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2020 REGIONAL ECONOMIC LABOR OUTLOOK ALIGNMENT

Southern Tier

Prepared by the CTE Technical Assistance Center of NY

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SOUTHERN TIER

REGIONAL ECONOMIC LABOR OUTLOOK ALIGNMENT

National Career Clusters	Regional Economic Development Council Focus Industries ¹	Regional Industry Jobs with Strong Projected Growth (> 10% from 2016 through 2026) ²	Ten Most Common Occupations in Significant Industries ³	Further Description of Significant Industries
<p>Agriculture, Food and Natural Resources</p>	<p>The Southern Tier will be a world-recognized leader in agriculture technology and serve as a key food supplier for the East Coast of the United States. Leveraging the global reach and strengths of Cornell University’s College of Agriculture and Life Sciences, together with the region’s natural assets and strong private sector investment, a strategic mix of projects will transform and grow agriculture and food production, processing and distribution across the region, while also strengthening links to growing tourism and manufacturing industries.</p> <p>With more than \$5B in output – representing almost 10% of the region’s total economy – the food and agriculture industry (including food service) is a significant tradable sector in the Southern Tier that continues to grow. Given its proximity to key East Coast markets, the Southern Tier’s expertise in food production, combined with local, regional, and state support to increase capacity, Southern Tier food and agriculture industry could expand market share.</p> <p>While home to more than 5,600 farms (representing the cultivation of just over 1.1M acres) and more than 9,000 full-and part-time farm operations, the Southern Tier faces an aging workforce. The average age of a farm operator was 58 in 2012.</p>	<p>Farming, Fishing, and Forestry Occupations Supervisors of Farming, Fishing, and Forestry Workers (13%)</p> <ul style="list-style-type: none"> - First-Line Supervisors of Farming, Fishing, and Forestry Workers 		

SOUTHERN TIER

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<p>Architecture and Construction</p>		<p>Architecture and Engineering Occupations Drafters, Engineering Technicians, and Mapping Technicians (11%) - Electrical and Electronics Drafters</p> <p>Construction and Extraction Occupations Helpers, Construction Trades (10%)</p>	<p>Construction of Buildings</p> <ol style="list-style-type: none"> 1. Carpenters 2. Construction Laborers 3. First-Line Supervisors of Construction Trades and Extraction Workers 4. General and Operations Managers 5. Construction Managers 6. Secretaries and Administrative Assistants, Except Legal, Medical, and Executive 7. Cost Estimators 8. Bookkeeping, Accounting, and Auditing Clerks 9. Office Clerks, General 10. Painters, Construction and Maintenance 	<p>Construction</p> <p>Skilled trade occupations comprise much of the employment within the construction of buildings (NAICS Industry 236) industry. Between 2013 and 2018, the Southern Tier’s rate of job growth in this industry (22.2%) was higher than any of the State’s regions north of the Hudson Valley. The impending retirement of many baby boomers will lead to job opportunities in this industry, especially among the skilled trades.</p>
<p>Arts, A/V Technology & Communications</p>		<p>Arts, Design, Entertainment, Sports, and Media Occupations Entertainers and Performers, Sports and Related Workers (13%) - Producers and Directors - Coaches and Scouts - Musicians and Singers</p>		

