2020 REGIONAL ECONOMIC LABOR OUTLOOK ALIGNMENT

Mohawk Valley

Prepared by the CTE Technical Assistance Center of NY

www.nyctecenter.org
### National Career Clusters

<table>
<thead>
<tr>
<th>Agriculture, Food and Natural Resources</th>
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<tbody>
<tr>
<td>Across the Mohawk Valley’s six counties, agriculture/agribusiness amounts to a $211 million-dollar industry. There are 675 dairy farms across the region supporting a nearly $200M dairy manufacturing industry.</td>
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<tr>
<td>Across the region’s agriculture and agribusiness sector, over 5,700 workers have seen average wages grow by nearly 15%, for an average of $43,507. The MVREDC has supported agribusiness investments that have contributed to this industry growth and wage growth.</td>
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<td>In Fulton County, Fage USA’s 2011 CFA grant was part of a $100 million expansion that doubled production capacity and added 100 jobs.</td>
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<td>In Schoharie County, a 2012 Agricultural Assistance Program grant was used to update technology and equipment for local farmers. This much-needed direct assistance to farmers allowed for continued innovation on the farm and the diversification of traditional farm stands into agritourism destinations.</td>
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<tr>
<td>Modernizing and exploiting new markets, the region’s agribusiness sector is seeking state investment in new facilities, equipment, and processes.</td>
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### Regional Industry Jobs with Strong Projected Growth

- Farming, Fishing, and Forestry Occupations (15%)
  - Agricultural Workers (16%)
    - Farmworkers and Laborers, Crop, Nursery, and Greenhouse
    - Farmworkers, Farm, Ranch, and Aquacultural Animals
### MOHAWK VALLEY
### REGIONAL ECONOMIC LABOR OUTLOOK ALIGNMENT

<table>
<thead>
<tr>
<th>National Career Clusters</th>
<th>Regional Economic Development Council Focus Industries</th>
<th>Regional Industry Jobs with Strong Projected Growth (&gt; 7% from 2016 through 2026)</th>
<th>Ten Most Common Occupations in Significant Industries</th>
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</tr>
</thead>
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| **Architecture and Construction** | Industry expansion and adaptive reuse has kept community planning boards busy these last twelve months, and resulted in an historic increase in building footprints, capital investment, and revitalization of some of the most historically blighted neighborhoods. More than 500 market rate and affordable housing units are planned or under construction in our population centers, and nearly two million square feet of vacant and blighted structures will have been repurposed, rehabilitated, or demolished since our last report. | **Architecture and Engineering Occupations (8%)**  
- Architects, Surveyors, and Cartographers (9%)  
  - Architects, Except Landscape and Naval  
**Construction and Extraction Occupations (7%)**  
- Construction Trades Workers (6%)  
  - Cement Masons and Concrete Finishers  
  - Construction Laborers  
  - Paving, Surfacing, and Tamping Equipment Operators  
  - Operating Engineers and Other Construction Equipment Operators  
  - Electricians  
  - Plumbers, Pipefitters, and Steamfitters  
  - Roofers  
**Other Construction and Related Workers (8%)**  
- Construction and Building Inspectors  
- Hazardous Materials Removal Workers | **Specialty Trade Contractors**  
1. Construction Laborers  
2. Carpenters  
3. Electricians  
4. Roofers  
5. Helpers – Electricians  
6. Office Clerks, General  
7. Operating Engineers and Other Construction Equipment Operators  
8. Secretaries and Administrative Assistants, Except Legal, Medical, and Executive  
9. Paving, Surfacing, and Tamping Equipment Operators  
10. First-Line Supervisors of Construction Trades and Extraction Workers | Skilled trades occupations comprise much of the employment within the specialty trade contractors (NAICS Industry 238) industry. Since this industry is sensitive to economic fluctuations, employment increased as the overall economic conditions in the Mohawk Valley improved between 2013 and 2018. Average annual wages in the specialty trade contractors industry ($50,700) exceeded the regional all industry average ($42,500) in 2018. In the specialty trade contractors industry, the five most common occupations are electricians; plumbers, pipefitters and steamfitters; construction laborers; carpenters; heating, air conditioning and refrigeration mechanics and installers. Over the next decade, the impending retirement of many baby boomers will contribute to job opportunities in this industry, especially among the skilled trades. |
| **Arts, A/V Technology & Communications** | | **Entertainers and Performers, Sports and Related Workers (10%)**  
- Producers and Directors  
- Coaches and Scouts | | |

