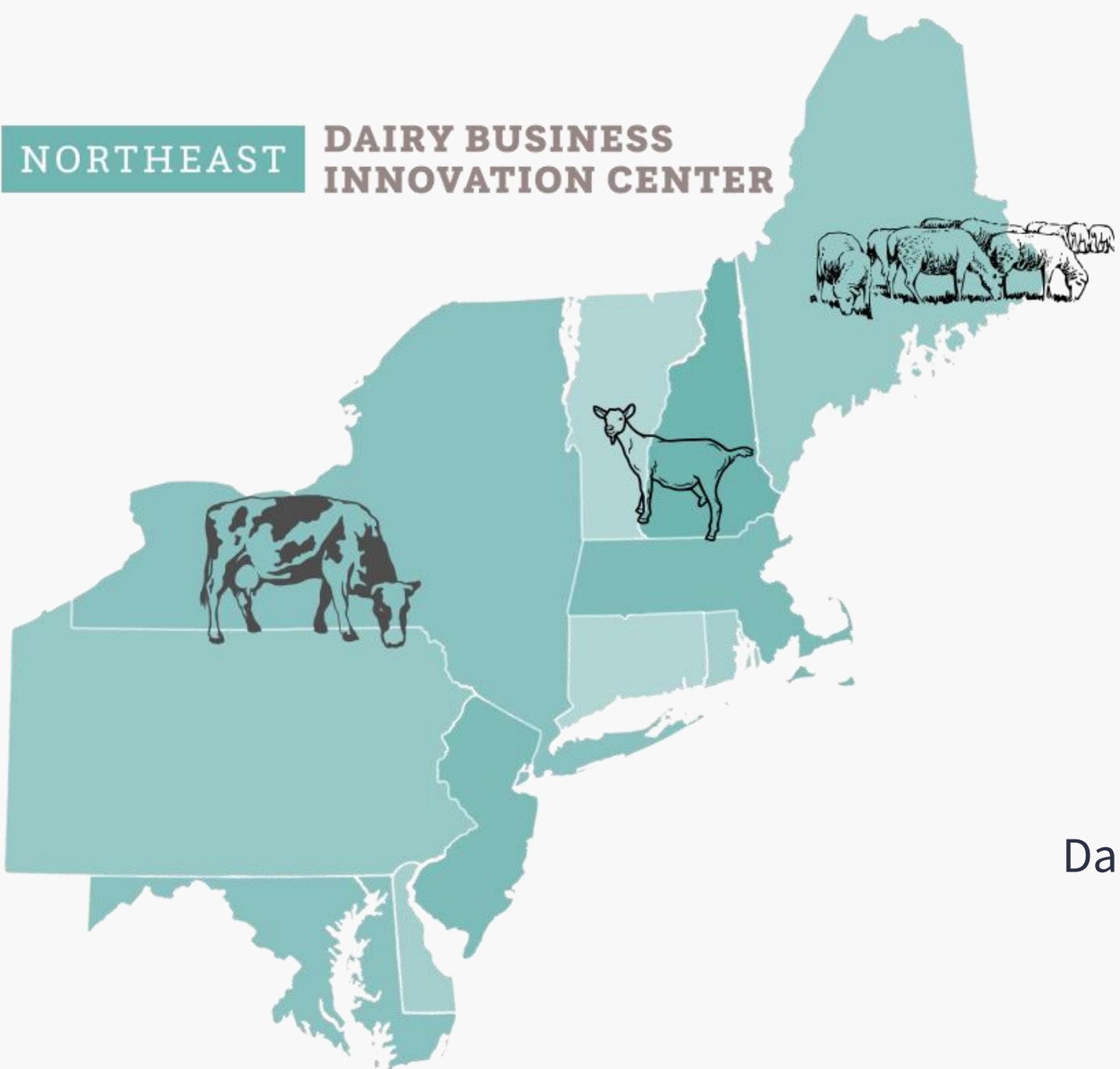


NORTHEAST

DAIRY BUSINESS
INNOVATION CENTER



Workforce Impact Fund

2024

Laura Ginsburg
Dairy Strategy & Innovation Manager


Funding Totals

- Funds received to date - \$49.27 million
- Applications Received – 910
- Total Request – \$75.4 million

- Total Awards – 333
- Total Funds – \$31+ million
- Average Award – \$93,200



NE-DBIC Represents Dairy Farm Diversity

- New York is 5th in the nation for total milk production
 - Vermont has highest % of dairy sales of total ag receipts of any state in the US at 63%
 - Rhode Island is 48th for milk production
 - Northeast is only region in the US where every state's average herd size is less than 250
 - Region has high percentage of organic farms as a proportion of total number of farms
- 



Investment Priorities

Investing in farms and processors to promote the development, production, marketing, and distribution of dairy products supported by market research and technical assistance.