SOUTHERN TIER

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<p>Business Management & Administration</p>	<p>The Southern Tier REDC will support efforts that expand and strengthen its entrepreneurial ecosystem and in particular those efforts that leverage the region’s NYSTAR Innovation Hot Spot (Southern Tier Startup Alliance), business incubators, and other resources, as well as those that the Southern Tier’s reputation for high quality-of-life. “Quality of life” includes everything from physical health, mental health, and general wellbeing to more complex metrics of life satisfaction such as education, wealth, optimism/attitude, access to transportation, employment security, nature and the environment, access to housing, family and support systems, and other social relationships.</p> <p>From 2013-2019 (as of August 2019), the Southern Tier received more than \$74M in competitive funding from federal Small Business Innovation Research (SBIR) program grants to support high-tech, high-growth companies, representing nearly a fifth of the total awards received in New York State. While meaningful to awardees, there is an opportunity to strengthen the regional technology transfer pipeline in order to make the leap from federal grant funding to private venture capital.</p>		<p><u>Professional, Scientific and Technical Services</u></p> <ul style="list-style-type: none"> • Secretaries and Administrative Assistants, Except Legal, Medical, and Executive • General and Operations Managers • Management Analysts • Receptionists and Information Clerks <p><u>Management of Companies and Enterprises</u></p> <ol style="list-style-type: none"> 1. Secretaries and Administrative Assistants, Except Legal, Medical, and Executive 2. Maintenance and Repair Workers, General 3. General and Operations Managers 4. Bookkeeping, Accounting, and Auditing Clerks 5. First-Line Supervisors of Office and Administrative Support Workers 6. Customer Service Representatives 7. Loan Interviewers and Clerks 8. Human Resources Specialists 9. Accountants and Auditors 10. Billing and Posting Clerks 	<p><u>Professional and Business Services</u></p> <p>Two industries from the professional and business services sector are on the significant industries list: professional, scientific and technical services (NAICS Industry 541) and management of companies and enterprises (NAICS Industry 551). These industries share a common trait: they tend to sell to other businesses rather than consumers.</p> <p>Both industries gained jobs between 2013 and 2018 and employment is expected to continue to grow in the coming years. Professional, scientific and technical services (\$86,500) and management of companies and enterprises (\$124,400) both paid above-average annual wages in 2018.</p>

SOUTHERN TIER

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<p>Education and Training</p>	<p>Building on a strong foundation of target industries, higher education institutions, the nonprofit sector, and government agencies, the Southern Tier will take a collaborative, regional approach to attract talent and investment for the development of industry clusters, especially advanced manufacturing, healthcare, food and agriculture, and tourism. A particular focus will be on increasing the size, quality, and prosperity of the region’s workforce through new business creation based on high-technology discoveries and other entrepreneurial activities, while ensuring healthy communities and protecting the region’s natural beauty and resources.</p>	<p>Education, Training, and Library Occupations</p> <p>Postsecondary Teachers (16%)</p> <ul style="list-style-type: none"> - Business Teachers - Computer Science Teachers - Mathematical Science Teachers - Engineering Teachers - Biological Science Teachers - Atmospheric, Earth, Marine, and Space Sciences Teachers - Chemistry Teachers - Physics Teachers - Anthropology and Archeology Teachers - Area, Ethnic, and Cultural Studies Teachers - Economics Teachers - Political Science Teachers - Psychology Teachers - Sociology Teachers - Nursing Instructors and Teachers - Social Work Teachers - Art, Drama, and Music Teachers - Communications Teachers - English Language and Literature Teachers - Foreign Language and Literature Teachers - History Teachers - Recreation and Fitness Studies Teachers <p>Librarians, Curators, and Archivists (12%)</p> <ul style="list-style-type: none"> - Librarians - Library Technicians 	<p>Educational Services</p> <ol style="list-style-type: none"> 1. Teacher Assistants 2. Elementary School Teachers, Except Special Education 3. Secondary School Teachers, Except Special and Career/Technical Education 4. Substitute teachers 5. Janitors and Cleaners, Except Maids and Housekeeping Cleaners 6. Secretaries and Administrative Assistants, Except Legal, Medical, and Executive 7. Middle School Teachers, Except Special and Career/Technical Education 8. Combined Food Preparation and Serving Workers, Including Fast Food 9. Educational, Guidance, School, and Vocational Counselors 10. Instructional Coordinators 	<p>Educational Services</p> <p>With more than 42,000 jobs between the public and private sectors, educational services (NAICS Industry 611), has, by far, the most employment of any significant industry in the region. This sector lost jobs (-1.6%) between 2013 and 2018 but is expected to expand through 2026. The industry’s 2018 average annual wage (\$57,700) was above the all industry annual average. Common job titles include teacher assistant, elementary school teacher and secondary school teacher.</p> <p>Growth in educational services is driven more by demographics than by economic conditions. Most job opportunities will likely arise due to retirement of the baby boomers within the industry.</p>