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**CTE**

**TECHNICAL ASSISTANCE CENTER OF NY**

Page 3
### National Career Clusters

<table>
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<td>The Mohawk Valley Farm &amp; Food Business Incubator (FFBI) will leverage the Center's resources to develop new products and entrepreneurs. Incubator residents will have access to equipment for processing their own farm-branded products or for participating in regional brand initiatives. New microenterprise grant programs are being submitted in Schoharie, Otsego, Montgomery, Herkimer, and Oneida counties to assist small business and entrepreneurs create new products, processes, and employment opportunities in both rural and urban neighborhoods. ENTREPRENEURSHIP. The success of the Commercialization Academy program at the Griffiss Institute (CFA Round 3 &amp; 6) gave rise to the Mohawk Valley's IDEA NY business accelerator program, announced by Governor Cuomo in 2018. By assisting entrepreneurs with commercializing patents from the Air Force Research Lab (AFRL) in Rome, IDEA NY has helped create more than 40 start-up companies, while providing them more than $550,000 in seed funding. To accelerate this combination of creative people, ideas, and capital, the Mohawk Valley Regional Economic Development Council awarded the Griffiss Institute a $2 million Upstate Revitalization Initiative grant to launch the IDEA NY business accelerator program.</td>
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<td>Management Occupations (9%)</td>
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<td>Top Executives (7%)</td>
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<tr>
<td>- General and Operations Managers</td>
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<td>- Legislators</td>
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<td>Advertising, Marketing, Promotions, Public Relations, and Sales Managers (9%)</td>
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<td>- Marketing Managers</td>
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<td>- Sales Managers</td>
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<td>Operations Specialties Managers (9%)</td>
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<td>- Administrative Services Managers</td>
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<td>- Computer and Information Systems Managers</td>
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<td>- Financial Managers</td>
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<td>- Transportation, Storage, and Distribution Managers</td>
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<tr>
<td>Other Management Occupations (11%)</td>
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<tr>
<td>- Farmers, Ranchers, and Other Agricultural Managers</td>
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<td>- Education Administrators, Preschool and Childcare Center/Program</td>
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<td>- Education Administrators, Postsecondary</td>
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<td>- Food Service Managers</td>
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<td>- Medical and Health Services Managers</td>
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<td>- Social and Community Service Managers</td>
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<td>Education and Training</td>
<td>Empire State Highway Contractors Training School offers 3 distinct certified apprenticeship training programs serving the heavy highway construction industry in NYS. As a key part of the apprenticeship program the training school provides “hands on” instruction in each area: Carpenters (Heavy Highway), Skilled Construction Class Laborers, and Operating Engineers. This project directly relates to workforce development, a priority for the MVREDC and NYS. The training school’s main purpose is to develop skilled apprentices for the heavy highway construction trade. The goal is to help fill the current shortfall of qualified operator engineers and prepare the evolving workforce for the significant challenges it faces. The MVREDC’s Workforce Committee is formed of individuals representing local business, educators, and workforce and economic development, this committee seeks to match potential State resources that enable the expansion of educational and training opportunities, and to expand pathways for career success. So far, the committee has recommended that several Workforce Development Initiative (WDI) applications be advanced for State consideration, which would expand training programs in industries such as advanced manufacturing, cybersecurity, and tourism.</td>
<td>Education, Training, and Library Occupations (10%) Postsecondary Teachers (16%) - Business Teachers - Computer Science Teachers - Mathematical Science Teachers - Biological Science Teachers - Chemistry Teachers - Physics Teachers - Area, Ethnic, and Cultural Studies Teachers - Economics Teachers - Political Science Teachers - Psychology Teachers - Sociology Teachers - Health Specialties Teachers - Nursing Instructors and Teachers - Education Teachers - Art, Drama, and Music Teachers - Communications Teachers - English Language and Literature Teachers - Foreign Language and Literature Teachers - History Teachers - Philosophy and Religion Teachers - Recreation and Fitness Studies Teachers - Vocational Education Teachers</td>
<td>Educational Services 1. Teacher Assistants 2. Secondary School Teachers, Except Special and Career/Technical Education 3. Elementary School Teachers, Except Special Education 4. Middle School Teachers, Except Special and Career/Technical Education 5. Janitors and Cleaners, Except Maids and Housekeeping Cleaners 6. Substitute Teachers 7. Secretaries and Administrative Assistants, Except Legal, Medical, and Executive 8. Combined Food Preparation and Serving Workers, Including Fast Food 9. Bus Drivers, School or Special Client 10. Office Clerks, General</td>
<td>With 22,700 jobs (public and private sector), educational services (NAICS Industry 611) employs the largest number of people of all the significant industries identified in the Mohawk Valley. This sector’s large size, high average wage ($46,700) and modest job growth (+2.7%) landed the industry on this list. Growth in educational services is driven more by demographics than by economic conditions. This sector is projected to continue to grow between 2016 and 2026, albeit at a slower pace (+7.1%) than the region’s all industry average (+8.0%).</td>
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<tr>
<td>Education and Training (continued)</td>
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<td>Education, Training, and Library Occupations (10%)&lt;br&gt;Preschool, Primary, Secondary, and Special Education School Teachers (7%)&lt;br&gt;- Preschool Teachers, Except Special Education&lt;br&gt;- Special Education Teachers, Preschool&lt;br&gt;- Special Education Teachers, Middle School&lt;br&gt;Other Teachers and Instructors (10%)&lt;br&gt;- Self-Enrichment Education Teachers&lt;br&gt;- Teachers and Instructors, All Other, Except Substitute Teachers&lt;br&gt;Librarians, Curators, and Archivists (10%)&lt;br&gt;- Librarians&lt;br&gt;- Library Technicians&lt;br&gt;Other Education, Training, and Library Occupations (9%)&lt;br&gt;- Instructional Coordinators&lt;br&gt;- Teacher Assistants</td>
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<td>Finance</td>
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<td>Government &amp; Public Administration</td>
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In the healthcare industry, the Workforce Investment Board of Herkimer, Madison and Oneida Counties (WIB HMO) has and will continue to work with educational and employer partners to increase entry and advancement in the healthcare industry. All of these initiatives will help to create accessible, viable career pathways.

