing. Integrated Production and Design Technology will be offered to juniors who are pursuing a career and technical education (CTE) degree pathway. The initial class will enter in September 2016.

Entrepreneurship was supported through the inclusion of high school students in regional collegiate Business Plan Competitions. Northern New York Business Plan Competition, held at Clarkson University, offered students an opportunity to hone their skills and earn cash prizes and scholarships. SUNY Plattsburgh also held a competition for high school students.

Numerous opportunities were available for students to engage in informal STEM learning. The Champlain Valley Regional Science Fair (CVRSF) held at SUNY Plattsburgh and sponsored by The Development Corporation, drew a record number of entries. The new Boys and Girls Club in Massena hosted its first Science Fair which drew contestants from Franklin and St. Lawrence Counties. STEM Day Camps provided summer programming for our youth. The Fort Drum RISE grant, in conjunction with Clarkson University, served approximately 75 middle school students to explore robotics, coding, and aeronautics. JCC offered Kids College which engaged students in a variety of fun science activities. Malone Central School ran both a middle school and high school STEM camp with the high school students spending a day with the Physical Therapy department at Clarkson University. The FDRHPO runs twice a year the Medical Academy of Science and Health (M*A*S*H) Camp. M*A*S*H Camp is a unique opportunity for students in grades 8-12 to explore health careers and explore the health care field in an interactive way. Robotics competitions for middle and high school students provided the impetus to learn technical and coding skills which will provide a foundation for future careers. SUNY Canton encouraged future engineers with Girls in Engineering Day.

The North Country Region has updated the priority occupation list along with the regional priority list and all WDB Directors have conferred on the list.

The North Country Region is fully engaged with sector based strategies as they relate to the Priority North Country Regional Economic Development Council sectors. The following chart outlines the name of the strategy, the phase of development, demand, relevance, and partnerships.

	Phase of Development							Strategy Description	Partner Agencies with LWDBs
	LWDB	Conceptual	Initial Implementation	Being Sustained	Expanding	Workforce Demand	Relevance of Demand to REDC & WIOA		
Strategy									
Advanced Manufacturing									
Assembly, Industry, Manufacturing & Education (AIME)	NC			X		Y	Y	Classroom training for college students	Development Corp
Thrive	NC			X		Y	Y	Highlights career & employment opportunities for all ages	Business, school districts, nonprofits
SUNY 20/20 Grant	NC		X			Y	Y	Economic development & advancement in reasearch opportunities	Business, NYS colleges & universities
Production Technology	J-L			X		Y	Y		Business, Jefferson County IDA, BOCES
Glenfield	J-L		X			Y	Y		Business, Lewis County IDA, BOCES, Local school districts
Manufacturing Day	J-L, NC, StLaw				X	Y	Y	Connecting manufacturers with students	Business, Citec, IDAs, STEM
Career Jam	J-L				X	Y	Y	Career exploration with 8th grade students	Business, Labor organizations, IDA, BOCES, Clarkson University
Career Connect	NC		X			Y	Y	Career exploration for middle school students	Business, school districts
Franklin County	NC	X				Y	Y	Career exploration event for middle school students	SUNY Plattsburgh STEM
Apprenticeships	J-L, NC, StLaw			X			Y	Career pathway	Labor unions, business, NYSDOL
Agriculture									
Production Technology (Food Manufacturing)	J-L			X		Y	Y	Machining & production technology	Business, IDAs
SUNY 20/20 Grant - JCC	J	X				Y	Y	Seeking agricultural programs	Jefferson Community College
Healthcare									
Fort Drum Regional Health Planning Organization (FDRHPO)	J-L, StLaw		X			Y	Y	Variable incentive programs to attract needed medical professionals to the area; offers students job shadowing	FDRHPO, Hospitals
Community Health Worker	J-L, StLaw		X			N	Y	Anticipated job title	SUNY Jefferson, SUNY Canton
STEM Network	J-L, StLaw			X		Y	Y	Collaboration of business, education, workforce, & schools to promote STEM	Business, BOCES, school districts
General									
Ready to Work (RTW)	J-L			X		X	X	Working with 125% of poverty, opportunity agenda	Jefferson County, CAPC of Jefferson County, Inc., The WorkPlace
Hiring Veterans	J-L, StLaw		X					Promoting benefits of hiring local Veterans	IDAs, Jefferson County, Lewis County, St. Lawrence County

NORTH COUNTRY REGIONAL BUSINESS SERVICE TEAM (RBST)

Below is the latest CSI Report, Labor Market Profile, and updates on new/ongoing business partnerships in addition to both short and long term projects in the North Country. Please note that since December 1, 2015, the North Country has collectively posted 1,531 staff assisted job orders per OSOS.