SOUTHERN TIER

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Finance			<p><u>Professional, Scientific & Technical Services</u></p> <ul style="list-style-type: none"> • Accountants and Auditors • Bookkeeping, Accounting, & Auditing Clerks 	
Government & Public Administration				
Health Science	<p>New York State’s Jobs Express lists 5,500 openings throughout the Southern Tier in a range of industries and levels of skills, with the largest number of openings in Healthcare Practitioner and Technical (854 openings).</p>	<p>Healthcare Practitioners and Technical Occupations Health Diagnosing and Treating Practitioners (14%)</p> <ul style="list-style-type: none"> - Chiropractors - Dentists, General - Dietitians and Nutritionists - Optometrists - Physician Assistants - Occupational Therapists - Physical Therapists - Respiratory Therapists - Speech-Language Pathologists - Veterinarians - Registered Nurses - Nurse Practitioners - 	<p><u>Ambulatory Health Care Services</u></p> <ol style="list-style-type: none"> 1. Receptionists and Information Clerks 2. Registered Nurses 3. Emergency Medical Technicians and Paramedics 4. Dental Assistants 5. Licensed Practical and Licensed Vocational Nurses 6. Dental Hygienists 7. Secretaries and Administrative Assistants, Except Legal, Medical, and Executive 8. Home Health Aides 9. Medical Assistants 10. First-Line Supervisors of Office and Administrative Support Workers 	<p><u>Health Care and Social Assistance</u></p> <p>Like educational services, 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 New York State’s population continues to age. The health care sector consists of three main components:</p> <ul style="list-style-type: none"> • <i>Ambulatory health care services (NAICS Industry 621)</i> • <i>Hospitals (NAICS Industry 622)</i> • <i>Nursing and residential care facilities (NAICS Industry 623)</i> <p>Of these, the ambulatory health care services industry was the only health care industry to add jobs between 2013 and 2018. Cumulatively, these three industries employed over 34,000, which represents nearly 13% of all jobs in the Southern Tier in 2018.</p>

SOUTHERN TIER

REGIONAL ECONOMIC LABOR OUTLOOK ALIGNMENT

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<p>Health Science (continued)</p>		<p>Health Technologists and Technicians (12%)</p> <ul style="list-style-type: none"> - Medical and Clinical Laboratory Technicians - Dental Hygienists - Diagnostic Medical Sonographers - Emergency Medical Technicians & Paramedics - Surgical Technologists - Veterinary Technologists & Technicians - Licensed Practical and Licensed Vocational Nurses - Opticians, Dispensing <p>Healthcare Support Occupations Nursing, Psychiatric, and Home Health Aides (15%)</p> <ul style="list-style-type: none"> - Home Health Aides - Nursing Assistants <p>Occupational Therapy and Physical Therapist Assistants and Aides (26%)</p> <ul style="list-style-type: none"> - Occupational Therapy Assistants - Physical Therapist Assistants - Physical Therapist Aides <p>Other Healthcare Support Occupations (19%)</p> <ul style="list-style-type: none"> - Massage Therapists - Dental Assistants - Medical Assistants - Medical Equipment Preparers - Veterinary Assistants and Laboratory Animal Caretakers 	<p>Hospitals</p> <ol style="list-style-type: none"> 1. Registered Nurses 2. Nursing Assistants 3. Licensed Practical and Licensed Vocational Nurses 4. Office Clerks, General 5. Secretaries and Administrative Assistants, Except Legal, Medical, and Executive 6. Clinical Laboratory Technologists and Technicians 7. Radiologic Technologists 8. Physicians and Surgeons, All Other 9. Receptionists and Information Clerks 10. Medical and Health Services Managers <p>Nursing and Residential Care Facilities</p> <ol style="list-style-type: none"> 1. Personal Care Aides 2. Nursing Assistants 3. Home Health Aides 4. Registered Nurses 5. Licensed Practical and Licensed Vocational Nurses 6. Maids and Housekeeping Cleaners 7. Childcare Workers 8. First-Line Supervisors of Personal Service Workers 9. Healthcare Support Workers, All Other 10. Social and Human Service Assistants 	<p>Ambulatory health care services (\$65,200) and hospitals (\$55,100) paid wages above the all industry annual average in 2018. The 2018 average annual wage at nursing and residential care facilities (\$36,400) was below the regional annual average (\$49,200). This is largely a reflection of the mix of occupations in each health care industry. In nursing and residential care facilities, for example, the three most common occupations are relatively low-paying. They include nursing assistant, home health aide and personal care aide.</p>