### Healthcare Practitioners and Technical Occupations (17%)
- Dentists, General
- Dietitians and Nutritionists
- Family and General Practitioners
- Physicians and Surgeons, All Other
- Physician Assistants
- Occupational Therapists
- Physical Therapists
- Respiratory Therapists
- Speech-Language Pathologists
- Registered Nurses
- Nurse Practitioners

### Health Technologists and Technicians (15%)
- Medical and Clinical Laboratory Technologists/Technicians
- Dental Hygienists
- Cardiovascular Technologists and Technicians
- Diagnostic Medical Sonographers
- Nuclear Medicine Technologists
- Radiologic Technologists
- EMTs and Paramedics
- Pharmacy Technicians
- Surgical Technologists
- Veterinary Technologists/Technicians
- Licensed Practical and Licensed Vocational Nurses
- Medical Records and Health Information Technicians
- Opticians, Dispensing

### Ambulatory Health Care Services
1. Registered Nurses
2. Receptionists and Information Clerks
3. Licensed Practical and Licensed Vocational Nurses
4. Physicians and Surgeons, All Other
5. Emergency Medical Technicians and Paramedics
6. Secretaries and Administrative Assistants, Except Legal, Medical, and Executive
7. Dental Assistants
8. Personal Care Aides
9. Home Health Aides
10. First-Line Supervisors of Office and Administrative Support Workers

### Hospitals
1. Registered Nurses
2. Nursing Assistants
3. Psychiatric Aides
4. Secretaries and Administrative Assistants, Except Legal, Medical, and Executive
5. Clinical Laboratory Technologists and Technicians
6. Licensed Practical and Licensed Vocational Nurses
7. Medical Records and Health Information Technicians
8. Medical and Health Services Managers
9. Office Clerks, General
10. Radiologic Technologists

