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
--- | --- | --- | --- | ---
Agriculture, Food and Natural Resources | Employment in Food and Agriculture is a North Country target sector. Employment in food and agriculture grew by 25 percent since 2011. Employment in this sector now constitutes 0.9 percent of the area’s total employment, which is up from 0.75 percent in 2011. The demand for employees in this sector has driven wages up 17 percent since 2011. **Agriculture Strategies:** 1) advancing high-tech, year-round food production; 2) expanding value-added food production and 3) fostering a new generation of farms. **Clean Energy Strategy:** Forty-four percent of New York State’s existing renewable generation capacity is coming from the North Country, supporting about 2,000 direct and indirect jobs. The North Country continues to support the development of various forms of renewable energy to support jobs, advance the clean energy goals of New York, and to reduce energy costs for the region’s businesses and residents. | Farming, Fishing, and Forestry Occupations (7%)  - Supervisors of Farming, Fishing, and Forestry Workers (17%)  - Agricultural Workers (8%) **Construction and Extraction Occupations**  - Supervisors of Farming, Fishing, and Forestry Workers (17%) **Construction Trades Workers (7%)**  - Brickmasons and Blockmasons  - Construction Laborers  - Electricians  - Painters, Construction and Maintenance  - Plumbers, Pipefitters, and Steamfitters  - Roofers **Helpers, Construction Trades (17%)**  - Helpers--Electricians | Crop Production 1. Farmworkers and Laborers, Crop, Nursery, and Greenhouse 2. Farmers, Ranchers, and Other Agricultural Managers 3. Agricultural Equipment Operators 4. Graders and Sorters, Agricultural Products 5. Light Truck or Delivery Services Drivers 6. Maintenance and Repair Workers 7. Landscaping & Groundskeeping Workers 8. Farm Equipment Mechanics and Service Technicians 9. Sales Representatives, Wholesale and Manufacturing 10. Agricultural & Food Science Technicians **Crop production** (NAICS Industry 111) and **animal production and aquaculture** (NAICS Industry 112) were the two industries that made the significant industries list from the agriculture sector. Between 2013 and 2018, the **crop production** industry added 100 jobs (+20.0%) while **animal production and aquaculture** added 200 jobs (+13.3%). Both industries paid average annual wages below the all industry average annual wage ($43,600) in 2018. Much of the employment growth in this sector has been driven by "value added agriculture". Rather than selling agriculture commodities, many farmers in the North Country are "adding value" to their products by differentiating it from the commodity. For example, farmers are processing milk (the commodity) into higher priced gourmet cheese, increasing the price consumers are willing to pay for it by "adding value" to the agricultural commodity.