SOUTHERN TIER

REGIONAL ECONOMIC LABOR OUTLOOK ALIGNMENT

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<p>Hospitality & Tourism</p>	<p>Many successful artists and art professors live in the City of Hornell and the City’s robust arts scene also supports two artist-in-resident live/ work/gallery buildings on Seneca Street and the Broadway Union arts incubator, strengthening the region’s tourism and community assets and using them to promote the region to visitors, prospective talent, and investors.</p>	<p>Food Preparation and Serving Related Occupations Food and Beverage Serving Workers (10%)</p> <ul style="list-style-type: none"> - Combined Food Preparation and Serving Workers, Including Fast Food - Food Servers, Nonrestaurant 		
<p>Human Services</p>	<p>With over 4,000 open positions across the Southern Tier, companies are increasingly looking for ways to hire and retain qualified employees. Consistently one of the top workforce barriers found by employers is childcare. This childcare issue affects the local businesses, families, and childcare providers.</p>	<p>Community and Social Service Occupations Counselors, Social Workers, and Other Community and Social Service Specialists (17%)</p> <ul style="list-style-type: none"> - Substance Abuse and Behavioral Disorder Counselors - Educational, Guidance, School, and Vocational Counselors - Mental Health Counselors - Rehabilitation Counselors - Counselors, All Other - 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 		

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<p>Human Services</p>	<p>With over 4,000 open positions across the Southern Tier, companies are increasingly looking for ways to hire and retain qualified employees. Consistently one of the top workforce barriers found by employers is childcare. This childcare issue affects the local businesses, families, and childcare providers.</p>	<p>Building and Grounds Cleaning and Maintenance Occupations Supervisors of Building and Grounds Cleaning and Maintenance Workers (12%)</p> <ul style="list-style-type: none"> - First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers <p>Grounds Maintenance Workers (10%)</p> <ul style="list-style-type: none"> - Landscaping and Groundskeeping Workers <p>Community and Social Service Occupations Counselors, Social Workers, and Other Community and Social Service Specialists (17%)</p> <ul style="list-style-type: none"> - Substance Abuse and Behavioral Disorder Counselors - Educational, Guidance, School, and Vocational Counselors - Mental Health Counselors - Rehabilitation Counselors - Counselors, All Other - 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 		

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Human Services (continued)		<p>Building and Grounds Cleaning and Maintenance Occupations Supervisors of Building and Grounds Cleaning and Maintenance Workers (12%)</p> <ul style="list-style-type: none"> - First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers <p>Grounds Maintenance Workers (10%)</p> <ul style="list-style-type: none"> - Landscaping and Groundskeeping Workers <p>Personal Care and Service Occupations Supervisors of Personal Care and Service Workers (18%)</p> <ul style="list-style-type: none"> - First-Line Supervisors of Personal Service Workers <p>Animal Care and Service Workers (19%)</p> <ul style="list-style-type: none"> - Nonfarm Animal Caretakers <p>Personal Appearance Workers (11%)</p> <ul style="list-style-type: none"> - Barbers - Hairdressers, Hairstylists, and Cosmetologists - Skincare Specialists <p>Other Personal Care and Service Workers (19%)</p> <ul style="list-style-type: none"> - Personal Care Aides - Recreation Workers 		