1. Connection to Consumers
2. Business Management
3. Support for Rural Communities
4. Leadership in Climate-Forward Strategies

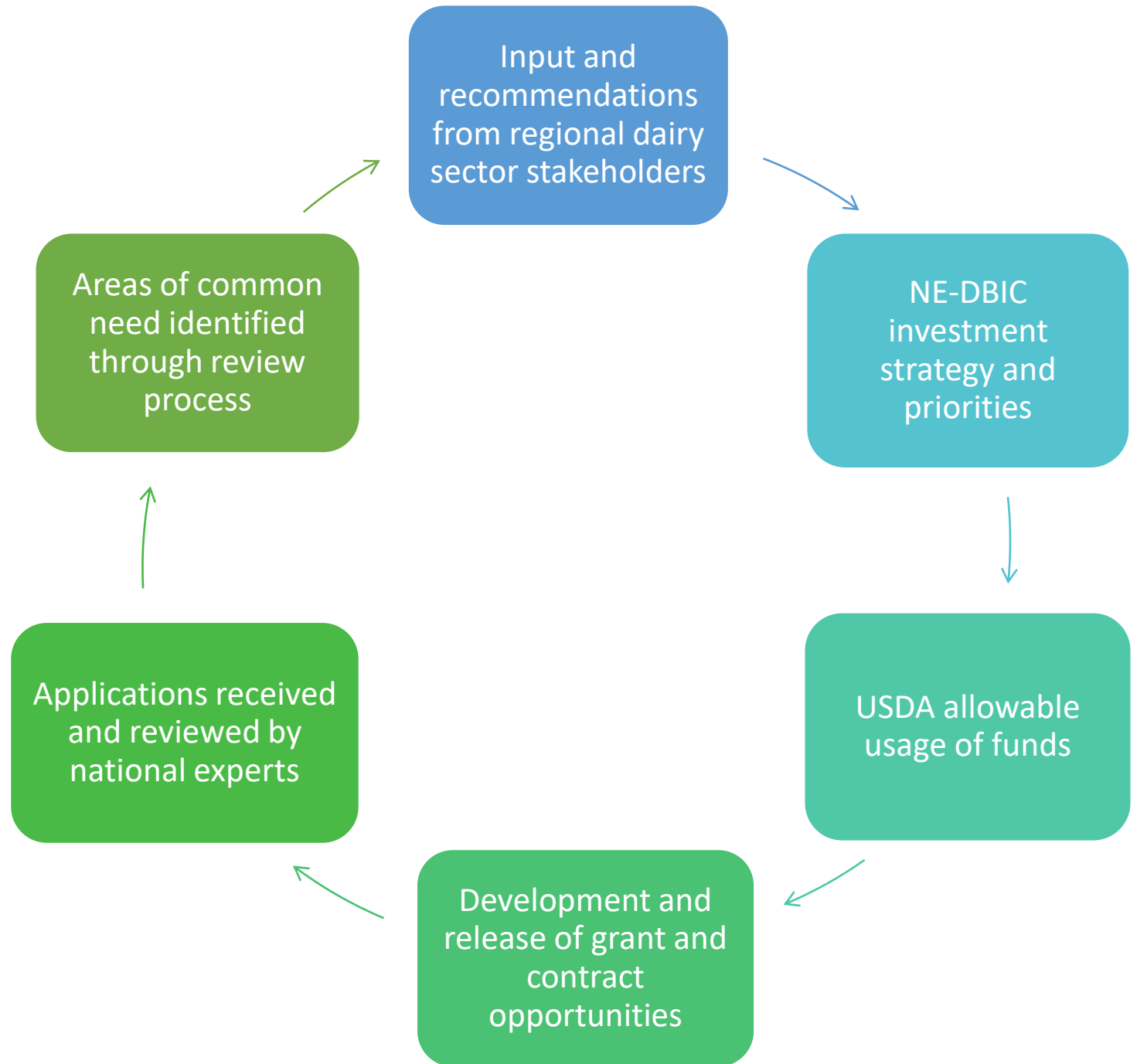


Investment Strategy

The NE-DBIC utilizes funds to serve dairy businesses that are representative of the diversity found in the Northeast.

