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2018 REGIONAL ECONOMIC LABOR OUTLOOK ALIGNMENT

Capital Region

Prepared by the CTE Technical Assistance Center of NY

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CAPITAL REGION REGIONAL ECONOMIC LABOR OUTLOOK ALIGNMENT

| National Career Clusters | Regional Economic Development Council Focus Industries ¹ | Regional Industry Jobs with Strong Projected Growth (> 7% from 2014 through 2024) ² | Jobs in Significant Industries with Strong Projected Growth through 2022 ³ | Further Description of Significant Industries |
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| <p>Agriculture, Food and National Resources</p> | <p>Agriculture was an industry with among the highest export growth from 2015 to 2016 (\$37 million increase).</p> <p>Armed to Farm. SUNY Adirondack is offering an “Armed to Farm” training program through the National Center for Appropriate Technology, which helps returning veterans with mentorship and support to manage and run their own sustainable farms. This program is linked to the Capital Region’s Innovation Hot Spot program, Innovate 518, to assist in the promotion of additional agribusiness development in the northern- and southern-most parts of the region, which tend to have more rural industry sectors.</p> <p>Sustainable Aqua Farm – SAFE Holdings Inc. The company is connecting New York and New England consumers with organic lettuce hydroponically grown in tin renovated greenhouses formerly used for commercial rose growing operations. SAFE’s focus on sustainable production and premium foods – when coupled with planned farm tours and on-site restaurants serving foods grown on site – will bolster all three elements of the Capital Region Agriculture, Food, and Tourism (CRAFT) ecosystem in rural areas targeted by Capital 20.20’s Lift-Off Strategy.</p> | | | |

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| <p>Architecture and Construction</p> | <p>The following Proposed Priority Projects are expected to add architecture/construction jobs with the funds they have sourced in that sector:</p> <ul style="list-style-type: none"> • Soldier On Project – Albany County (25 Construction jobs; \$500 K Total Project Cost) • Craft NY Supply Chain – Town of Moreau (3 Construction Jobs; \$3.3 M) • PGS Millwork, Inc., Manufacturing Improvements and Expansion – Columbia County (8 Construction Jobs; \$792 K) • Flomatic Corporation Plant Expansion – Warren County (20 Construction Jobs; \$3.3 M) • The Urban Grow Center – Rensselaer County (96 Construction Jobs; (\$3.7 M) • Schuyler Building Renovation – Albany County (106 Construction Jobs; \$12 M) • Starlite Theater Redevelopment – Albany County (530 Construction Jobs; \$46.5 M) • Schenectady Innovation Project – Schenectady County (120 Construction Jobs; \$15 M) • River House Renovation – Columbia County (25 Construction Jobs; \$1.13 M) | <p>Architecture and Engineering Occupations (22.1%)</p> <ul style="list-style-type: none"> - Architects, Surveyors, and Cartographers (13.9%) - Drafters, Engineering Technicians, and Mapping Technicians (16.5%) <p>Construction and Extraction Occupations (20.3%)</p> <ul style="list-style-type: none"> - Supervisors of Construction and Extraction Workers (19.4%) - Construction Trades Workers (21.8%) - Helpers, Construction Trades (28.2%) - Extraction Workers (11.1%) <p>Installation, Maintenance, and Repair Occupations (12.6%)</p> <ul style="list-style-type: none"> - Supervisors of Installation, Maintenance, and Repair Workers (9.7%) | <p>Heavy and Civil Engineering Construction</p> <ul style="list-style-type: none"> - Laborers - Operating Engineers and Other Construction Equipment Operators - Carpenters - Structural Iron and Steel Workers - Excavating and Loading Machine and Dragline Operator - Cement Masons and Concrete Finishers <p>Specialty Trade Contractors</p> <ul style="list-style-type: none"> - Electricians - Plumbers, Pipefitters, and Steamfitters - Construction Laborers - Carpenters - Painters - HVAC Mechanics and Installers | <p>Skilled trade occupations comprise much of the employment within both the heavy and civil engineering construction (NAICS Industry 237) and specialty trade contractors (NAICS Industry 238) industries. However, these industries are sensitive to fluctuations in economic conditions.</p> <p>Not unexpectedly, employment levels rose in both industries between 2009 and 2014 due in part to recovery from the “Great Recession.” Looking ahead over the next decade, the impending retirement of many Baby Boomers and a need to upgrade existing infrastructure will contribute to job opportunities in these industries, especially among the skilled trades.</p> |