SOUTHERN TIER

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Information Technology		Computer and Mathematical Occupations Computer Occupations (10%) <ul style="list-style-type: none"> - Information Security Analysts - Software Developers, Applications - Software Developers, Systems Software - Web Developers - Database Administrators - Computer User Support Specialists 	<u>Professional, Scientific and Technical Services</u> <ul style="list-style-type: none"> • Software Developers, Applications 	
Law, Public Safety, Corrections and Security		Legal Occupations Legal Support Workers (13%) <ul style="list-style-type: none"> - Paralegals and Legal Assistants 	<u>Professional, Scientific and Technical Services</u> <ul style="list-style-type: none"> • Paralegals and Legal Assistants • Legal Secretaries 	

SOUTHERN TIER

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<p>Manufacturing</p>	<p>The Southern Tier Regional Economic Development Council is focused on advanced manufacturing, in particular the growing transportation, clean energy and industrial hemp industry sectors, that will result in the Southern Tier being recognized as a destination for manufacturing business development, distinguished by its concentration of multi-national anchor companies, advanced infrastructure to support innovation and technology, rich education and research resources, specialized skilled workforce and vibrant communities.</p> <p>The manufacturing industry continues to shift. There is a greater focus on STEM operations through more advanced manufacturing processes, requiring slightly fewer people with more advanced skills. The average wage increased 15.3% from 2011 to \$75.867 in 2017. Total regional employment in advanced manufacturing has experienced a 14% increase since 2011.</p>		<p><u>Fabricated Metal Product Manufacturing</u></p> <ol style="list-style-type: none"> 1. Machinists 2. Welders, Cutters, Solderers, & Brazers 3. Assemblers and fabricators, all other 4. First-Line Supervisors of Production and Operating Workers 5. Inspectors, Testers, Sorters, Samplers, and Weighers 6. Structural Metal Fabricators and Fitters 7. Cutting, Punching, and Press Machine Setters, Operators, and Tenders 8. Plating and Coating Machine Setters, Operators, and Tenders 9. Office Clerks, General 10. Laborers and Freight, Stock, and Material Movers, Hand <p><u>Computer and Electronic Product Manufacturing</u></p> <ol style="list-style-type: none"> 1. Electrical, electronic, and electromechanical assemblers 2. Plating and Coating Machine Setters, Operators, and Tenders 3. Software Developers, Systems Software 4. Inspectors, Testers, Sorters, Samplers, and Weighers 5. Industrial Engineers 6. First-Line Supervisors of Production and Operating Workers 7. Engineers, All Other 8. Electrical and Electronics Engineering Technicians 9. Electrical Engineers 10. Assemblers and fabricators, all other 	<p><u>Manufacturing</u></p> <p>Four out of twelve of the region’s significant industries are manufacturing-focused. Although employment in this sector has declined considerably over the long term, it remains an important segment of the region’s economy.</p> <p>The <i>Fabricated metal product manufacturing (NAICS Industry 332)</i> industry experienced employment growth of 7.4% (+200 jobs) between 2013 and 2018.</p> <p>This is the highest rate of growth among the ten labor market regions in the state. The industry paid above average annual wages (\$53,900) in 2018. Although employment in <i>computer and electronic product manufacturing (NAICS Industry 334)</i> declined from 2013 to 2018, it still provides a relatively large number (8,100) of high-paying jobs throughout the Southern Tier. The average annual wage (\$89,600) was well above the all industry average annual wage (\$49,200) in 2018. The most common occupations in the industry include assemblers, inspectors, testers and engineers.</p>