CSI-Report – North Country Exceeds the Performance Goal of 95% at 99.7%

Region	Business Customer Job Referral Follow Up Customer Service Indicator Performance Goal = 95.0% July 2015 - February 2016		
	# of Job Referrals made to Businesses ¹	Job Referrals made to Businesses w/ Follow up Service	
		#	%
Capital	478	354	74.1%
Central NY	587	341	58.1%
Finger Lakes	783	536	68.5%
Long Island	448	168	37.5%
Mid-Hudson	1,030	441	42.8%
Mohawk Valley	491	444	90.4%
New York City	506	365	72.1%
North Country	745	743	99.7%
Southern Tier	691	302	43.7%
Western NY	885	509	57.5%
State Total	6,644	4,203	63.3%

¹For staff entered job orders that were made at least 2 months prior to the report month.

Labor Market Profile

Resident Civilian Labor Force and Nonfarm Employment

NORTH COUNTRY REGION

May 2016, April 2016, May 2015

Category	May 2016	Apr 2016	May 2015	Net Month	% Month	Net Year	% Year
Resident Civilian Labor Force	181,400	181,400	182,200	0	0.0%	-800	-0.4%
Employed	172,100	170,100	170,600	2,000	1.2%	1,500	0.9%
Unemployed	9,400	11,300	11,700	-1,900	-16.8%	-2,300	-19.7%
North Country Region Unemployment Rate	5.2%	6.3%	6.4%	-1.1		-1.2	
NYS Unemployment Rate	4.2%	4.6%	5.3%	-0.4		-1.1	
US Unemployment Rate	4.5%	4.7%	5.3%	-0.2		-0.8	
Total Nonfarm	161,900	158,700	161,100	3,200	2.0%	800	0.5%
Total Private	114,600	111,600	113,600	3,000	2.7%	1,000	0.9%
Goods-Producing	16,400	15,400	16,800	1,000	6.5%	-400	-2.4%
Natural Resources, Mining & Construction	6,100	5,200	6,200	900	17.3%	-100	-1.6%
Manufacturing	10,300	10,200	10,600	100	1.0%	-300	-2.8%
Service-Providing	145,500	143,300	144,400	2,200	1.5%	1,100	0.8%
Private Service-Providing	98,200	96,200	96,900	2,000	2.1%	1,300	1.3%
Trade, Transportation & Utilities	28,400	27,800	28,300	600	2.2%	100	0.4%
Information	1,700	1,800	1,800	-100	-5.6%	-100	-5.6%
Financial Activities	3,800	3,800	3,800	0	0.0%	0	0.0%
Professional & Business Services	7,300	7,300	7,300	0	0.0%	0	0.0%
Education & Health Services	33,400	34,100	32,600	-700	-2.1%	800	2.5%
Leisure & Hospitality	17,100	15,000	16,600	2,100	14.0%	500	3.0%
Other Services	6,500	6,400	6,500	100	1.6%	0	0.0%
Government	47,300	47,100	47,500	200	0.4%	-200	-0.4%

Labor Market Profile

Resident Civilian Labor Force and Nonfarm Employment

ST. LAWRENCE COUNTY

May 2016, April 2016, May 2015

Category	May 2016	Apr 2016	May 2015	Net Month	% Month	Net Year	% Year
Resident Civilian Labor Force	46,900	47,600	47,300	-700	-1.5%	-400	-0.8%
Employed	44,300	44,700	44,000	-400	-0.9%	300	0.7%
Unemployed	2,600	3,000	3,300	-400	-13.3%	-700	-21.2%
St. Lawrence County Unemployment Rate	5.5%	6.2%	6.9%	-0.7		-1.4	
NYS Unemployment Rate	4.2%	4.6%	5.3%	-0.4		-1.1	
US Unemployment Rate	4.5%	4.7%	5.3%	-0.2		-0.8	
Total Nonfarm	41,900	42,000	41,800	-100	-0.2%	100	0.2%
Total Private	30,600	30,900	30,500	-300	-1.0%	100	0.3%
Goods-Producing	3,600	3,400	3,700	200	5.9%	-100	-2.7%
Natural Resources, Mining & Construction	1,200	1,000	1,300	200	20.0%	-1400	-7.7%
Manufacturing	2,400	2,400	2,400	0	0.0%	0	0.0%
Service-Providing	38,300	38,600	38,100	-300	-0.8%	200	0.5%
Private Service-Providing	27,000	27,500	26,800	-500	-1.8%	200	0.7%
Trade, Transportation & Utilities	6,000	5,900	6,100	100	1.7%	-100	-1.6%
Information	300	300	400	0	0.0%	-100	-25.0%
Financial Activities	900	900	900	0	0.0%	0	0.0%
Professional & Business Services	1,800	1,800	1,800	0	0.0%	0	0.0%
Education & Health Services	13,000	13,600	12,700	-600	-4.4%	300	2.4%
Leisure & Hospitality	3,300	3,300	3,200	0	0.0%	100	3.1%
Other Services	1,700	1,700	1,700	0	0.0%	0	0.0%
Government	11,300	11,100	11,300	200	1.8%	0	0.0%