Growth in health care and social assistance employment is driven more by demographics than by overall economic conditions. Almost all health care and social assistance occupations are expected to be in demand over the next decade as the Mohawk Valley’s population continues to age. Four significant industries within the health care and social assistance sector include:

- Ambulatory health care services (NAICS Industry 621)
- Hospitals (NAICS Industry 622)
- Nursing and residential care facilities (NAICS Industry 623)
- Social assistance (NAICS Industry 624)

Of these industries, social assistance added the most jobs in terms of absolute numbers and percentage basis between 2013 and 2018. Over this time, employment in social assistance increased by 2,700, or 32.9%. Ambulatory health care services also added jobs (+600), while employment in hospitals (-300) and nursing and residential care facilities (-600) declined. These four industries combined represent 11.9% of total all industry employment in the Mohawk Valley.
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<td>Health Science (continued)</td>
<td></td>
<td>Healthcare Practitioners and Technical Occupations (17%) Other Healthcare Practitioners and Technical Occupations (16%) - Occupational Health and Safety Specialists - Athletic Trainers</td>
<td>Nursing and Residential Care Facilities 1. Personal Care Aides 2. Nursing Assistants 3. Licensed Practical and Licensed Vocational Nurses 4. Registered Nurses 5. Food Servers, Nonrestaurant 6. Maids and Housekeeping Cleaners 7. Food Preparation Workers 8. Cooks, Institution and Cafeteria 9. Janitors and Cleaners, Except Maids and Housekeeping Cleaners 10. Recreation Workers</td>
<td>Ambulatory health care services (+35.7%), social assistance (+29.9%) and nursing and residential care facilities (+13.4%) are all projected to grow at a faster rate between 2016 and 2026 than the region’s all industry projected growth rate (+8.0%). Nursing and residential care facilities ($34,200) and social assistance ($24,600) had average annual wages below the regional all industry average. The average annual wages in ambulatory health care services ($51,900) and hospitals ($63,900) in 2018 were much higher than the regional all industry average ($42,500). This is largely a reflection of the mix of occupations within each industry; for example, in nursing and residential care facilities, the two most common occupations, nursing assistants and personal care aides, are relatively low-paying.</td>
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<td>Healthcare Support Occupations (18%) Nursing, Psychiatric, and Home Health Aides (18%) - Home Health Aides - Nursing Assistants - Orderlies</td>
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<td>Occupational Therapy and Physical Therapist Assistants and Aides (18%) - Occupational Therapy Assistants - Physical Therapist Assistants</td>
<td>Other Healthcare Support Occupations (16%) - Dental Assistants - Medical Assistants - Medical Equipment Preparers - Medical Transcriptionists - Phlebotomists</td>
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<td>Other Healthcare Support Occupations (16%) - Dental Assistants - Medical Assistants - Medical Equipment Preparers - Medical Transcriptionists - Phlebotomists</td>
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Hospitality & Tourism
Employees within the Mohawk Valley’s tourism sector have seen a nearly 60% increase in average wages from 2010, to nearly $30,000 in 2018. With visitor spending topping $2 billion in 2018, the region’s tourism employers have found serious need to bring on additional workers, such that the Mohawk Valley is now home to almost 5,000 tourism industry employees. There is an understanding across the region that as the tourism industry continues to expand and diversify, it needs to hire and retain a dedicated workforce. Employers such as the Oneida Indian Nation, Baseball Hall of Fame and Museum, and Howe Caverns acknowledge that keeping the region’s tourism economy justifies these rapidly increasing wages.

Cultural, Arts-based, and Tourism projects being proposed for NYS Council on the Arts and Market NY funding range from arts-based workforce initiatives in Fulton and Schoharie counties to world-class exhibits in Utica and Cooperstown. Continued support for arts and tourism destinations will propel visitor spending in the Mohawk Valley to more than $2 billion next year.