SOUTHERN TIER

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<p>Manufacturing (continued)</p>			<p><u>Transportation Equipment Manufacturing</u></p> <ol style="list-style-type: none"> 1. Assemblers and fabricators, all other 2. First-Line Supervisors of Production and Operating Workers 3. Inspectors, Testers, Sorters, Samplers, and Weighers 4. Industrial Engineers 5. Welders, Cutters, Solderers, and Brazers 6. Mechanical Engineers 7. Laborers and Freight, Stock, and Material Movers, Hand 8. Industrial Production Managers 9. Shipping, Receiving, and Traffic Clerks 10. Buyers and Purchasing Agents <p><u>Miscellaneous Manufacturing</u></p> <ol style="list-style-type: none"> 1. Assemblers and fabricators, all other, including team assemblers 2. Laborers and Freight, Stock, and Material Movers, Hand 3. Sales Representatives, Wholesale and Manufacturing 4. First-Line Supervisors of Production and Operating Workers 5. Welders, Cutters, Solderers, and Brazers 6. Dental Laboratory Technicians 7. General and Operations Managers 8. Buyers and Purchasing Agents 9. Mechanical Engineers 10. Customer Service Representatives 	<p>Employment in the region’s <i>transportation equipment manufacturing (NAICS Industry 336)</i> sector expanded between 2013 and 2018. The industry grew by 16.2% (+600 jobs) over the period. Since these jobs paid an average wage of \$72,600 per year in 2018, the impact of expansion in this sector creates a ripple effect throughout the economy.</p> <p>Employment in <i>miscellaneous manufacturing (NAICS Industry 339)</i> grew by 8.3% (+100 jobs) between 2013 and 2018 and paid above average wages (\$54,800) in 2018. This industry is expected to expand even more (280 jobs, 21.2%) through 2026. The Southern Tier is the only labor market region in New York State expected to experience job growth in this industry between 2016 and 2026.</p>

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<p>Marketing, Sales and Service</p>	<p>New York State’s Jobs Express lists 5,500 openings throughout the Southern Tier in a range of industries and levels of skills, with Sales and Related having 609 openings.</p>	<p>Top Executives Advertising, Marketing, Promotions, Public Relations, and Sales Managers (10%)</p> <ul style="list-style-type: none"> - Marketing Managers - Public Relations and Fundraising Managers <p>Operations Specialties Managers (10%)</p> <ul style="list-style-type: none"> - Computer & Information Systems Managers - Financial Managers - Transportation, Storage, and Distribution Managers 		
<p>Science, Technology, Engineering & Mathematics</p>	<p>In the clean energy sector, a major challenge is the global race for development and application of battery technology in multiple arenas ranging from personal autos and last mile delivery trucks, to transportation initiatives being undertaken by UBER, avionics, military application, and locally made products such as forklifts. The battery technology business sector currently is dominated by Asian markets, and an investment in the U.S. presence is paramount in this major industrial wave. NYS’s commitment to clean energy together with its leading R&D efforts positions it well as a potential magnet for business development. There also will be a need to address long-term challenges with the development of battery recycling businesses. At the same time, the rapid growth in energy storage projects is resulting in an increasing demand for a strong and qualified supply chain.</p>	<p>Computer and Mathematical Occupations Mathematics Science Occupations (20%)</p> <ul style="list-style-type: none"> - Operations Research Analysts <p>Architecture and Engineering Occupations Engineers (13%)</p> <ul style="list-style-type: none"> - Civil Engineers - Electrical Engineers - Electronics Engineers, Except Computer - Environmental Engineers - Industrial Engineers - Materials Engineers - Mechanical Engineers <p>Drafters, Engineering Technicians, and Mapping Technicians (11%)</p> <ul style="list-style-type: none"> - Electrical and Electronics Drafters - Civil Engineering Technicians - Industrial Engineering Technicians - Mechanical Engineering Technicians - Surveying and Mapping Technicians 	<p><u>Professional, Scientific and Technical Services</u></p> <ul style="list-style-type: none"> • Mechanical Engineers 	

