



**Agriculture
and Markets**

New York State Dairy Think Tank

Workforce Development Update and Next Steps

NYS Dairy Think Tank Recap

Dairy Think Tank asked the Department to primarily focus on:

1. Workforce development:

- Action Statement: 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.

2. Processing expansion:

- Action Statement: 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.

Topics Covered During March Meeting

- Overview of workforce development efforts at SUNY Cobleskill
- Review of U.S. Department of Labor's annual projections of employment for dairy processing
- Presentation of action items
- Update on workforce development surveys
- Economic development update
- Open Discussion:
 - CLCPA
 - Goals & direction of the Think Tank

SUNY Cobleskill Presentation

- Farm and Food Business Incubator and Accelerator
 - Delivers comprehensive business development services and support to promising businesses
 - Provides access and support in using SUNY Cobleskill facilities
- Dairy Processing Center
 - State-of-the-art facility designed to process campus dairy products and assist regional dairy producers in developing and piloting novel and traditional value-added products.
 - Capabilities: HTSE pasteurization; fluid milk; cheese, yogurt & ice cream; batch processing & new product development; homogenization; separation; product packaging
- Agribusiness Research and Workforce Innovation Hub
 - An “agricultural bridge” for sustainable food production between the college and community
- Academic Opportunities for SUNY Cobleskill Students
 - Dairy Production and Management (AAS)
 - Dairy Production Associates Degree
 - Exploratory courses under Culinary Arts
 - Newly created Business, Food Service and Agricultural Management Department



U.S. Department of Labor's Annual Projections of Employment for Dairy Processing

- Data indicates a 0.90% increase in dairy manufacturing occupations from 2020 - 2030.

Occupation Title	2020 Employment		Projected 2030 Employment		Employment Change, 2020-2030	
	thousands	percent	thousands	percent	thousands	percent
Total, all dairy manufacturing occupations	152.1	100.00	153.5	100.00	1.4	0.90

- Data indicates a 3.90% increase in food processing occupations from 2020 - 2030.
 - Dairy product manufacturing occupations are projected to increase by 1.30%.

Industry Title	2020 Employment		Projected 2030 Employment		Employment Change, 2020-2030	
	thousands	percent	thousands	percent	thousands	percent
food processing worker employment	821.1	100.00	853.1	100.00	31.9	3.90
Manufacturing	450.6	54.90	473.6	55.50	23.0	5.10
Dairy product mfg	25.0	3.00	25.3	3.00	0.3	1.30

**Based on a production-based pro-rata share of the national projection, these data imply about 10 new NY dairy manufacturing jobs per year. This number does not reflect total job openings, which would also account for turnover rates.*

Short-Term Action Items

<u>Action Item</u>	<u>Status</u>	<u>To Do</u>
1. Understand the workforce development programs NYS currently has in place.	Cornell, SED, DOL, SUNY system and SUNY Cobleskill have presented an overview of the current NYS Workforce/Education Programs.	<u>Goal:</u> Reach out to other schools and invite them to present information about their programs at future DTT meetings.
2. Develop a list of typical jobs, broken down by tasks, that need to be filled. Determine how many jobs are currently open in NY's ag industry and how many will be open in the next 2 - 5 years.	Three surveys were developed and sent to dairy farmers, dairy processors and milk haulers to assess each sector's workforce needs.	<u>Goal:</u> Discuss results of survey and identify workforce needs of the industry using survey results. <u>Goal:</u> Develop final list of jobs, tasks and skills that need to be filled using survey results.
3. Compare tasks and jobs gathered from survey with existing apprenticeship programs.	AGM and DOL are working together to get the full list of existing ag-related apprenticeship programs. Find existing registered apprenticeship programs that are not ag-specific, but could be used by ag industry, based on the list of skills and jobs that need to be filled that was created using survey results.	<u>Goal:</u> Share with group for discussion as potential "model apprenticeships" for the ag industry.
4. Promote agriculture apprenticeship programs through promotional materials and videos.	AGM and DOL have agreed to partner to create promotional videos highlighting jobs and opportunities in NY's dairy industry. List of filming locations has been established and is currently being vetted. Once vetted, visit potential filming locations to create video.	<u>Goal:</u> Present video to group, share widely with ag industry and state agencies to encourage interest in ag careers in the future.