Food Preparation and Serving Related Occupations
1. Chefs and Head Cooks
2. First-Line Supervisors of Food Preparation and Serving Workers
3. Cooks and Food Preparation Workers
Food and Beverage Serving Workers
1. Combined Food Preparation and Serving Workers, Including Fast Food
2. Waiters and Waitresses
3. Food Servers, Nonrestaurant
Other Food Preparation and Serving Related Workers
1. Dining Room and Cafeteria Attendants and Bartender Helpers
2. Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop

Accommodation
1. Maids and Housekeeping Cleaners
2. Hotel, Motel, and Resort Desk Clerks
3. Maintenance and Repair Workers, General
4. Laundry and Dry-Cleaning Workers
5. Dining Room and Cafeteria Attendants and Bartender Helpers
6. Janitors and Cleaners, Except Maids and Housekeeping Cleaners
7. Landscaping and Groundskeeping Workers
8. Chefs and Head Cooks
9. First-Line Supervisors of Office and Administrative Support Workers
10. General and Operations Managers

Food Services and Drinking Places
1. Combined Food Preparation and Serving Workers, Including Fast Food
2. Waiters and Waitresses
3. Cooks, Restaurant
4. Dishwashers
5. First-Line Supervisors of Food Preparation and Serving Workers
6. Bartenders
7. Food Preparation Workers
8. Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop
9. Driver/Sales Workers
10. Dining Room and Cafeteria Attendants and Bartender Helpers

Accommodation (NAICS Industry 721) and food services and drinking places (NAICS Industry 722) are growing industries that employ a significant number of workers in the Mohawk Valley. Food services and drinking places employs the second largest number of people among the region’s significant industries. Average annual wages were below the regional average in both industries with accommodation ($33,500) paying better than food services and drinking places ($17,800). The lower wages can be attributed, in part, to the fact that both industries are characterized by seasonal and part-time workers. The food services and drinking places industry provides many employment opportunities for low-skilled workers and youth, especially in the summer, as well as second-job holders.

The Mohawk Valley has been called the ‘Gateway to the Adirondacks’ and benefited from increased travel and tourism activity which has positively impacted the leisure and hospitality sector. The latest available figures from the I Love New York program show that in 2017 the region received more than 14.6 million tourists who spent nearly $2 billion.
MOHAWK VALLEY
REGIONAL ECONOMIC LABOR OUTLOOK ALIGNMENT

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| Hospitality & Tourism (continued) | Specific Goals  
- Invest in craft food & beverage expansion and tourism promotion initiatives to strengthen these industry concentrations and create new job opportunities.  
- Create a path to prosperity for hard-to-place workers by increasing employment growth.  
- Enable an entrepreneurial ecosystem by adding 50 new tourism firms by 2020. | Building and Grounds Cleaning and Maintenance Occupations (10%)  
- Supervisors Building and Grounds Cleaning and Maintenance Workers (13%)  
- Building Cleaning and Pest Control Workers (10%)  
- Grounds Maintenance Workers (11%) | | |
| Human Services | ACCESS TO CHILDCARE - Responding to Governor Cuomo’s call to action, the MVREDC formed a workgroup to consider the child care needs of the region as they relate to quality, access, and affordability.  
Regional Stakeholders were eager to come together to address this near-crisis-level issue; as much of the region can be considered a “child care desert.” Naturally, our primary goal was to support the industry in an effort to increase the number and distribution of quality, affordable caregivers. In addition to caregiver shortages, we have identified child care worker pay as critical strategy for stability and sustainability of the regional child care network. | Community and Social Service Occupations (21%)  
Counselors, Social Workers, & Other Community & Social Service Specialists (21%)  
- Substance Abuse and Behavioral Disorder Counselors  
- Educational, Guidance, School, and Vocational Counselors  
- Mental Health Counselors  
- Rehabilitation Counselors  
- Child, Family, and School Social Workers  
- Healthcare Social Workers  
- Mental Health and Substance Abuse Social Workers  
- Health Educators  
- Social and Human Service Assistants  
- Community Health Workers | Social Assistance  
1. Rehabilitation Counselors  
2. Childcare Workers  
3. Teacher Assistants  
4. Social and Human Service Assistants  
5. Educational, Guidance, School, and Vocational Counselors  
6. Substance abuse, behavioral disorder, and mental health counselors?(OES-specific code and title)  
7. Child, Family, and School Social Workers  
8. First-Line Supervisors of Personal Service Workers  
9. Secretaries and Administrative Assistants, Except Legal, Medical, and Executive  
10. Janitors and Cleaners, Except Maids and Housekeeping Cleaners | |