| Crop Production | Crop production (NAICS Industry 111) and animal production and aquaculture (NAICS Industry 112) were the two industries that made the significant industries list from the agriculture sector. Between 2013 and 2018, the crop production industry added 100 jobs (+20.0%) while animal production and aquaculture added 200 jobs (+13.3%). Both industries paid average annual wages below the all industry average annual wage ($43,600) in 2018. Much of the employment growth in this sector has been driven by "value added agriculture". Rather than selling agriculture commodities, many farmers in the North Country are "adding value" to their products by differentiating it from the commodity. For example, farmers are processing milk (the commodity) into higher priced gourmet cheese, increasing the price consumers are willing to pay for it by "adding value" to the agricultural commodity. |
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
---|---|---|---|---
Agriculture, Food and Natural Resources (continued) | Developing the Talent Pipeline – New or Expanded programs: ▪ Paul Smiths College/ Workforce Development Institute Logger Training (Non-credit program leading to paid internships) | Agriculture, Food and Natural Resources (continued) | Developing the Talent Pipeline – New or Expanded programs: ▪ Paul Smiths College/ Workforce Development Institute Logger Training (Non-credit program leading to paid internships) | Developing the Talent Pipeline – New or Expanded programs: ▪ Paul Smiths College/ Workforce Development Institute Logger Training (Non-credit program leading to paid internships) |
Architecture and Construction | The region is seeing an expansion of lodging facilities and options with the launch of waterfront townhouse rental units in Hamilton County, the opening of the DEC’s equestrian campground in Essex County, and the construction of a full-service resort and spa in Saranac Lake. NYS Homes and Community Renewal provided $5.6 million (including $2 million in North Country REDC funds) to fund the transformation of Old Snell Hall in downtown Potsdam into a mixed-use complex. The underused Clarkson University building will be renovated to include 59 affordable housing units, an incubator for entrepreneurial start-ups and a community theater. NYS Homes and Community Renewal provided $3.6 million to fund construction of 40 new affordable apartments on a vacant parcel that was previously part of the former Plattsburgh Air Force base. Plattsburgh, Watertown, and Saranac Lake have received state Downtown Revitalization Initiative awards and are moving forward with their plans. | Architecture and Engineering Occupations (9%) - Architects, Except Landscape and Naval (9%) - Surveyors (25%) Production Occupations - Woodworkers (9%) | Heavy & Civil Engineering Construction 1. Construction Laborers 2. First-Line Supervisors of Construction Trades and Extraction Workers 3. Operating Engineers and Other Construction Equipment Operators 4. General and Operations Managers 5. Construction Managers 6. First-Line Supervisors of Mechanics, Installers, and Repairers 7. Mobile Heavy Equipment Mechanics, Except Engines | The construction sector has grown quickly both in absolute and percentage terms adding more jobs than any other industry sector, except health care and social assistance. Employment in specialty trade contractors (NAICS Industry 238) grew by 500 jobs (+18.5%) between 2013 and 2018. The heavy and civil engineering construction (NAICS Industry 237) industry added 200 jobs, growing 33.3% over the same period. Average annual wages in the heavy and civil engineering construction industry ($95,500) were significantly higher than the overall average for the region ($43,600). Specialty trade contractors ($51,800) also paid average annual wages that were higher than the overall average ($43,600). Upgrades to the region’s international ports of entry, shipping port, airports and the pursuit of state renewable energy goals have boosted employment in this sector, which provides vital support for the Transportation and Clean Energy clusters in the North Country.
### National Career Clusters

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<td>Architecture and Construction (continued)</td>
<td>Developing the Talent Pipeline – New or Expanded programs:</td>
<td>Specialty Trade Contractors</td>
<td>Axion Technologies, a manufacturer of integrated display, video surveillance and audio communication systems for the railway and bus sectors, expanded into a larger space in Plattsburgh. The new location will allow the company to triple local production. The project is an effort to consolidate the company’s North American manufacturing operations and be closer to its customers. In just the past year, the company has doubled employment from 21 to 43.</td>
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<tr>
<td></td>
<td>• Clinton Community College Associate of Science Occupations degree in Industrial, Commercial and Electrical (To prepare students for apprenticeships (in cooperation with International Brotherhood of Electrical Workers and National Electrical Contractors Association)</td>
<td>1. Electricians</td>
<td>Arts, Design, Entertainment, Sports, and Media Occupations (14%) Entertainers and Performers, Sports and Related Workers (14%) - Coaches and Scouts - Music Directors and Composers</td>
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<td></td>
<td></td>
<td>2. Construction Laborers</td>
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<td>3. Plumbers, Pipefitters, and Steamfitters</td>
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<td>4. Heavy and Tractor-Trailer Truck Drivers</td>
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<td>5. Operating Engineers and Other Construction Equipment Operators</td>
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<td>6. First-Line Supervisors of Construction Trades and Extraction Workers</td>
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<td>7. Carpenters</td>
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<td>8. General and Operations Managers</td>
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<td></td>
<td>9. Secretaries and Administrative Assistants, Except Legal, Medical, and Executive</td>
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<tr>
<td>Arts, A/V Technology &amp; Communications</td>
<td>Axion Technologies, a manufacturer of integrated display, video surveillance and audio communication systems for the railway and bus sectors, expanded into a larger space in Plattsburgh. The new location will allow the company to triple local production. The project is an effort to consolidate the company’s North American manufacturing operations and be closer to its customers. In just the past year, the company has doubled employment from 21 to 43.</td>
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### Arts, A/V Technology & Communications

- Axion Technologies, a manufacturer of integrated display, video surveillance and audio communication systems for the railway and bus sectors, expanded into a larger space in Plattsburgh. The new location will allow the company to triple local production. The project is an effort to consolidate the company’s North American manufacturing operations and be closer to its customers. In just the past year, the company has doubled employment from 21 to 43.