Labor Market Profile

Resident Civilian Labor Force and Nonfarm Employment

JEFFERSON-LEWIS WIA

May 2016, April 2016, May 2015

Category	May 2016	Apr 2016	May 2015	Net Month	% Month	Net Year	% Year
Resident Civilian Labor Force	59,100	58,100	58,900	1,000	1.7%	200	0.3%
Employed	55,900	54,200	55,200	1,700	3.1%	700	1.3%
Unemployed	3,100	4,000	3,800	-900	-22.5%	-700	-18.4%
Jefferson-Lewis Wia Unemployment Rate	5.3%	6.8%	6.4%	-1.5		-1.1	
NYS Unemployment Rate	4.2%	4.6%	5.3%	-0.4		-1.1	
US Unemployment Rate	4.5%	4.7%	5.3%	-0.2		-0.8	
Total Nonfarm	50,300	48,300	49,900	2,000	4.1%	400	0.8%
Total Private	35,800	34,000	35,300	1,800	5.3%	500	1.4%
Goods-Producing	5,600	5,100	5,800	500	9.8%	-200	-3.4%
Natural Resources, Mining & Construction	2,200	1,800	2,200	400	22.2%	0	0.0%
Manufacturing	3,400	3,300	3,600	100	3.0%	-200	-5.6%
Service-Providing	44,700	43,200	44,100	1,500	3.5%	600	1.4%
Private Service-Providing	30,200	28,900	29,500	1,300	4.5%	700	2.4%
Trade, Transportation & Utilities	10,200	10,100	10,000	100	1.0%	200	2.0%
Information	700	700	700	0	0.0%	0	0.0%
Financial Activities	1,300	1,300	1,400	0	0.0%	-100	-7.1%
Professional & Business Services	2,400	2,400	2,400	0	0.0%	0	0.0%
Education & Health Services	7,300	7,200	7,100	100	1.4%	200	2.8%
Leisure & Hospitality	6,100	5,000	5,700	1,100	22.0%	400	7.0%
Other Services	2,200	2,200	2,200	0	0.0%	0	0.0%
Government	14,500	14,300	14,600	200	1.4%	-100	-0.7%

Labor Market Profile

Resident Civilian Labor Force and Nonfarm Employment

CLINTON-ESSEX-FRANKLIN-HAMILTON WIA

May 2016, April 2016, May 2015

Category	May 2016	Apr 2016	May 2015	Net Month	% Month	Net Year	% Year
Resident Civilian Labor Force	75,500	75,700	76,000	-200	-0.3%	-500	-0.7%
Employed	71,900	71,200	71,400	700	1.0%	500	0.7%
Unemployed	3,600	4,400	4,600	-800	-18.2%	-1,000	-21.7%
Clinton-Essex-Franklin-Hamilton Wia Unemployment Rate	4.8%	5.9%	6.1%	-1.1		-1.3	
NYS Unemployment Rate	4.2%	4.6%	5.3%	-0.4		-1.1	
US Unemployment Rate	4.5%	4.7%	5.3%	-0.2		-0.8	
Total Nonfarm	69,700	68,400	69,400	1,300	1.9%	300	0.4%
Total Private	48,200	46,700	47,800	1,500	3.2%	400	0.8%
Goods-Producing	7,200	6,900	7,300	300	4.3%	-100	-1.4%
Natural Resources, Mining & Construction	2,700	2,400	2,700	300	12.5%	0	0.0%
Manufacturing	4,500	4,500	4,600	0	0.0%	-100	-2.2%
Service-Providing	62,500	61,500	62,200	1,000	1.6%	300	0.5%
Private Service-Providing	41,000	39,800	40,600	1,200	3.0%	400	1.0%
Trade, Transportation & Utilities	12,200	11,800	12,200	400	3.4%	0	0.0%
Information	700	800	700	-100	-12.5%	0	0.0%
Financial Activities	1,600	1,600	1,500	0	0.0%	100	6.7%
Professional & Business Services	3,100	3,100	3,100	0	0.0%	0	0.0%
Education & Health Services	13,100	13,300	12,800	-200	-1.5%	300	2.3%
Leisure & Hospitality	7,700	6,700	7,700	1,000	14.9%	0	0.0%
Other Services	2,600	2,500	2,600	100	4.0%	0	0.0%
Government	21,500	21,700	21,600	-200	-0.9%	-100	-0.5%