Growth in health care and social assistance employment is driven more by demographics than by overall economic conditions. Almost all health care and social assistance occupations are expected to be in demand over the next decade as the Mohawk Valley’s population continues to age. Four significant industries within the health care and social assistance sector include:  
- Ambulatory health care services (NAICS Industry 621)  
- Hospitals (NAICS Industry 622)  
- Nursing and residential care facilities (NAICS Industry 623)  
- Social assistance (NAICS Industry 624) |
National Career Clusters | Regional Economic Development Council Focus Industries | Regional Industry Jobs with Strong Projected Growth (> 7% from 2016 through 2026) | Ten Most Common Occupations in Significant Industries | Further Description of Significant Industries
---|---|---|---|---
Human Services (continued) | Religious Workers (15%)  
- Clergy  
- Directors, Religious Activities & Ed.  
Personal Care and Service Occupations (19%)  
Supervisors of Personal Care and Service Workers (19%)  
- First-Line Supervisors  
Animal Care and Service Workers (21%)  
- Nonfarm Animal Caretakers  
Entertainment Attendants and Related Workers (10%)  
- Amusement and Recreation Attendants  
Personal Appearance Workers (14%)  
- Barbers  
- Hairdressers, Hairstylists, and Cosmetologists  
Other Personal Care and Service Workers (20%)  
- Childcare Workers  
- Personal Care Aides  
- Fitness Trainers and Aerobics Instructors  
- Recreation Worker | Of these industries, **social assistance** added the most jobs in terms of absolute numbers and percentage basis between 2013 and 2018. Over this time, employment in **social assistance** increased by 2,700, or 32.9%. **Ambulatory health care services** also added jobs (+600), while employment in hospitals (-300) and **nursing and residential care facilities** (-600) declined. These four industries combined represent 11.9% of total all industry employment in the Mohawk Valley.  
**Ambulatory health care services** (+35.7%), **social assistance** (+29.9%) and **nursing and residential care facilities** (+13.4%) are all projected to grow at a faster rate between 2016 and 2026 than the region’s all industry projected growth rate (+8.0%).
The Mohawk Valley region is now the point of the spear as the nation explores new frontiers in cyber security, unmanned systems, and advanced electronics. Our very national interests rely upon our ability to innovate in cyber and communications security. Commercial drones and unmanned deliveries will be made possible through the work done in the Mohawk Valley. Empire State Development Priority Projects this year include massive investments in cyber capabilities and information security infrastructure.

In 2018 the MVREDC continued its work to position the six-county region as a world leader in cyber, IT, and UAS capabilities. Since 2015, professional, scientific and technical sector has grown over 25%, in large part from growth in our cyber and IT cluster. As the Air Force Research Laboratory (AFRL) continues to grow and diversify its areas of research, the number of private firms supporting this research also grows.

Cybersecurity is a field that is constantly evolving, trying to keep up with the ever-present cyber threats that affect our military, governments, businesses, and citizens. The Mohawk Valley’s cyber cluster is on the front lines assessing, preventing, and responding to these threats.

**Information Technology**

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<td>Law, Public Safety, Corrections and Security</td>
<td>Legal Occupations (8%)&lt;br&gt;Lawyers, Judges, and Related Workers (7%)&lt;br&gt;- Lawyers&lt;br&gt;- Judges, Magistrate Judges, and Magistrates&lt;br&gt;Legal Support Workers (14%)&lt;br&gt;- Paralegals and Legal Assistants&lt;br&gt;Fire Fighting and Prevention Workers (8%)&lt;br&gt;Other Protective Service Workers (9%)&lt;br&gt;- Animal Control Workers&lt;br&gt;- Security Guards&lt;br&gt;- Crossing Guards&lt;br&gt;- Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers</td>
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MOHAWK VALLEY
REGIONAL ECONOMIC LABOR OUTLOOK ALIGNMENT