- Specialty Trade Contractors
  1. Electricians
  2. Construction Laborers
  3. Plumbers, Pipefitters, and Steamfitters
  4. Heavy and Tractor-Trailer Truck Drivers
  5. Operating Engineers and Other Construction Equipment Operators
  6. First-Line Supervisors of Construction Trades and Extraction Workers
  7. Carpenters
  8. General and Operations Managers
  9. Secretaries and Administrative Assistants, Except Legal, Medical, and Executive

- Arts, Design, Entertainment, Sports, and Media Occupations (14%)
- Entertainers and Performers, Sports and Related Workers (14%)
  - Coaches and Scouts
  - Music Directors and Composers
### NORTH COUNTRY

**REGIONAL ECONOMIC LABOR OUTLOOK ALIGNMENT**

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| Business Management & Administration | The North Country’s Innovation Hot Spot has been involved in the creation of 39 new companies. In addition to the start-ups, 13 companies have expanded or added new products, thanks to the help of the North Country’s Hot Spot program. These companies have created 70 new jobs and retained 14. Most recently they have heightened focus on high school students to expand the critical mass of projects and engage a larger portion of the regional population. Three entrepreneurship, maker space, and co-working facilities are under development in the region. The Carry, in downtown Saranac Lake, opened in August, a 15,000-square-foot SUNY Canton facility is under development in downtown Canton, and a new Northwoods School facility is under construction on Main Street in Lake Placid. All three facilities will be facilitating entrepreneurship by the end of 2020. | Management Occupations (7%)
Advertising, Marketing, Promotions, Public Relations, and Sales Managers (11%)
- Marketing Managers
Operations Specialties Managers (12%)
- Administrative Services Managers
- Computer and Information Systems Managers
- Financial Managers
Industrial Production Managers
Other Management Occupations (8%)
- Farmers, Ranchers, and Other Agricultural Managers
- Construction Managers
- Education Administrators, Postsecondary
- Medical and Health Services Managers
- Social and Community Service Managers |
| | Developing the Talent Pipeline – New or Expanded programs:
- North Country Community College
  New All On-line AAS in Business Administration (Commencing Fall 2019)
- SUNY Canton and Jefferson County Agribusiness Development Council (SUNY Canton is determining student and business needs to create pathways.) | | | |

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**CTE TECHNICAL ASSISTANCE CENTER OF NY**

Page 5
## Business Management & Administration (continued)