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| Architecture and Construction (continued) | <ul style="list-style-type: none"> • Starbuck Island Development Project – Albany County (69 Construction Jobs; \$8.95 M) • Maker Space at Hillside View – Schenectady County (450 Construction Jobs; \$645 K) • OPS microbrewery – Warren County (2 Construction Jobs; \$600 K) • Palace Theatre Renovation and Revitalization Project – Albany County (68 Construction Jobs; \$29 M). | | | |
| Arts, A/V Technology & Communications | | Arts, Design, Entertainment, Sports, and Media Occupations (9.0%) <ul style="list-style-type: none"> - Art and Design Workers (7.2%) - Entertainers and Performers, Sports and Related Workers 11.3%) - Media and Communication Workers (8.7%) - Media and Communication Equipment Workers (8.0%) | | |

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| <p>Business Management & Administration</p> | <p>Innovate 518 - The Innovation Hot Spot Program in the Capital Region, branded as Innovate 518, has proven to be a vital programmatic component of the industry cluster prioritized by the Capital Region Economic Development Council (CREC): Research and Development to Commercialization.</p> <p>Led by an Operations Committee consisting of the University at Albany, Rensselaer Polytechnic Institute and the Center for Economic Growth, the consortium has implemented a fully functional advisory committee, partners' committee, and mentor pool of supporting experts.</p> <ul style="list-style-type: none"> • Provided services to over 300 startup businesses through the affiliated partner network to help them generate sound business models and customer development practices. • Innovate 518 and its partners have been able to attract investment capital from outside the region, and to connect and convene entrepreneurs and innovators in downtown areas. • Programs to extend services to disadvantaged entrepreneurs and veterans (VETCON) have been accomplished, and they have been able to document the growth of the entrepreneurial community. | <p>Management Occupations (11.7%)</p> <ul style="list-style-type: none"> - Top Executives (13.0%) - Advertising, Marketing, Promotions, Public Relations, and Sales Managers (11.3%) - Operations Specialties Managers (12.6%) <p>Business and Financial Operations Occupations (12.3%)</p> <ul style="list-style-type: none"> - Business Operations Specialists (12.1%) | <p>Professional, Scientific, Technical Service</p> <ul style="list-style-type: none"> - Accountants and Auditors - Paralegals and Legal Assistants - Software Developers, Applications - Management Analysts - Market Research Analysts and Marketing Specialists | <p>One industry from the professional and business services supersector is on the significant industries list -- professional, scientific, and technical services (NAICS Industry 541). This sector itself contains a diverse list of industries including consulting, legal, IT and veterinary services, and this is where we find many of the Capital Region's "high tech" service related jobs. Professional, scientific, and technical services (+28.0%) is projected to out-perform the total for all industries (12.0%) in terms of job growth percentage between 2012 and 2022. The industry also pays above-average wages (\$79,200).</p> |

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| Education and Training | Higher Education – Make strategic investments in the Region’s education cluster to bridge the gap between job-seekers, employers and educational institutions | Education, Training, and Library Occupations (9.7%) - Postsecondary Teachers (13.0%) - Librarians, Curators, and Archivists (7.1%) | | |
| Finance | Finance and Insurance is one of the Region’s most productive sectors that has shown growth over time (\$10 million increase from 2015 to 2016). | Business and Financial Operations Occupations (12.3%) - Financial Specialists (12.7%) | Securities, Commodity Contracts, and other Financial Investment and Related Activities - Personal Financial Advisors - Accountants and Auditors Insurance Carriers and Related Activities - Customer Service Representatives - Accountants and Auditors Professional, Scientific, Technical Service - Accountants and Auditors | Financial Activities is the region’s second largest industry sector as measured by gross regional product. Though the sector lost 100 jobs over the 2009 to 2014 period, two industries bucked that trend and added jobs. Securities, commodity contracts, and other financial investments and related activities added 300 jobs (+15.0%) while insurance carriers and related activities added 800 jobs (+6.1%). Both industries pay annual wages well above the region’s average, and insurance carriers and related activities has one of the region’s highest job counts. |
| Government & Public Administration | Urban Revitalization – Economic structures to support underserved neighborhoods. Government is a top sector for employment in the Region but potential for growth is limited due to local population size and it being a largely non-tradable sector. | | | |

