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?

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

<table>
<thead>
<tr>
<th>Job Role</th>
<th>Dairy Farm Laborer</th>
<th>Dairy Farm Herd Manager</th>
<th>Dairy Farm Technical Expert</th>
<th>Dairy Farm Manager</th>
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</thead>
<tbody>
<tr>
<td>Agency Resource</td>
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### DAIRY/FOOD MANUFACTURING PLANT WORKFORCE NEEDS

<table>
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<tr>
<th>Job Role</th>
<th>Front-line production worker (food processor, fork-lift, receiving)</th>
<th>Technical Engineer/Controls Expert</th>
<th>Quality/Safety Technical Expert</th>
<th>Mid-Level/Plant Manager</th>
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Questions?