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<td>Education and Training</td>
<td>WORKFORCE DEVELOPMENT WORK GROUP</td>
<td>Education, Training, and Library Occupations (6%)</td>
<td>Educational Services</td>
<td>With 19,800 jobs between the public and private sectors in 2018, educational services (NAICS Industry 611) employed the second largest number of people of any significant industry presented in this report. Educational services added 1,300 jobs (+7.0%) between 2013 and 2018 as local school districts recovered from the last recession. The industry’s 2018 average annual wage ($48,900) was above the all industry average annual wage ($43,600). Common job titles include teacher assistant, elementary school teacher and substitute teacher. A concentration of post-secondary educational institutions in the region have contributed to growth in this sector.</td>
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<td>Focus on targeted job training and education opportunities to ensure that quality, in-demand jobs are available to the region’s workforce and eliminating barriers to employment. Overall goal: The North Country will train its workforce to meet our employers’ needs today and for the future. Developing the Talent Pipeline – New or Expanded programs:</td>
<td>Postsecondary Teachers (17%)</td>
<td>1. Teacher Assistants</td>
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<td>● Jefferson-Lewis –St. Lawrence Oswego Career Jam (Youth Pipeline -- 29 school districts attend career exploration event; NYS Labor Commissioner Roberta Reardon attended)</td>
<td>- Business Teachers, Postsecondary</td>
<td>2. Elementary School Teachers, Except Special Education</td>
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<td>● SUNY Canton &amp; Jefferson Community College: Transitioning Veterans from Boots to Books and Beyond -VB3 (Pre-college program in which the two colleges are preparing veterans for higher education)</td>
<td>- Mathematical Science Teachers, Postsecondary</td>
<td>3. Special Education</td>
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<td>● Ready for Real developed by Educational Training Services in Plattsburgh (Interactive career and life preparedness program piloted in 2019)</td>
<td>- Engineering Teachers, Postsecondary</td>
<td>4. Substitute teachers</td>
<td>4. Substitute teachers</td>
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<td>- Environmental Science Teachers, Postsecondary</td>
<td>7. Secretaries and Administrative Assistants, Except Legal, Medical, and Executive</td>
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<td>- Physics Teachers, Postsecondary</td>
<td>8. Bus Drivers, School or Special Client</td>
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<td>- Nursing Instructors and Teachers, Postsecondary</td>
<td>10. Educational, Guidance, School, and Vocational Counselors</td>
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<td>- Education Teachers, Postsecondary</td>
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<td>- Criminal Justice and Law Enforcement Teachers, Postsecondary</td>
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<td>- Art, Drama, and Music Teachers, Postsecondary</td>
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<td>- Communications Teachers, Postsecondary</td>
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<td>- Foreign Language and Literature Teachers, Postsecondary</td>
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<td>- Recreation and Fitness Studies Teachers, Postsecondary</td>
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<td>- Typical teachers, Postsecondary</td>
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<td>Finance</td>
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<td>- Typical teachers, Postsecondary</td>
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Education and Training

(NAICS Industry 611) employed the second largest number of people of any significant industry presented in this report. Educational services added 1,300 jobs (+7.0%) between 2013 and 2018 as local school districts recovered from the last recession. The industry’s 2018 average annual wage ($48,900) was above the all industry average annual wage ($43,600). Common job titles include teacher assistant, elementary school teacher and substitute teacher. A concentration of post-secondary educational institutions in the region have contributed to growth in this sector.
**NORTH COUNTRY**  
**REGIONAL ECONOMIC LABOR OUTLOOK ALIGNMENT**