STRATEGIC BUSINESS PARTNERSHIPS

NEW BUSINESS PARTNERSHIPS

- **Prelco**
 - Prelco recently opened a glass manufacturing facility in Clinton County and plans to employ around 25 by 2017. They specialize in glass products for commercial and industrial structures, transportation equipment, and military applications. Prelco participated in the Clinton Community College (CCC) Career Fair and recently selected two graduates to hire. They are also planning to hire three workers which may qualify for the Work Opportunity Tax Credit (WOTC).
- **FX Caprara**
 - FX Caprara is a chain of automotive dealerships that recently opened a location in Watertown. Staff assisted by posting jobs, matching customers, and hosting a well-attended customized recruitment. The dealership is now fully staffed and has expressed gratitude for the recruiting assistance. The business is currently receiving assistance with on-the-job (OJT) training funds.
- **Marshalls in Lake Placid**
 - Marshalls in Lake Placid opened on May 5, 2016. Prior to opening, they posted orders for 65-70 positions, including managerial staff. The RBST assisted by matching and referring customers to the week-long recruiting event held at High Peaks. As a result, at least 3 staff referrals were hired, including the Store Manager (\$65,000 per year), Assistant Store Manager (\$45,000 per year), and Customer Associate (\$13 per hour).
- **Plaice to Meat**
 - Plaice to Meat is a Mediterranean-style eatery that recently opened on Market Street in downtown Potsdam. Prior to opening, they posted job orders and participated in customized recruitments. The business was awarded the Job Driven Grant for hiring and training dislocated workers; and they recently hired a Kitchen Manager under the grant. The RBST is continuing to screen potential candidates for the grant.

ON-GOING BUSINESS PARTNERSHIPS

- **Corning Inc.**
 - Corning Inc. manufactures glass, ceramics, and related materials for industrial and scientific applications. They have been a customer of Business Services for over 17 years and consistently work with staff to post and advertise opportunities. In March 2016, Corning posted three job orders for a total of 22 positions, which were matched to qualified customers. As a result, staff collectively referred more than 100 applicants for consideration. The RBST will continue to work closely with Corning to provide workforce assistance and ensure satisfaction with services.
- **Canton-Potsdam Hospital**
 - Canton-Potsdam Hospital (CPH) is consistently one of the largest job posters in the North Country. They have been a customer of Business Services for over 16 years, and in addition to using NYSDOL's indexing service to post positions, they regularly market it to other area businesses as a means to increase their applicant pools. CPH attends North Country career fairs, including the most recent virtual career fair hosted by Business Services. They routinely accept staff referrals and provide placement information on the applicants they hire.

- Agri-Mark/McCadham Cheese
 - Agri-Mark/McCadham Cheese is investing \$30 million in their Chateaugay Plant to retain 106 employees and modernize equipment. They have been a customer of Business Services for 13 years and consistently work with staff to post and advertise opportunities. The business recently posted a job order for 10 production workers. Staff collected applications and referred more than 150 customers. Newly listed positions include: Maintenance Mechanic and Electronics Technician.
- Potsdam Specialty Paper
 - Potsdam Specialty Paper (PSP) develops and manufactures specialty latex, acrylic, and other saturated base papers. They have been a customer of Business Services for over 16 years and consistently work with staff to post opportunities and collect resumes from qualified applicants. PSP recently posted two well paying positions (maintenance mechanic and spare hand), and staff are collecting resumes from interested applicants.
- Convergys
 - Convergys is a call center in Watertown that sells customer management and information management products, primarily to large corporations. They have been a customer of Business Services for nearly 14 years. The business plans to hire a number of new Customer Support Professionals in the coming months; and they regularly receive assistance with screening candidates for their Job Driven Grant. Twelve dislocated workers have been hired by Convergys under the grant.
- Metalcraft Marine
 - Metalcraft Marine, located in Cape Vincent, designs and manufactures high speed patrol boats, fire boats, rescue boats, and work boats. They have been a customer of Business Services for nearly 8 years. In April of 2016, Metalcraft hired a staff referral for a metal fitter position at \$14 per hour. They are also receiving assistance with on-the-job training funds.
- Moldrite Plastics
 - Moldrite Plastics, located in Plattsburgh, manufactures plastic packaging components. They have been a customer of Business Services for at least 17 years. The business has doubled in size since 2010 and currently has five open job orders. Recent recruitments have been held in Malone and Plattsburgh to assist with their growing workforce needs.