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| <p>Health Science</p> | <p>CAPITAL REGION LIFE SCIENCES CLUSTER PROFILE</p> <p><i>2011 Jobs 3,498</i> <i>2016 Jobs 4,372</i> 2011-2016 Change 874 2011-2016 % Change 25% 2016 Establishments 56 Avg. Earnings Per Job \$109,618</p> <p>DEGREES AWARDED (2015-2016)</p> <ul style="list-style-type: none"> • Biological and Biomedical <ul style="list-style-type: none"> - Associate: 23 - Undergraduate: 532 - Graduate: 69 • Biomedical/Medical Engineering <ul style="list-style-type: none"> - Undergraduate: 115 - Graduate: 20 • Health Professions and Related Programs <ul style="list-style-type: none"> - Associate: 903 - Undergraduate: 233 - Graduate: 794 <p>UNIVERSITY R&D ASSETS (2015)</p> <ul style="list-style-type: none"> • Life Sciences R&D Space: 289,000 sq. feet • Life Sciences R&D Expenditures: \$106,653,000 | <p>Life, Physical, and Social Science Occupations (16.0%)</p> <ul style="list-style-type: none"> - Life Scientists (19.6%) - Physical Scientists (14.9%) - Social Scientists and Related Workers (13.8%) - Life, Physical, and Social Science Technicians (15.7%) <p>Healthcare Practitioners and Technical Occupations (17.3%)</p> <ul style="list-style-type: none"> - Health Diagnosing and Treating Practitioners (17.5%) - Health Technologists and Technicians (17.2%) <p>Healthcare Support Occupations (23.7%)</p> <ul style="list-style-type: none"> - Nursing, Psychiatric, and Home Health Aides (25.7%) - Occupational Therapy and Physical Therapist Assistants and Aides (27.5%) | <p>Ambulatory Health Care Services</p> <ul style="list-style-type: none"> - Home Health Aides - Registered Nurses - Personal Care Aides - Medical Assistants - Dental Assistants - Physicians and Surgeons, All Other - Licensed Practical and Licensed Vocational Nurses <p>Hospitals</p> <ul style="list-style-type: none"> - Registered Nurses - Nursing Assistants - Physicians and Surgeons, All Other - Medical and Health Services Managers - Licensed Practical and Licensed Vocational Nurses - Medical and Clinical Laboratory Technologists | <p>Growth in health care industry employment is driven more by demographics than by overall economic conditions. Almost all health care occupations are expected to be in demand over the next decade as the Capital Region’s population continues to age. Two industries from the health care sector are on the significant industry list: ambulatory health care services (NAICS Industry 621) and hospitals (NAICS Industry 622).</p> |

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| <p>Health Science (continued)</p> | <p>NIH FUNDING (FY2016)</p> <ul style="list-style-type: none"> • Government/Academic/Nonprofit: \$40,942,828 • ^ Large Firm (>500 employees): \$3,821,073 • ^ Small Firm (<500 employees): \$9,247,947 <p>LIFE SCIENCES CLUSTER (2016)</p> <ul style="list-style-type: none"> • Employment: 4,373 (up 25 percent from 2011) • Establishments: 56 • Average Earnings Per Job: \$109,618 <p>LIFE SCIENCES PATENT GENERATION (2015)</p> <ul style="list-style-type: none"> • Drug, Bio-Affecting and Body Treating • Compositions: 35 • Image Analysis: 25 • Chemistry: Molecular Biology and Microbiology: 14 • Surgical Equipment: 8 <ul style="list-style-type: none"> - Medicators and Receptors: 3 - Instruments: 4 - Light, Thermal, and Electrical Application • Prosthesis (i.e., Artificial Body Members): 3 | | | |

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| <p>Hospitality & Tourism</p> | <p>The Capital Region’s population grew by 4,410 to an estimated 1,085,386 between 2011 and 2016. That 0.4 percent gain made the Capital Region the state’s third-fastest growing region over the six-year period.</p> <p>Quality of life improvements have translated into more national recognition for the Capital Region’s tourism industry and higher visitor spending. Between 2011 and 2015, visitor spending throughout the region rose by 14.6 percent to \$2.7 billion, just below the state’s growth rate of 17 percent. Further illustrating the Capital Region’s growing tourism appeal was the 12.2 percent increase in deplanements that Albany International Airport experienced between 2011 and 2016, climbing to 1.4 million.</p> | <p>Food Preparation and Serving Related Occupations (22.6%)</p> <ul style="list-style-type: none"> - Supervisors of Food Preparation and Serving Workers (25.7%) - Cooks and Food Preparation Workers (21.0%) - Food and Beverage Serving Workers (24.0%) <p>Personal Care and Service Occupations (22.0%)</p> <ul style="list-style-type: none"> - Entertainment Attendants and Related Workers (25.6%) - Baggage Porters, Bellhops, and Concierges (11.8%) - Tour and Travel Guides (10.0%) | | |