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| Government & Public Administration | Life Science is a North Country target sector. Employment in life sciences exploded by 6.2 percent since 2017. Employment in this sector now constitutes 0.4 percent of the area’s total employment. This is a high-wage sector with life sciences paying a wage of $72,834 annually. The demand for employees in these sectors has driven wages up 14 percent in life sciences since 2017. | Healthcare Practitioners and Technical Occupations (15%):  
- Health Diagnosing and Treating Practitioners (16%):  
  - 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 (13%):  
- Medical and Clinical Lab Technologists  
- Medical and Clinical Lab Technicians  
- Dental Hygienists  | Government  
1. Correctional Officers and Jailers  
2. Highway Maintenance Workers  
3. Police and Sheriff’s Patrol Officers  
4. Compliance Officers  
5. Personal Care Aides  
6. Legislators  
7. Office Clerks, General  
8. Registered Nurses  
9. Maintenance and Repair Workers,  
10. Bookkeeping, Accounting, and Auditing Clerks  | With nearly 20,000 employees in 2018, government remains a relatively large employer in the North Country. Average annual wages ($56,800) were significantly higher than the all industry average annual wage of $43,600 in 2018. State and local governments make up a relatively high portion of total employment as the North Country has several correctional, disability and recreational facilities operated by the State, towns and villages. |
| Health Science | Between 2013 and 2018, employment in ambulatory health care services increased by 500 jobs (+8.5%), while employment in the hospitals industry increased by 700 jobs (+7.8%). Annual average wages in hospitals ($64,400) and ambulatory health care services ($58,300) were both above the average annual wage for all industries in 2018. | Ambulatory Health Care Services  
1. Receptionists and Information Clerks  
2. Registered Nurses  
3. Licensed Practical and Licensed Vocational Nurses  
4. Emergency Medical Technicians and Paramedics  
5. Dental Hygienists  
6. Home Health Aides  
7. Dental Assistants  
8. Secretaries and Administrative Assistants, Except Legal, Medical, and Executive  
9. Physicians and Surgeons, All Other  
10. Medical Assistants  | Employment growth in the health care and social assistance sector was stronger than in any other sector. Nearly all health care occupations are expected to be in demand over the next decade as the North Country’s population continues to age. The health care industries selected for the significant industries list are:  
- Ambulatory health care services (NAICS Industry 621)  
- Hospitals (NAICS Industry 622)  |  |
## NORTH COUNTRY
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<td>Health Science (continued)</td>
<td>- Cardiovascular&lt;br&gt;  - Technologists/Technicians Diagnostic Medical Sonographers&lt;br&gt;  - Nuclear Medicine Technologists&lt;br&gt;  - Radiologic Technologists&lt;br&gt;  - EMTs and Paramedics&lt;br&gt;  - Pharmacy Technicians&lt;br&gt;  - Surgical Technologists&lt;br&gt;  - Veterinary Technologists/Technicians&lt;br&gt;  - Licensed Practical and Licensed Vocational Nurses&lt;br&gt;  - Medical Records and Health Information Technicians&lt;br&gt;  - Opticians, Dispensing&lt;br&gt;  <strong>Healthcare Support Occupations</strong> (19%)&lt;br&gt;  - Nursing, Psychiatric, and Home Health Aides (20%)&lt;br&gt;  - Home Health Aides&lt;br&gt;  - Nursing Assistants&lt;br&gt;  <strong>Occupational Therapy and Physical Therapist Assistants and Aides (29%)</strong>&lt;br&gt;  - Occupational Therapy Assistants&lt;br&gt;  - Physical Therapist Assistants&lt;br&gt;  <strong>Other Healthcare Support Occupations</strong> (15%)&lt;br&gt;  - Massage Therapists&lt;br&gt;  - Dental Assistants&lt;br&gt;  - Medical Assistants&lt;br&gt;  - Medical Equipment Preparers&lt;br&gt;  - Phlebotomists</td>
<td>Hospitals&lt;br&gt;  1. Registered Nurses&lt;br&gt;  2. Nursing Assistants&lt;br&gt;  3. Licensed Practical and Licensed Vocational Nurses&lt;br&gt;  4. Office Clerks, General&lt;br&gt;  5. Janitors and Cleaners, Except Maids and Housekeeping Cleaners&lt;br&gt;  6. Clinical Laboratory Technologists and Technicians&lt;br&gt;  7. Physicians and Surgeons, All Other&lt;br&gt;  8. Interviewers, Except Eligibility and Loan&lt;br&gt;  9. Radiologic Technologists&lt;br&gt;  10. Receptionists and Information Clerks</td>
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</table>
Hospitality & Tourism

Tourism continues to be one of the North Country's strategies that is moving forward, with progress in lodging facilities, attractions, and securing international events, and a steady increase in the number of visitors and visitor spending.

The Adirondacks saw an increase of almost 5 percent in direct visitor spending and the 1000 Islands recovered well from the flooding of 2017 with the aid of a successful marketing program specifically designed to let potential visitors know that the region had recovered, and quality vacationing experiences were alive and well.

The region is seeing an expansion of lodging facilities and options with the launch of waterfront townhouse rental units in Hamilton County, the opening of the DEC's equestrian campground in Essex County, and the construction of a full-service resort and spa in Saranac Lake.

Significant renovation projects at the Olympic facilities in Lake Placid and the opening of a medical center with special facilities for athletes herald the arrival of many more international sporting events. The region has also hosted several smaller international events as it continues preparations for the Winter University Games in 2023.

### Food Preparation and Serving Related Occupations (8%)
- Supervisors of Food Preparation and Serving Workers (8%)
  - Chefs and Head Cooks
  - First-Line Supervisors of Food Preparation and Serving Workers
- Food and Beverage Serving Workers (10%)
  - Combined Food Preparation and Serving Workers, Including Fast Food
  - Waiters and Waitresses

### Accommodation
1. Maids and Housekeeping Cleaners
2. Waiters and Waitresses
3. Hotel, Motel, and Resort Desk Clerks
4. Cooks, Restaurant
5. Maintenance and Repair Workers, General
6. General and Operations Managers
7. Dishwashers
8. First-Line Supervisors of Office and Administrative Support Workers
9. Bookkeeping, Accounting, and Auditing Clerks
10. First-Line Supervisors of Food Preparation and Serving Workers

