



**Agriculture
and Markets**

New York State Dairy Think Tank - Workforce /Processing Pillar

Priority Pillar Discussion Update and Next Steps

New York State - Dairy Think Tank Recap

The four areas the Dairy Think Tank asked the Department to focus on, listed in priority order, are as follows:

1. **Processing Expansion/Workforce Development: Develop new or expand business opportunities. Workforce, all levels, very difficult to find and retain.**
2. Government Partnership: Who do we want to partner with and why, is the partnership feasible?
3. Industry Support: What is the industry doing or thinking of doing? What synergies already exist?
4. Branding/Marketing: NY Grown and Certified future expansion? Consumer connection? How do they intersect?

Dairy Think Tank Priority - Workforce/Processing – “Action” Statements

- Understand the dairy industry’s workplace needs, devise a strategy to retain the current workforce and develop programs that entice the future workforce to work in the dairy industry
- Work to help attract and relocate new investment, and processing in the region. Use those opportunities to displace out-of-state/ imported products to spur economic regional growth and satisfy consumer demands/desires

8/11/21: Multi-Agency Cayuga Milk Ingredients & Aurora Ridge Group Educational Visit



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New York State
EDUCATION DEPARTMENT

Knowledge > Skill > Opportunity



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**Department
of Labor**



AURORA RIDGE GROUP
AURORA, NEW YORK

Aurora Ridge
Dairy

Dugan Farms

Aurora-
Oakwood
Dairy



10/14/21: Four Specific Agencies Presented to the DTT an overview of their programs



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Career and Technical Education in NYS

How NYSED-approved CTE programs benefit students and the workforce.

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Topics Covered

- Agency Overview
 - Specific divisional overview
- Overview of workforce development programs within your division (program)
 - Breakdown of specific agricultural related programs currently available, including funding streams, if applicable
 - Breakdown of specific food manufacturing related programs currently available, including funding streams
- Relevant statistics related to your workforce development program (by region if available)
- Description of new initiatives
- Proposed action items & next steps

Dept of Labor – Proposed action items previously shared by DTT

- DTT to develop a list of "typical" jobs, broken down by tasks, that need to be filled
 - Developing a survey that is geared toward dairy industry needs, dairy associations were volunteered to assist with this effort
- Compare tasks with apprenticeship programs already in place
- Consider piloting apprenticeships already approved by DOL at other food facilities and farms
- Funding:
 - Make Ag a high priority need. Funding should go to pay for credit and no credit instruction. Current funding available for food manufacturing that Ag could be included/continue to be included in \$5000 SUNY grant (already eligible for)
 - \$5000 funding that comes through workforce agencies (or better yet, allocate it through the co-ops—allow Cayuga Marketing as the group sponsor to manage "x" amount of money per apprentice for tuition assistance).
- Need more promotion of enrolling in DOL apprenticeship programs – *DOL is working on a video right now on this*
- Need more group sponsors e.g. more dairy cooperatives, more dairy businesses, etc.
- DOL to provide training and support to HR reps from participating businesses to act as a resource for those in the program

SED – Proposed action items previously shared by DTT

- Biggest take home-multiple engaging and immersive exposures that build as the student ages. There is not a short cut for real life experiences for students. We cannot ask someone to make a career type commitment without experiencing the type of job first“
 - Career Camps with curriculum guidance and financial support for materials including Makerspace camps for Elementary and Middle School, summer day camps-Middle school focused, possible HS focused types of camps
 - Promote tech education (PR/Educational Awareness for high-school counselors, parents, students)
- Provide training aids to guidance counsellors to understand how different educational pathways lead to x,y,z types of jobs in the dairy industry
 - Host interactive career days and other similar types of opportunities with local dairy business types
 - Host open interview job fairs at HS before graduation-ability for dairy businesses to come and interview interested seniors
- Provide apprenticeship transition support for new apprentices-particularly those that might be leaving HS entering the workforce (just like you have orientation at a college)
- Rebrand BOCES to entice higher enrollment – “Career & Technical Education”

SUNY – Proposed action items previously shared by DTT

- Add flexibility to the Ag Education teacher requirements
- See if foundational apprenticeship curriculum requirements for the food industry can be shared among SUNY schools
- Further develop/require the use of internships across all SUNY schools by engaging with NYS businesses to result in students being hired right after their 2-4 year degree program.
- Create an understanding of what SUNY schools offer agriculture/food science programs and share that widely within the food and beverage industries in NYS, including dairy.
- Create condensed (1-2 week-long) workshops/bootcamps “food front-line and farm laborer” certificate programs to fulfil the needs of the ag and food industries

Suggested Next Steps

- Build an agency specific catalogue of “industry needs”:
 - Workforce development programs available, with links, broken into blocks for each job type:
 - E.g. entry level/front-line, technical, maintenance, mid-level manager, manager, executive. See tables for examples
 - Resources available, with links
 - Contact information for each program/agency/resource

DAIRY FARM WORKFORCE NEEDS

Job Role	Dairy Farm Laborer	Dairy Farm Herd Manager	Dairy Farm Technical Expert	Dairy Farm Manager
Agency Resource	SED – Ag in the Classroom	SED – Ag in the Classroom (list schools)	SED – Ag in the Classroom (list schools)	SED – Ag in the Classroom (list schools)
Agency Resource	DOL – Apprenticeship (provide link to page)		SED - BOCES (list schools & courses)	
Agency Resource	On-the job experience	SUNY – (list schools & courses, online, in-person)	SUNY – (list schools & courses, online, in-person)	SUNY – (list schools & courses, online, in-person)
Agency Resource	BOCES	SUNY - internship		SUNY - internship

DAIRY/FOOD MANUFACTURING PLANT WORKFORCE NEEDS

Job Role	Front-line production worker (food processor, fork-lift, receiving)	Technical Engineering/ Controls Expert	Quality/ Safety Technical Expert	Mid-Level/ Plant Manager
Agency Resource	SED – Ag in the Classroom	SED – Ag in the Classroom (list schools)	SED – Ag in the Classroom (list schools)	SED – Ag in the Classroom (list schools)
Agency Resource	DOL – Apprenticeship (provide link to page)	DOL – Apprenticeship (provide link to page)	SED - BOCES (list schools & courses)	
Agency Resource	On-the job experience	SUNY – (list schools & courses, online, in-person)	SUNY – (list schools & courses, online, in-person)	SUNY – (list schools & courses, online, in-person)
Agency Resource	BOCES	SUNY - internship	SUNY - internship	SUNY - internship

Questions?