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| <p>Human Services</p> | <p>Urban Revitalization – Social structures to benefit underserved neighborhoods.</p> | <p>Community and Social Service Occupations (17.5%)</p> <ul style="list-style-type: none"> - Counselors, Social Workers, and Other Community and Social Service Specialists (17.1%) - Religious Workers (19.6%) <p>Building and Grounds Cleaning and Maintenance Occupations (13.8%)</p> <ul style="list-style-type: none"> - Supervisors of Building and Grounds Cleaning and Maintenance Workers (11.8%) - Building Cleaning and Pest Control Workers (14.1%) - Grounds Maintenance Workers (13.6%) <p>Personal Care and Service Occupations (22.0%)</p> <ul style="list-style-type: none"> - Supervisors of Personal Care and Service Workers (25.4%) - Animal Care and Service Workers (18.8%) - Funeral Service Workers (14.3%) - Personal Appearance Workers (17.7%) | | |

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| <p>Information Technology</p> | <p>Working with existing gaming companies, CREDC and ESD are working to attract additional companies to the area and to support the development of new spaces for existing companies. The video game hub, established in 2016, is reflective of the incredible talent coming out of Capital Region colleges and universities. That has produced a strong foundation for this cluster, including Vicarious Visions (Activision Inc.), Velan Ventures, Velan Studios, Agora Games (Warner Bros.) and 1st Playable Productions.</p> <p>NEEDED ACTIONS:</p> <ul style="list-style-type: none"> • Enhance state and local incentives to attract new video game companies and product development. • Create a virtual and physical video game innovation center. • Enhance the region’s live/work/play environment in urban centers with greater access to high-speed broadband and additional parking and new or improved cultural attractions. | <p>Computer and Mathematical Occupations (18.9%)</p> <ul style="list-style-type: none"> - Mathematical Science Occupations (24.6%) | <p>Professional, Scientific, Technical Service</p> <ul style="list-style-type: none"> - Software Developers, Applications | |

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| Law, Public Safety, Corrections and Security | | Legal Occupations (9.5%) - Lawyers, Judges, and Related Workers (9.4%) - Legal Support Workers (9.1%) Protective Service Occupations (8.8%) - Supervisors of Protective Service Workers (8.2%) - Fire Fighting and Prevention Workers (8.5%) | Professional, Scientific, Technical Service - Paralegals and Legal Assistants | |

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| <p>Manufacturing</p> | <p>Manufacturing is a sector that has shown high productivity but growing only in specific industries, primarily computer and electronic products.</p> <p>Chemical manufacturing, machinery manufacturing and technology sector exports continued to dominate the region’s foreign trade, at a value of over \$2.6 billion. A significant component of the region’s machinery manufacturing exports is engine and power equipment, driven by General Electric and others.</p> <p>Advanced Manufacturing Pathway: As follow up to its Pathways Project for Advanced Manufacturing study, Center for Economic Growth (CEG) is exploring ways to create an online tool to better prepare our workers for careers in advanced manufacturing and to more easily connect them with manufacturers who are hiring – including those in the medical device manufacturing industry. This initiative will be modeled after the first phase of a certificate program established by the Manufacturing Advancement Center Workforce Innovation Collaborative (MACWIC) that provides them with region-specific skills needed for entry-level manufacturing positions.</p> | <p>Production Occupations (4.0%)</p> <ul style="list-style-type: none"> - Supervisors of Production Workers (8.2%) - Food Processing Workers (12.2%) - Woodworkers (10.8%) - Plant and System Operators (8.1%) | <p>Chemical; Fabricated Metal Product; Machinery; and Computer and Electronic Product Manufacturing</p> <ul style="list-style-type: none"> - Inspectors, Testers, Samplers and Weighers - Chemists - Industrial Machinery Mechanics - Chemical Technicians - Extruding, Forming, Pressing and Compacting Machine Setters, Operators and Tenders - Machinists - Team Assemblers - Welders, Cutters, Solderers and Brazers - Computer-Controlled Machine Tool Operators (Metal and Plastic) - Structural Metal Fabricators and Fitters - Mechanical Engineers - Tool and Die Makers - Electrical and Electronic Equipment Assemblers - Electrical and Electronics Engineers and Engineering Technicians - Industrial Engineers - Software Developers, Systems Software and Applications | <p>Manufacturing is the largest industry sector in the Capital Region as measured by gross regional product. The sector added over 3,000 jobs (+11.5%) in this region from 2009 to 2014. Four specific manufacturing industries are found on the significant industries list. Chemical manufacturing, fabricated metal product manufacturing, machinery manufacturing, and computer and electronic product manufacturing all added jobs over the period and pay annual wages well above the regional average.</p> |