### 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. Bartenders
6. First-Line Supervisors of Food Preparation and Serving Workers
7. Dining Room and Cafeteria Attendants and Bartender Helpers
8. Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop
9. Cooks, Short Order
10. General and Operations Managers

With 11,200 workers in 2018, the food services and drinking places (NAICS Industry 722) industry employs the second largest number of workers when compared to any other three-digit NAICS industry in the North Country. Tourism and a wide variety of outdoor recreation in the North Country are important drivers of employment in this industry. The average annual wage ($18,000) in 2018 was relatively low compared to the all industry average annual wage ($43,600). The lower wages can be attributed, in part, to the seasonal and part-time employment typically found in the industry.

While employment in the food services and drinking places industry declined between 2013 and 2018, the industry is an important part of both tourism and agriculture as the Farm Brewery legislation has generated rapid growth of micro-breweries in the region. In order to receive a Farm Brewery license in New York State, the beer must be made primarily from locally grown farm products. Employment in this industry is expected to grow by 8.7% between 2016-2026.
### National Career Clusters

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<td><strong>Hospitality &amp; Tourism (continued)</strong></td>
<td>Construction is underway on the $17 million Saranac Lake Resort on Lake Flower. Three outdated motels were demolished to make way for the new lodging facility, which will feature 93 rooms, a spa, two restaurants and boat rentals. The new NYS DEC’s equestrian campground – the first piece of a $19 million project to transform the former Frontier Town amusement park into a recreational gateway to the Adirondacks – opened to the public on June 28. The facility, located in North Hudson in Essex County on the shores of the Schroon River, includes 91 tent, equestrian and RV/trailer campsites as well as pedestrian trails and a day-use area. It is designed to link local and regional outdoor experiences in the Adirondacks to bolster tourism. Massive renovation projects are underway at many of the Olympic venues in the region, including the jumping complex, Mt. Van Hoevenberg and the Olympic Sports Complex, with an infusion of $70 million in funding from New York State. A new elevator, family-friendly zip line and eight-person gondolas are being added at the jumping complex.</td>
<td>Employment in the Accommodation (NAICS Industry 721) industry was relatively unchanged between 2013 and 2018. The average annual wage for the industry was $26,000 in 2018, well below the all industry average annual wage. However, hotel development is a priority for economic developers as modern lodging facilities are a prerequisite for economic growth in the small towns across the region. Several large hotel projects are in various stages of construction in the region.</td>
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<tr>
<td>Human Services</td>
<td>There are not enough childcare facilities and/or providers. 86 percent of census tracts in the North Country region are identified as child care deserts, or areas where three or more children reside per available child care slot. The region wide rate is 5.8 children per child care slot. Hand in Hand Early Childhood Center in Lewis County has proposed to expand its facility to accommodate an additional 18 children. A 2019 Proposed Priority Project, this is a step toward helping address this issue.</td>
<td>Community and Social Service Occupations (16%) Counselors, Social Workers, and Other Community and Social Service Specialists (16%) - 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 Religious Workers (14%) - Clergy</td>
<td>Personal Care and Service Occupations (18%) - Supervisors of Personal Care and Service Workers (15%) - Personal Appearance Workers (12%) - Tour and Travel Guides (25%) - Personal Care Aides (32%) - Fitness Trainers and Aerobics Instructors (11%) - Recreation Workers (9%)</td>
<td></td>
</tr>
</tbody>
</table>
**NORTH COUNTRY
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>
<th>Further Description of Significant Industries</th>
</tr>
</thead>
<tbody>
<tr>
<td>Information Technology</td>
<td>Computer and Mathematical Occupations (8%)</td>
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<tr>
<td></td>
<td>Computer Operations (7%)</td>
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<tr>
<td></td>
<td>- Computer Systems Analysts</td>
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<td></td>
<td>- Software Developers, Applications</td>
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<tr>
<td></td>
<td>- Web Developers</td>
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<tr>
<td></td>
<td>- Network and Computer Systems Administrators</td>
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<td></td>
<td>- Computer User Support Specialists</td>
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<tr>
<td>Law, Public Safety, Corrections and Security</td>
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<tr>
<td>Manufacturing</td>
<td>Advanced Manufacturing is a North Country target sector. Employment in advanced manufacturing expanded by 1.7 percent since 2017. Employment in this sector now constitutes 2.6 percent of the area’s total employment. This is a high-wage sector with advanced manufacturing providing an annual wage of $63,421. The demand for employees in advanced manufacturing has driven wages up 1.3 percent since 2017. The manufacturing sector is seeing job growth and retention, as well as significant foreign direct investment by companies like Norsk Titanium, Monaghan and AmTech Yarns, which are investing in expansions.</td>
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<tr>
<td>Food Manufacturing</td>
<td></td>
<td>1. Food Batchmakers</td>
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<tr>
<td></td>
<td></td>
<td>2. Packaging and Filling Machine Operators and Tenders</td>
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<td>3. Food Cooking Machine Operators and Tenders</td>
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<td></td>
<td></td>
<td>4. Retail Salespersons</td>
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<td></td>
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<td>5. Janitors and Cleaners, Except Maids and Housekeeping Cleaners</td>
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<tr>
<td></td>
<td></td>
<td>6. First-Line Supervisors of Production and Operating Workers</td>
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<td></td>
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<td>7. Stock Clerks and Order Fillers</td>
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<td></td>
<td></td>
<td>8. Industrial Machinery Mechanics</td>
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<td></td>
<td>10. Agricultural and Food Science Technicians</td>
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<tr>
<td>The vertical integration of agriculture in the food manufacturing (NAICS Industry 311) and beverage manufacturing (NAICS Industry 312) industries has been vital for the development of the value-added agriculture cluster. Businesses in the food manufacturing industry added 200 jobs between 2013 and 2018, an increase of 20.0%. Over the same period, employment in the beverage manufacturing industry grew by 100 jobs, an increase of 50.0%. The industries paid average annual wages of $48,200 and $27,500, respectively, in 2018.</td>
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</table>
### Manufacturing (continued)