Our awards provide the necessary investment to help businesses reach their goals and achieve increased success.

Investment Priorities to Funding Opportunities

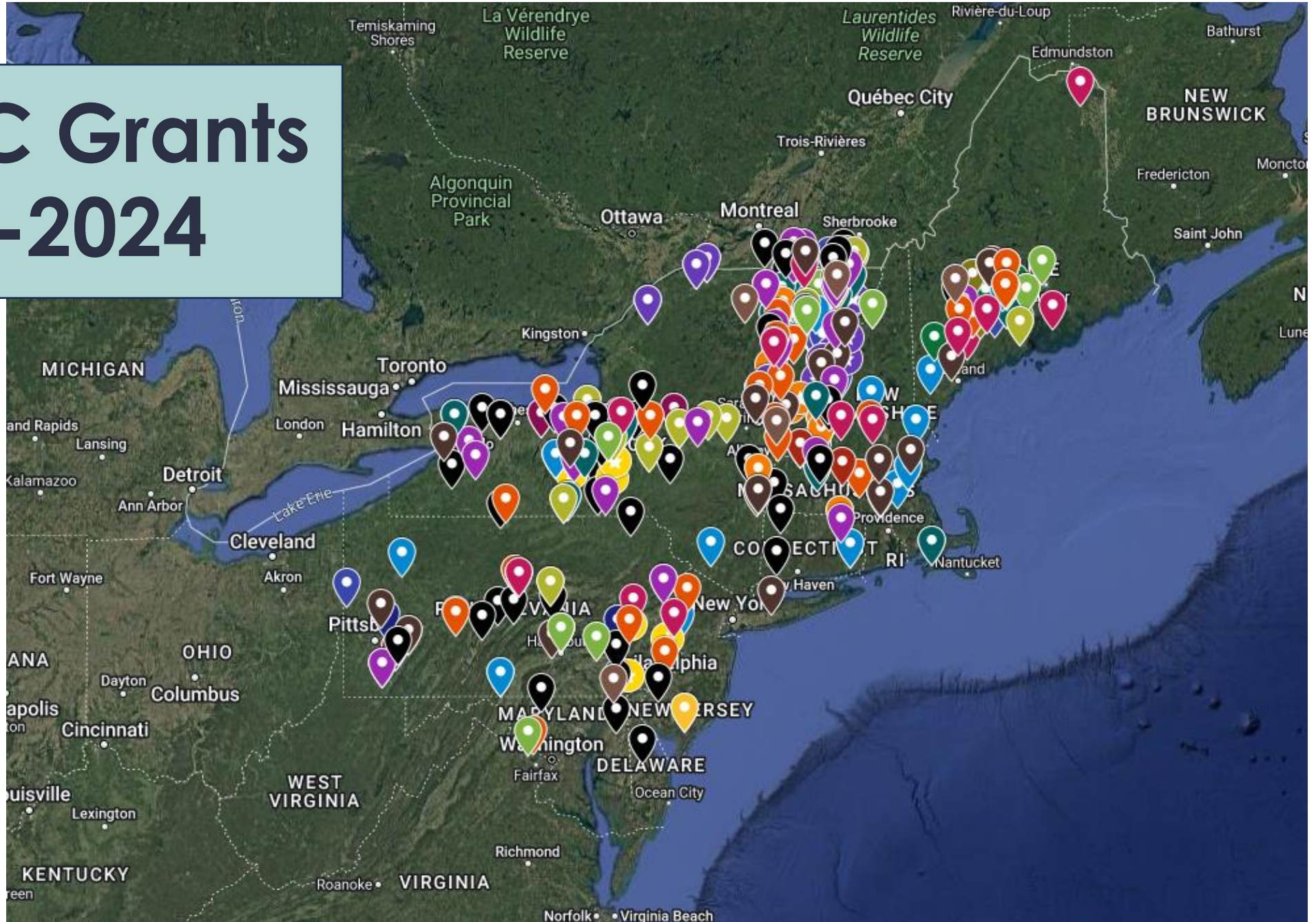


NE-DBIC has awarded a total of 333 projects with \$31+ million in funds

By the end of 2024, another \$4+ million will be awarded



NE-DBIC Grants 2020-2024





Dairy Workforce Impact Fund

2024

Why focus on workforce?