SHORT-TERM PROJECTS

- Kraft
 - In July of 2015, Kraft and Heinz merged creating the third-largest food and beverage company in North America with a portfolio of iconic brands. Kraft-Heinz is planning to expand the Lowville facility to increase processing and packaging of string cheese and cream cheese, creating between 70 - 100 new jobs. Kraft is currently hiring for 15 general laborer positions and the RBST has assisted by outreaching to applicants, scheduling pre-employment screenings, and conducting skills gap analyses.

- Office of People with Developmental Disabilities (OPWDD)
 - The RBST continues to work closely with OPWDD to assist with hiring needs in the North Country. In June 2015, OPWDD noticed a labor shortage and requested assistance with hiring hundreds of entry level direct care staff. An ongoing series of civil service exams were scheduled, advertised, staffed, and held at various career centers throughout the North Country. To date, 19 tests have been held in 4 North Country Career Center locations; and a total of 97 customers have been hired so far.
 - OPWDD is pleased with the recruiting/testing assistance they've received. On December 4, 2015, Amy LaLonde, Human Resources Manager for OPWDD stated: *"The partnership that has been created between OPWDD and the Department of Labor has been a tremendous help with our hiring needs. The Department of Labor has assisted with maintaining our current staffing levels to the point where we no longer have to implement mandatory overtime. As a result, the overall hours of overtime has decreased. This partnership is working well, and we look forward to continuing to work with the Department of Labor."*

LONG-TERM PROJECTS

- Norsk Titanium
 - Norsk Titanium is a Norway-based 3D-printing business seeking to establish a manufacturing facility in Plattsburgh and create 400 jobs by 2018. They are a global leader in manufacturing performance-critical titanium components for aerospace and industrial applications. In late May, staff met with the HR Director to discuss timelines and has since posted 5 job orders and started pre-screening/referring applicants for consideration.
- Clinton Community College's Advanced Manufacturing Institute
 - In May of 2016, Clinton Community College broke ground on the Advanced Manufacturing Institute. This project is expected to result in transformational changes in the North Country by linking the region's only doctoral institution (Clarkson University) to the region's SUNY colleges, beginning with SUNY Plattsburgh and Clinton Community College, and establishing a model for replication between Clarkson and the SUNY colleges in other sub-regions of the North Country. The project will expand the capacity of the North Country region to serve existing businesses, while strengthening the region's ability to attract new business to the area.
- Fort Drum – Assistance with Transitioning Soldiers
 - The RBST assists dislocated veterans at Fort Drum by providing intensive placement services wherever the opportunity exists. Occasionally, career fairs are held for transitioning veterans and Local Veterans' Employment Representatives (LVERs) attend to provide information on open jobs and services available through NYS Career Centers. LVERs regularly outreach to area businesses to make veteran referrals and market veteran-specific hiring incentives.
- Staffing Agencies – Ridgefield One/ ETS/ Westaff/ Manpower/Penski/Adecco/Coryer Staffing
 - The RBST engages staffing agencies wherever possible to help fill their jobs. This maximizes reach to businesses that are not directly posting on the NYS Job Bank, while also affording job seekers the potential to be referred to these opportunities.

- Roth Industries
 - Roth Industries is a German-based company, specializing in environmentally-friendly products that produce, distribute, and store energy for the finest homes. Roth’s Watertown facility produces its famous Double-Wall Oil Storage Tanks, as well as polyethylene construction/traffic barriers.
 - In order to enhance production capacity, redundancy, and improve competitiveness, the company is planning a \$5.6 million capital project that will include a 27,000 sq. ft. expansion, the installation of a new blow molding machine, and the addition of 12 new jobs over a 5-year period. The new machine will add the capacity to produce additional product lines at the Watertown plant that are in prototype development now. Of particular interest are a variety of sizes of cylinders for the compressed natural gas industry to fuel a variety of vehicles. Due to the long lead time on the machine, as well as the plant expansion, the investment needs to be made before the business has been fully developed and the market defined.

RESOURCES

In PY 15, the region received over all WIA/WIOA funding of \$3,561,344 with a PY16 allocation of \$3,018,303, which is a decrease of 17.99% of funding. These continual decreases present a financial challenge to maintaining programs.