**Developing the Talent Pipeline – New or Expanded programs:**
- SUNY Apprenticeship in Advanced Manufacturing – Mohawk Valley, Jefferson and Clinton community colleges (Expands registered apprenticeships)
- Jefferson Community College (Transitioning soldiers to advanced manufacturing)
- Clinton Community College’s Institute for Advanced Manufacturing (New customized training)
- SUNY Canton—Mechatronics Technology (to offer a B.S. in Mechatronics beginning in Fall 2019)

**Manufacturing Strategies:**
- Focus on business retention and expansion for existing large manufacturers to ensure their long-term viability.
- Leverage the North Country’s unique relationship with Canada, from tourism to direct foreign investment, to grow as a center for international business and enterprise.

### Beverage and Tobacco Product Manufacturing

1. Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products
2. Retail Salespersons
4. Packaging and Filling Machine Operators and Tenders

**Note:** Due to confidentiality, only top 4 occupations are available for this industry.

### Fabricated Metal Product Manufacturing

1. Machinists
2. Welders, Cutters, Solderers, and Brazers
3. Office Clerks, General

**Note:** Due to confidentiality, only top 3 occupations are available for this industry.

### Further Description of Significant Industries

- **Beverage and Tobacco Product Manufacturing** (NAICS Industry 312) industry grew 20.0%, from 1,000 to 1,200, between 2013 and 2018. The average annual wage ($64,900) was almost 50% higher than the all industry average annual wage ($43,600) in the North Country. Employment in this industry is expected to grow by more than 17% between 2016 and 2026.