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<p>Science, Technology, Engineering & Mathematics (continued)</p>	<p>The average wage in the life science industry increased almost 25% from 2011 to \$94,115 in 2017. The total regional employment increased 2.3% to 4,900 jobs since 2016.</p>	<p>Life, Physical, and Social Science Occupations</p> <p>Life Scientists (13%)</p> <ul style="list-style-type: none"> - Animal Scientists - Food Scientists and Technologists - Soil and Plant Scientists - Biochemists and Biophysicists - Zoologists and Wildlife Biologists - Conservation Scientists <p>Physical Scientists (12%)</p> <ul style="list-style-type: none"> - Physicists - Chemists - Environmental Scientists and Specialists, Including Health <p>Social Scientists and Related Workers (12%)</p> <ul style="list-style-type: none"> - Clinical, Counseling, and School Psychologists <p>Life, Physical, and Social Science Technicians (10%)</p> <ul style="list-style-type: none"> - Agricultural and Food Science Technicians - Biological Technicians - Environmental Science and Protection Technicians, Including Health 		

SOUTHERN TIER

REGIONAL ECONOMIC LABOR OUTLOOK ALIGNMENT

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<p>Transportation, Distribution & Logistics</p>	<p>The Southern Tier Regional Economic Development Council is focused on advanced manufacturing, in particular the growing transportation, clean energy and industrial hemp industry sectors, that will result in the Southern Tier being recognized as a destination for manufacturing business development, distinguished by its concentration of multi-national anchor companies, advanced infrastructure to support innovation and technology, rich education and research resources, specialized skilled workforce and vibrant communities.</p> <p>In 2017, there were 9,466 jobs in the distribution sector, which represented a 4% increase since 2011. Wages increased nearly 14% since 2011 to \$60,166 in 2017.</p>		<p>Warehousing and Storage*</p> <ol style="list-style-type: none"> 1. Laborers and Freight, Stock, and Material Movers, Hand 2. Stock Clerks and Order Fillers 3. Packers and Packagers, Hand 4. First-line supervisors of transportation and material moving workers, except aircraft cargo handling supervisors <p><i>* Due to confidentiality, only top 4 occupations are available for this industry</i></p>	<p>Transportation and Warehousing</p> <p>The <i>warehousing and storage (NAICS Industry 493)</i> industry is part of the broader transportation and warehousing sector. Jobs within this industry account for a relatively small share of total employment in the region, but the impressive growth rate (62.5%; +500 jobs) and favorable employment outlook are the reasons this industry made the list.</p>

¹ 2019 Progress Report - SOUTHERN TIER REGION ECONOMIC DEVELOPMENT COUNCIL <https://regionalcouncils.ny.gov/sites/default/files/2019-10/2019STREDCProgressReportwDRI.pdf>

² New York State Department of Labor Long-Term Industry Employment Projections, 2016-2026 <https://labor.ny.gov/stats/2016-2026-Statewide-and-Regional-Long-Term-Occupational-Projections-with-Separations.xls>

³ 2019 Significant Industries* - New York State Department of Labor <https://www.labor.ny.gov/stats/PDFs/Significant-Industries-Southern-Tier.pdf>

* Twelve industries are designated as “significant” in the Southern Tier. Eight of these industries experienced an increase in employment between 2013 and 2018. In addition, half of these industries employed at least 8,000 during 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 \$49,200 in 2018); or strong expected growth through 2026. A broad set of industries were identified for this report. They fall into six major industry groups: construction; manufacturing; transportation and warehousing; professional and business services (which primarily sell to other businesses); educational services; and health care services.