<table>
<thead>
<tr>
<th>National Career Clusters</th>
<th>Regional Economic Development Council Focus Industries</th>
<th>Regional Industry Jobs with Strong Projected Growth (&gt; 7% from 2016 through 2026)</th>
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| Manufacturing            | Manufacturing in the Mohawk Valley is in high gear. In 2018, this sector accounted for $2.5B of regional output, making it one of the largest sector of the economy. Between 2015 and 2018, regional manufacturing has grown by 20%. Moreover, each of the region’s five largest manufacturing sectors strongly align with MVREDC strategies: advanced manufacturing and agribusiness. Primary and fabricated metals manufacturing account for two of this region’s largest manufacturing sectors, amounting to nearly $700 million worth of output and nearly 4,000 employees. In 2018, machinery manufacturing accounted for nearly $160 million in overall output and over 3,000 employees across the region. As demonstrated in the Mohawk Valley’s export statistics and in the region’s GDP growth, the advanced manufacturing cluster continues to grow. In 2018, advanced manufacturing represented over $670 million of the regional economy, or about a quarter of all Mohawk Valley manufacturing. From 2017-18, more than 100 jobs have been added among our advanced manufacturers; and the average wage for those workers now sits at $54,394. This wage is 28% higher than the Mohawk Valley’s regional average wage and amounts to 23% growth since 2010. | Installation, Maintenance, and Repair Occupations (6%)
  - Vehicle and Mobile Equipment Mechanics, Installers, and Repairers (7%)
    - Automotive Body and Related Repairers
    - Mobile Heavy Equipment Mechanics, Except Engines
  - Other Installation, Maintenance, and Repair Occupations (8%)
    - Heating, Air Conditioning, and Refrigeration Mechanics and Installers
    - Industrial Machinery Mechanics
    - Maintenance Workers, Machinery
    - Electrical Power-Line Installers and Repairers
    - Maintenance and Repair Workers, General
    - Helpers--Installation, Maintenance, and Repair Workers
  - Production Occupations
    - Food Processing Workers (14%)
      - Bakers
      - Food Batchmakers
    - Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic (17%)
  - Food Manufacturing
    1. Packaging and Filling Machine Operators and Tenders
    2. Bakers
    3. Retail Salespersons
    4. Laborers and Freight, Stock, and Material Movers, Hand
    5. Food Batchmakers
    6. First-Line Supervisors of Production and Operating Workers
    7. Industrial Machinery Mechanics
    9. Packers and Packagers, Hand
    10. Maintenance and Repair Workers, General | Food manufacturing (NAICS Industry 311) and primary metal manufacturing (NAICS Industry 331) are the only manufacturing industries on the list. Employment in both industries grew at a faster pace than employment in the entire region (2.0%) between 2013 and 2018 with food manufacturing growing 13.0% and primary metal manufacturing growing 22.7%. Goods producing industries tend to pay higher wages and both food manufacturing ($47,900) and primary metal manufacturing ($61,600) had higher average wages in 2018 than the regional all industry average ($42,500). |

Primary Metal Manufacturing
1. Industrial Truck and Tractor Operators
2. General and Operations Managers
Note: Due to confidentiality, only top 2 occupations are available for this industry.
The Mohawk Valley’s workforce is well-suited for the growth occurring in the advanced manufacturing sector. Many of the jobs being created at our advanced manufacturers require some mixture of an associates degree, special certification, and on-the-job training. In the Mohawk Valley, over 31% of the working age population possesses an associate’s degree or some college education, which would be inclusive of certificate programs offered through local community colleges. The 12.5% of Mohawk Valley adults that have an associates degree is higher than rates seen in across all of Upstate NY, all of New York State, or the United States. This demonstrates the availability of “middle skills” so crucial to many regional manufacturers.

Sales Representatives, Services and Market Research Analysts and Marketing Specialists are common occupations in several other industries identified in this report.
From the inception of the REDC model, the MVREDC has been laser-focused on growing a STEM-based economy and workforce. Project Charger would represent the largest investment to date in the Mohawk Valley region’s CYBER cluster; resulting in the creation of more than 35 new high-wage jobs, and modern offices, R&D space, and infrastructure for innovation and collaboration within the cyber community.