Mid-Term Action Items

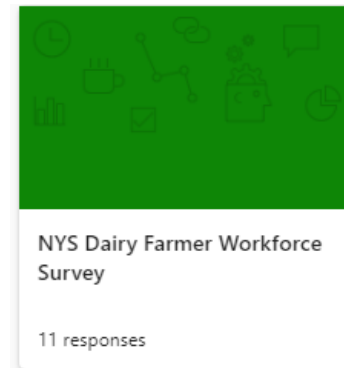
<u>Action Item</u>	<u>Status</u>	<u>To Do</u>
1. Determine related instruction for registered apprenticeship programs (dairy specialist/plant maintenance).	Work with SUNY to identify providers across the state for the related instruction.	<u>Goal:</u> Have conversations with industry stakeholders to determine interest in being a sponsor for dairy specialist and/or plant maintenance apprenticeship.
2. Create an understanding of which SUNY schools offer agriculture/food science programs and share that widely within the food and beverage industries in NYS, including dairy.	SUNY provided a list of all agriculture and food science programs at its schools.	<u>Goal:</u> Create a multi-layered map of 3rd level school locations, courses available, as they relate to the location of processing plants and dairy farms.
3. Create a designated ag workforce development specialist at AGM.	<p>Having internal discussions at the agency on how to make this happen.</p> <p>2022 SOTS Proposal: Overhaul the State’s Workforce Development Efforts to Focus on Region Specific Employment Needs: Governor Hochul will create the Office of Workforce and Economic Development. This effort will be managed by ESD and run through the State’s REDCs, in conjunction with DOL, SUNY, and CUNY. The new Office will help identify employer needs early and train New Yorkers to meet these needs.</p>	<u>Goal:</u> Fill the ag workforce development specialist position at AGM. Once filled, connect that person with DTT, DOL, SED, and the new Office of Workforce and Economic Development that will be housed at ESD.

Workforce Surveys

- Formed subgroups to create surveys for dairy farmers, dairy processors and milk haulers.
- Some questions asked in the surveys include:
 - How many individuals with different educational/experience backgrounds would you be able to hire right now, and what is the rough estimate of hourly base pay rate?
 - How many jobs in each position do you need to right fill right now, and how many do you expect to need in the next 2-5 years?
 - Which skills are most needed in your organization?
 - Are you interested in exploring partnering with your local high schools, community colleges, universities or NYS DOL to identify potential job candidates?

Workforce Survey Responses

- Surveys were completed using Microsoft Forms and links were sent out beginning in late February.
- Results so far:
 - Dairy Farmers: 11 responses
 - Dairy Processors: 9 responses
 - Milk Haulers: 9 responses
- We need as much participation as possible to get results that accurately represent the current state of the dairy industry workforce. Please help us improve responses by sharing links with your contacts!
- I will share survey links with the group in an email after today's meeting.



Economic Development Update

- Ozzie Orsillo and Tim Cronin spoke about Northeast Dairy Food Association's economic development efforts and BelGioioso's recent expansion experience.
- Giovanni Holmquist from Empire State Development provided an update on economic development programs and projects:
 - Fast NY Shovel-Ready Grant Program: ESD will provide up to \$200 million in grants to prepare and develop shovel-ready sites statewide for large employers, including high-tech projects and other manufacturing, warehousing, distribution and logistics businesses. ESD is currently in the process of developing more detailed FAST NY program guidelines.
 - Great Lakes Cheese: New 486,000 square-foot facility in Franklinville will create and retain jobs and double company's milk consumption.
 - La Fermière: New 45,000 square-foot facility in Batavia will create jobs and increase state's processing capacity. Company's unique products will not create competition with other processors.

Open Discussion

- How does the CLCPA fit with the Dairy Think Tank (open comment period ends on May 1st)?
 - CLCPA presentation today.
- Overall objective of the Dairy Think Tank should be to create a cohesive pathway for individuals to enter the dairy industry, starting from early education and continuing throughout entire education.
 - Many of our action items are helping to build that cohesive pathway.
 - Subgroup has been formed and developed a list of action items to create this pathway.
- Important point: Dairy Think Tank needs to focus on where the NYS dairy industry wants to be in 20 – 30 years and how we can develop the next generation of think tank people to keep the dairy industry viable in NYS.

Questions?