Data for NYSDOL awards in the North Country through CFAs in 2013, 2014, and 2015:
(UWT = Unemployed Worker Training; EET = Existing Employee Training)

- 2015
 - nothing from DOL awarded to NC projects
- 2014
 - UWT award to CITEC (\$94,230) for production training
 - UWT award to Clinton/Essex/Warren/Washington BOCES (\$100,00) for lean manufacturing training
 - Total: \$194,230
- 2013
 - EET award to Bombardier (\$40,922) for software operational skills
 - UWT award to Jeff-Lewis WIB (\$36,000) for machine operations training
 - EET award to Ansen Corp (\$20,000) for lean and advanced mfg. training
 - Total: \$96,922
- Three year award total: \$291,152

REGIONAL FUNDING**North County**

	PY15	PY16	
Adult	\$486,014	\$468,319	-3.60%
Youth	\$479,476	\$461,097	-3.83%
Dislocated Worker	\$462,510	\$391,916	-15.30%

St. Lawrence

	PY15	PY16	
Adult	\$310,532	\$315,911	1.70%
Youth	\$384,894	\$388,983	1.06%
Dislocated Worker	\$274,967	\$249,691	-9.20%

Jefferson-Lewis

	PY15	PY16	
Adult	\$373,655	\$366,196	-2.00%
Youth	\$385,457	\$377,415	-2.09%
Dislocated Worker	\$403,839	\$351,500	-13.00%

Regional Summary

	PY15	PY16	
Total	\$3,561,344	\$3,018,303	-17.99%

The only LWDB to have received the Jobs Driven Grant is Jefferson-Lewis. The amount is \$59,000.

CONSOLIDATED FUNDING APPLICATION

In 2013, the Jefferson-Lewis WIB was awarded \$36,000 for the Manufacturing Technology program.

SUNY 2020 \$12.7 MILLION GRANT AWARD

In the spring of 2016, Clinton Community College will break ground on a 30,000 square foot, state-of-the-art facility to house its technology programs. This new facility will also serve as a regional hub for manufacturing education, with flexible teaching/learning space and courses available for manufacturers to advance their workforce.

Construction of a manufacturing institute was made possible when Clinton Community College and its partners secured \$12.7 million through the SUNY 2020 challenge grant program. The North Country Regional Economic Development Council (NCREDC) identified aerospace, transportation, and manufacturing as a priority cluster for economic development in the region. The manufacturing institute will expand the capacity of the North Country to serve existing businesses while strengthening the region's ability to attract new business to the area.

The North Country Assembly Industry: Manufacturing Education (AIME) is supported by scholarships from the Development Corporation.

Various Job Shadowing programs are provided by Area Healthcare Education Center (AHEC), Fort Drum Regional Healthcare Planning Organization (FDRHPO), and an AT&T Grant.

CRITICAL ELEMENTS

The North Country has received the least in cash awards through NYS's REDC program (if adjusted by combining it with the Upstate Revitalization Initiative and the Buffalo Billion). The five year ranking is as follows:

2011 - # 9

2012 - # 4

2013 - # 6

2014 - # 6

2015 - # 10

This has simply reinforced the region's relative economic depression.

Inventory of Sector Base Workforce Strategies

Educational Provider Summary Sorted by Type of Education Required

	High School & Certificate			
	CV-TEC	FEH BOCES	Jeff-Lewis BOCES	St. Lawrence-Lewis BOCES
Accounting	Certificate		Certificate	
Assembler & Fabricator	Certificate		Certificate	Certificate
Chemical Engineer				Certificate
Commercial/Industrial Designer			Certificate	Certificate
Computer Programmer & Machine Programmer				Certificate
Computer Support Specialist			Certificate	Certificate
Customer Service Representative	Certificate		Certificate	
Database/Systems Administrator	Certificate		Certificate	Certificate
Electrical Engineer			Certificate	Certificate
Electrician	Certificate		Certificate	Certificate
Environmental Engineer	Certificate	Certificate	Certificate	Certificate
Financial Manager			Certificate	Certificate
General & Operations Manager			Certificate	
Graphic Designer	Certificate		Certificate	Certificate
Health & Safety Engineer				Certificate
Heating, Air Conditioning, & Refrigeration Mechanic & Installer		Certificate	Certificate	Certificate
Human Resources			Certificate	
Industrial Engineer				
Industrial Machinery, Installation, Repair, & Maintenance Worker	Certificate		Certificate	