Masonic Medical Research Inst (MMRI)

MMRI is requesting $1.5 million to renovate the remaining 5,070 sq. ft. of our genetics laboratory and basement space to be modernized and to create 3 new cardiac research laboratories (10 new jobs). This next phase will bring total investments to $32M.

MMRI’s project expands and develops strong partnerships with state and local institutions to promote life sciences initiatives, in a manner that reflects regional priorities. In addition, MMRI creates the next generation of scientists by hosting summer fellows, undergraduate college students as well as post-doctoral fellows, creating a pipeline of STEM research talent throughout the Mohawk Valley and around the world.

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<td>Science, Technology, Engineering &amp; Mathematics</td>
<td>From the inception of the REDC model, the MVREDC has been laser-focused on growing a STEM-based economy and workforce. Project Charger would represent the largest investment to date in the Mohawk Valley region’s CYBER cluster; resulting in the creation of more than 35 new high-wage jobs, and modern offices, R&amp;D space, and infrastructure for innovation and collaboration within the cyber community.</td>
<td>Computer and Mathematical Occupations (7%)</td>
<td>Life, Physical, and Social Science Occupations (12%)</td>
<td>Life Scientists (13%)</td>
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<td>MMRI is requesting $1.5 million to renovate the remaining 5,070 sq. ft. of our genetics laboratory and basement space to be modernized and to create 3 new cardiac research laboratories (10 new jobs). This next phase will bring total investments to $32M.</td>
<td>Mathematical Science Occupations (19%)</td>
<td>Physical Scientists (15%)</td>
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<td>- Operations Research Analysts</td>
<td>Social Scientists and Related Workers (11%)</td>
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<td></td>
<td>Architecture and Engineering Occupations (8%)</td>
<td>- Clinical, Counseling, and School Psychologists</td>
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<td></td>
<td></td>
<td>Engineers (7%)</td>
<td>- Historians</td>
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<td>- Electrical Engineers</td>
<td>Life, Physical, and Social Science Technicians (10%)</td>
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<td></td>
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<td>- Mechanical Engineers</td>
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| Transportation, Distribution & Logistics | Montgomery Business Development Center (MBDC) has asserted dominance in the logistics sector. | Transportation and Material Moving Occupations (10%)  
  - Motor Vehicle Operators (7%)  
  - Bus Drivers, School or Special Client  
  - Heavy and Tractor-Trailer Truck Drivers  
  - Taxi Drivers and Chauffeurs  
  Material Moving Workers (13%)  
  - Industrial Truck and Tractor Operators  
  - Cleaners of Vehicles and Equipment  
  - Laborers and Freight, Stock, and Material Movers, Hand  
  - Machine Feeders and Offbearers  
  - Packers and Packagers, Hand  
  - Refuse and Recyclable Material Collectors | Warehousing and Storage  
  1. Laborers and Freight, Stock, and Material Movers, Hand  
  2. Industrial Truck and Tractor Operators  
  3. Packers and Packagers, Hand  
  4. Stock Clerks and Order Fillers  
  5. Heavy and Tractor-Trailer Truck Drivers  
  6. Shipping, Receiving, and Traffic Clerks  
  7. Maintenance and Repair Workers, General  
  8. First-line supervisors of transportation and material moving workers, except aircraft cargo handling supervisors  
  9. First-Line Supervisors of Office and Administrative Support Workers  
  10. Security Guards | Warehousing and storage (NAICS Industry 493) has been a bright spot in the Mohawk Valley. Employment in the industry grew by 800, or 22.9%, since 2013. The construction of two new distribution centers is expected to bring an additional 700 jobs to the region. Average annual wages in warehousing and storage ($42,900) were slightly higher than the regional average in 2018, and the industry is projected to grow much faster (+19.1%) than the regional all industry average (+8.0%) from 2016 to 2026. Many workers previously dislocated from the manufacturing sector found employment in this industry |


*A broad set of 11 industries are designated as "significant" in the Mohawk Valley. They fall into six major industry groups: construction; manufacturing; trade, transportation and utilities; educational services; health care; and leisure and hospitality.

All significant industries shared one or more of the following characteristics: rapid growth (percentage basis); large growth (absolute basis); high wages (average annual wage above the regional average of $42,500 in 2018); or strong expected growth through 2026.