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| Marketing, Sales and Service | | Sales and Related Occupations (7.4%) - Retail Sales Workers (7.7%) - Sales Representatives, Services (9.7%) | Merchant Wholesalers, Nondurable Goods - Sales Representatives, Wholesale and Manufacturing (except technical and scientific products) - Laborers and Freight, Stock and Material Movers, Hand - Customer Service Representatives - Driver/Sales Workers - General and Operations Managers Professional, Scientific, Technical Service - Market Research Analysts and Marketing Specialists | Merchant wholesalers, nondurable goods (NAICS Industry 424) is the only trade, transportation and utilities industry on the list. Unlike many jobs in retail trade, the industry pays above average wages and generally provides superior benefit packages. The industry was able to grow by a double-digit rate from 2009 to 2014, and is expected to grow by a more sustainable 4.8 percent from 2012 to 2022. |

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| <p>Science, Technology, Engineering & Mathematics</p> | <p>The technology sector has been responsible for nearly a quarter of the Capital Region’s export growth since 2003. The region has continued GE’s rich tradition of innovation, prompting U.S. News & World Report to name Albany the third best place in the nation to find a job in technology. ZipRecruiter also named Albany the fourth fastest-growth tech market in the nation, and Forbes named the Albany-Schenectady-Troy metro area the nation’s seventh most thriving manufacturing city.</p> <p>Even more, the Capital Region’s higher education institutions have been working hard to ensure the pipeline is in place to meet employers growing demand for workers, especially those with science, technology, engineering and mathematics (STEM) skills. Between the 2011-2012 and 2015-2016 school years, the region’s traditional, two-year colleges (as opposed to distance learning institutions) awarded 11.3 percent more associate degrees in STEM fields. During the same period, the region’s traditional, four-year colleges and universities awarded 8.3 percent more bachelor, master and doctorate degrees in STEM fields. When all the institutions are combined, the region totaled 4,280 STEM degrees and 3,530 in the STEM-related health field in the 2015-2016 school year.</p> | <p>Computer and Mathematical Occupations (18.9%)</p> <ul style="list-style-type: none"> - Mathematical Science Occupations (24.6%) <p>Architecture and Engineering Occupations (22.1%)</p> <ul style="list-style-type: none"> - Engineers (25.5%) - Drafters, Engineering Technicians, and Mapping Technicians (16.5%) <p>Life, Physical, and Social Science Occupations (16.0%)</p> <ul style="list-style-type: none"> - Life Scientists (19.6%) - Physical Scientists (14.9%) - Social Scientists and Related Workers (13.8%) - Life, Physical, and Social Science Technicians (15.7%) | <p>Chemical; Fabricated Metal Product; Machinery; and Computer and Electronic Product Manufacturing</p> <ul style="list-style-type: none"> - Chemists - Chemical Technicians - Mechanical Engineers - Electrical and Electronics Engineers and Engineering Technicians | |

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| Transportation, Distribution & Logistics | | Installation, Maintenance, and Repair Occupations (12.6%) - Vehicle and Mobile Equipment Mechanics, Installers, and Repairers (9.6%) Transportation and Material Moving Occupations (12.7%) - Supervisors of Transportation and Material Moving Workers (9.8%) - Air Transportation Workers (10.0%) - Motor Vehicle Operators (13.1%) - Material Moving Workers (13.1%) | | The Capital Region is an almost perfect transportation hub due to the confluence of east-west and north-south superhighway, rail, and water routes. |

¹ 2017 Progress Report - CAPITAL REGION ECONOMIC DEVELOPMENT COUNCIL <https://regionalcouncils.ny.gov/sites/default/files/2017-12/2017ProgressReportCapitalRegion.pdf>

² New York State Department of Labor Long-Term Industry Employment Projections, 2014-2024 <https://www.labor.ny.gov/stats/2014-2024-Statewide-and-Regional-Long-Term-Occupational-Projections.xls>

³ Significant Industries - New York State Department of Labor <https://labor.ny.gov/stats/Significant-Industries.shtm>