	High School & Certificate			
	CV-TEC	FEH BOCES	Jeff-Lewis BOCES	St. Lawrence-Lewis BOCES
Industrial Production Manager				
Inspector, Quality Control				Certificate
Machine Setter, Operator, & Tender for Metal & Plastic			Certificate	
Machine Setters, Operators, & Tenders for Welding	Certificate		Certificate	
Machine Setter, Operator, & Tender for Woodworking			Certificate	
Machinist			Certificate	
Marketing & Sales Manager			Certificate	
Materials Engineer				Certificate
Mechanical Engineer			Certificate	Certificate
Motor Vehicle Operator	Certificate		Certificate	Certificate
Office & Administrative Support			Certificate	Certificate
OSHA Generalist	Certificate			
Packager			Certificate	Certificate
Plumber, Pipefitter, & Steamfitter			Certificate	Certificate
Public Relations			Certificate	
Purchasing			Certificate	Certificate
Shipping, Receiving, & Warehouse	Certificate			
Tool & Die Maker				Certificate
Tow Motor/Forklift Operator	Certificate		Certificate	
Transportation, Storage, & Distribution			Certificate	

	Two Year Degree Programs		
	Clinton Community College	North Country Community College	SUNY Jefferson
Accounting	Associate Certificate	Associate	Certificate Associate
Assembler & Fabricator			
Chemical Engineer		Associate	Associate
Commercial/Industrial Designer		Associate Certificate	
Computer Programmer & Machine Programmer	Associate Certificate	Associate Certificate	
Computer Support Specialist	Associate Certificate	Certificate	Certificate Associate
Customer Service Representative	Associate	Associate	
Database/Systems Administrator	Associate Certificate	Associate Certificate	Certificate Associate
Electrical Engineer	Associate	Associate	Associate
Electrician	Associate Certificate	Associate	
Environmental Engineer	Associate Certificate	Associate	Certificate Associate
Financial Manager	Associate Certificate	Associate	Certificate Associate
General & Operations Manager	Associate	Associate	Associate
Graphic Designer		Associate Certificate	Associate
Health & Safety Engineer	Associate	Associate	Associate
Heating, Air Conditioning, & Refrigeration Mechanic & Installer			
Human Resources	Associate	Associate Certificate	Certificate Associate
Industrial Engineer	Associate	Associate	
Industrial Machinery, Installation, Repair, & Maintenance Worker	Associate		
Industrial Production Manager	Associate	Associate	

	Two Year Degree Programs		
	Clinton Community College	North Country Community College	SUNY Jefferson
Inspector, Quality Control	Associate	Associate	Associate
Machine Setter, Operator, & Tender for Metal & Plastic	Associate		
Machine Setters, Operators, & Tenders for Welding	Associate		
Machine Setter, Operator, & Tender for Woodworking	Associate		
Machinist	Associate		
Marketing & Sales Manager	Associate Certificate	Associate	Certificate Associate
Materials Engineer	Associate	Associate	
Mechanical Engineer		Associate	Associate
Motor Vehicle Operator			
Office & Administrative Support	Associate	Associate Certificate	Certificate Associate
OSHA Generalist	Associate	Associate	Associate
Packager			
Plumber, Pipefitter, & Steamfitter			
Public Relations	Associate	Associate	Certificate Associate
Purchasing	Associate		
Shipping, Receiving, & Warehouse			
Tool & Die Maker			
Tow Motor/Forklift Operator			
Transportation, Storage, & Distribution			

	Four Year or Higher Degree Programs					
	SUNY Canton	SUNY Empire	SUNY Plattsburgh	SUNY Potsdam	Clarkson University	Paul Smith's
Accounting	Associate Bachelor	Bachelor Master	Bachelor		Bachelor	Bachelor
Assembler & Fabricator						
Chemical Engineer	Associate	Associate Bachelor			Bachelor	
Commercial/Industrial Designer	Bachelor	Associate Bachelor				
Computer Programmer & Machine Programmer	Associate Bachelor		Bachelor	Bachelor	Bachelor	
Computer Support Specialist	Associate Bachelor				Bachelor	
Customer Service Representative		Bachelor Master				
Database/Systems Administrator	Associate Bachelor	Bachelor Master	Bachelor	Bachelor	Bachelor	
Electrical Engineer	Associate Bachelor	Associate Bachelor			Bachelor	
Electrician	Certificate					
Environmental Engineer	Associate	Associate Bachelor	Bachelor		Bachelor	Bachelor
Financial Manager	Associate Bachelor	Bachelor Master	Bachelor	Bachelor	Bachelor	Bachelor
General & Operations Manager	Associate Bachelor	Bachelor Master	Bachelor		Bachelor	Bachelor
Graphic Designer	Bachelor	Associate Bachelor			Bachelor	
Health & Safety Engineer	Associate	Associate Bachelor			Bachelor	
Heating, Air Conditioning, & Refrigeration Mechanic &	Certificate Associate					
Human Resources	Associate Bachelor	Bachelor Master		Bachelor	Bachelor	
Industrial Engineer	Associate			Bachelor	Bachelor	
Industrial Machinery, Installation, Repair, & Maintenance Worker						