- **Fabricated Metal Product Manufacturing** (NAICS Industry 332) industry is expected to experience a modest increase (+1.6%) in employment between 2016 and 2026. In 2018, the industry paid average annual wages ($50,500) which are significantly higher than the all industry average annual wages in the region ($43,600). Although employment was unchanged between 2013 and 2018, the introduction of proprietary additive materials technology (3D printing) by Norsk Titanium has the potential to boost employment significantly in this industry. In 2018, 600 people were employed in the industry and the average annual wage was $50,500. This was higher than the all industry annual average wage of $43,600 for the North Country. Employment in the sector is expected to grow rapidly as advance material production ramps up.
## NORTH COUNTRY
### REGIONAL ECONOMIC LABOR OUTLOOK ALIGNMENT

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<tbody>
<tr>
<td>Manufacturing (continued)</td>
<td></td>
<td></td>
<td>Transportation Equipment Manufacturing</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>1. Assemblers and fabricators, all other, including team assemblers</td>
<td>1. Assemblers and fabricators, all other, including team assemblers</td>
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<td></td>
<td></td>
<td></td>
<td>2. First-Line Supervisors of Production and Operating Workers</td>
<td>2. First-Line Supervisors of Production and Operating Workers</td>
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<td></td>
<td></td>
<td></td>
<td>3. Industrial Engineers</td>
<td>3. Industrial Engineers</td>
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<td>4. Laborers and Freight, Stock, and Material Movers, Hand</td>
<td>4. Laborers and Freight, Stock, and Material Movers, Hand</td>
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<td></td>
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<td>5. Industrial Engineering Technicians</td>
<td>5. Industrial Engineering Technicians</td>
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<td></td>
<td>7. Fiberglass Laminators and Fabricators</td>
<td>7. Fiberglass Laminators and Fabricators</td>
</tr>
<tr>
<td>Marketing, Sales and Service</td>
<td></td>
<td></td>
<td></td>
<td>Sales Representatives, Services and Market Research Analysts and Marketing Specialists are common occupations in several other industries identified in this report.</td>
</tr>
</tbody>
</table>

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## Science, Technology, Engineering & Mathematics

Life Science is a North Country target sector. Employment in life sciences exploded by 6.2 percent since 2017. Employment in this sector now constitutes 0.4 percent of the area’s total employment. This is a high-wage sector with life sciences paying a wage of $72,834 annually. The demand for employees in these sectors has driven wages up 14 percent in life sciences since 2017.

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<tr>
<td>Science, Technology, Engineering &amp; Mathematics</td>
<td>Life Science</td>
<td>Architecture and Engineering Occupations (9%)</td>
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<td></td>
<td></td>
<td>- Civil Engineers</td>
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<td>- Industrial Engineers</td>
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<td></td>
<td>- Mechanical Engineers</td>
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<td></td>
<td></td>
<td>Drafters, Engineering Technicians, and Mapping Technicians (9%)</td>
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<td></td>
<td></td>
<td>- Industrial Engineering Technicians</td>
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<td></td>
<td></td>
<td>- Engineering Technicians, Except Drafters, All Other</td>
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<td></td>
<td>Life, Physical, and Social Science Occupations (7%)</td>
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<td></td>
<td>Physical Scientists (13%)</td>
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<td></td>
<td>- Environmental Scientists and Specialists, Including Health</td>
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<td>Social Scientists and Related Workers (8%)</td>
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<td></td>
<td>- Clinical, Counseling, and School Psychologists</td>
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<td></td>
<td>Life, Physical, and Social Science Technicians (3%)</td>
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<tr>
<td></td>
<td>- Biological Technicians</td>
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<td></td>
<td>- Chemical Technicians</td>
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<tr>
<td></td>
<td>- Forest and Conservation Technicians</td>
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</tbody>
</table>
### National Career Clusters

<table>
<thead>
<tr>
<th>Transportation, Distribution &amp; Logistics</th>
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<td>Developing the Talent Pipeline – New or Expanded programs</td>
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<tr>
<td>- SUNY Canton Commercial Driver’s License Training Program (Training to license truck drivers, in partnership with St. Lawrence County IDA)</td>
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</tbody>
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* Fourteen industries are designated as “significant” in the North Country. Eleven of these industries experienced an increase in employment between 2013 and 2018.

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 $43,600 in 2018); or strong expected growth through 2026.

A broad set of industries were identified for this report. They fall into seven major industry sectors: agriculture; construction; manufacturing; educational services; health care; leisure and hospitality; and public administration/government.

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