	Four Year or Higher Degree Programs					
	SUNY Canton	SUNY Empire	SUNY Plattsburgh	SUNY Potsdam	Clarkson University	Paul Smith's
Industrial Production Manager	Bachelor		Bachelor		Bachelor	
Inspector, Quality Control		Associate Bachelor				
Machine Setter, Operator, & Tender for Metal & Plastic	Associate					
Machine Setters, Operators, & Tenders for Welding	Associate					
Machine Setter, Operator, & Tender for Woodworking	Associate					
Machinist	Associate					
Marketing & Sales Manager	Associate Bachelor	Bachelor Master	Bachelor	Bachelor	Bachelor	Bachelor
Materials Engineer	Associate				Bachelor	
Mechanical Engineer	Associate Bachelor	Associate Bachelor			Bachelor	
Motor Vehicle Operator						
Office & Administrative Support	Associate	Bachelor Master				
OSHA Generalist		Associate Bachelor				
Packager						
Plumber, Pipefitter, & Steamfitter	Certificate					
Public Relations	Associate Bachelor	Bachelor Master	Bachelor	Bachelor		
Purchasing	Associate				Bachelor	
Shipping, Receiving, & Warehouse						
Tool & Die Maker	Associate					
Tow Motor/Forklift Operator	Bachelors Associate					
Transportation, Storage, & Distribution						

Registered Apprenticeship Programs		
Name	Trade	Address
Associated Builders and Contractors	Various Trades	6369 Collamer Dr. East Syracuse NY 13057
Associated Builders and Contractors	Various Trades	21A Railroad Avenue Albany NY 12205
Bricklayers and Allied Craftworkers LU #2	Bricklayer Mason and Plasterer	7705 Maltlage Drive Liverpool, NY13090
Bricklayers and Allied Craftworkers LU #2	Bricklayer Mason and Plasterer	302 Centre Drive Albany, NY12203
Empire State Merit Apprenticeship Alliance	Carpenters	6369 Collamer Drive E. Syracuse, NY13057
Empire State Carpenters Apprenticeship Com JATC #747	Carpenters	3195 Vickery Road North Syracuse, NY13212
Empire State Carpenters Apprenticeship of Albany LU #370	Carpenters	27 Warehouse Row Albany, NY12205
IBEW LU #910	Electrical Workers	25001 Water St Watertown, NY 13601
Iron Workers JAC LU #60	Iron Workers	500 West Genesee Street Syracuse, NY13204
Iron Workers JAC of Albany LU #12	Iron Workers	890 Third Street, Ste 2 Albany, NY12206
Ironworkers JAC District 2 - LU #440	Iron Workers	801 Varick Street Utica, NY13502
Insulation-Asbestos Workers JAC of Albany LU# 40	Insulation and Asbestos Workers	890 Third Street Albany, NY 12206
Heat-Frost Insulators-Allied Workers LU # 30	Insulation and Asbestos Workers	107 Twin Oaks Drive Syracuse, NY13206
Finishing Trades Institute of NY at Albany LU #201	Painter, Decorator and Paperhanger	348 Duanesburg Road Rotterdam, NY12306
United Association of Plumbers LU #73	Plumber and Steamfitter	PO Box 911 Oswego, NY13126
Plumbers and Steamfitters LU #773	Plumber and Steamfitter	P.O. Box 312 S. Glens Falls, NY12801
Roofers and Waterproofers Local #195 JAC	Roofing	6200 State Route 31 Cicero, NY13039
Roofers JAC of the Capital District LU #241	Roofing	890 Third Street Albany, NY12206
Sheet Metal Workers Local Union 58	Sheet Metal Workers	301 Pulaski Street Syracuse, NY13204
Empire State Merit Apprenticeship Alliance	Skilled Construction Laborers	6369 Collamer Drive E. Syracuse, NY13057

Registered Apprenticeship Programs

Name	Trade	Address
LIUNA Local Union #186 JAC	Skilled Construction Laborers	PO Box 928 Plattsburgh, NY 12901
LIUNA LU #322 JAC Massena	Skilled Construction Laborers	PO Box 361 Massena, NY13662
Operating Engineers LU #158	Skilled Construction Laborers	44 Hannay Lane Glenmont, NY 12077
Operating Engineers LU #158	Skilled Construction Laborers	127 East Glen Avenue Syracuse, NY 13205