- Identified in 2019/2020 as an issue of concern, post-pandemic was even more acute
- Most processors are currently understaffed
- Most farms do not have a succession plan
- Pinpoint root causes of the issue
- Ascertain related issues that impact workforce



Study Methods

Development of three issue briefs

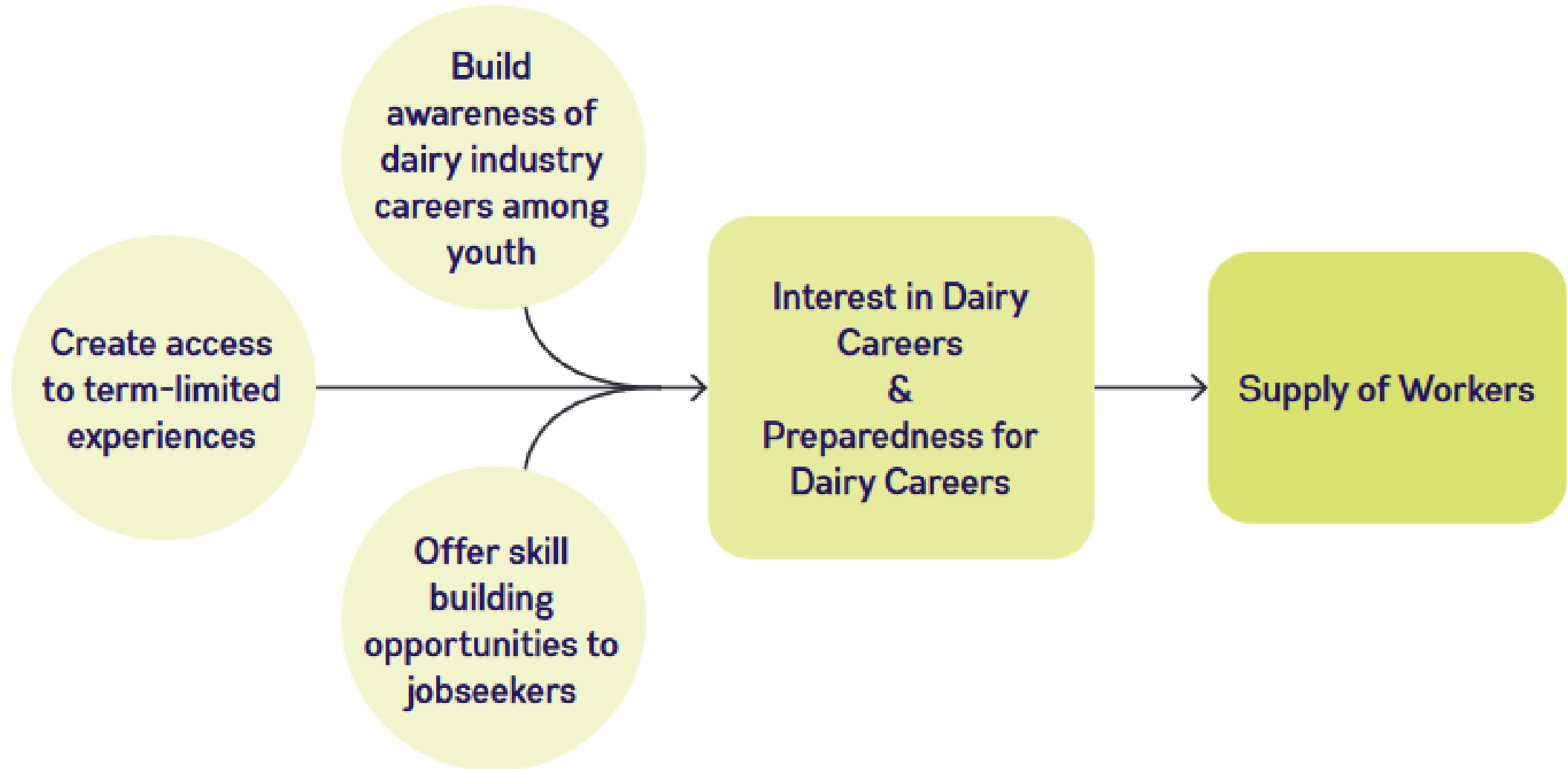
- Building a pipeline of reliable workers
- Develop clearly articulated career pathways to increase retention
- Business services to develop existing management

Employer roundtable to test hypotheses

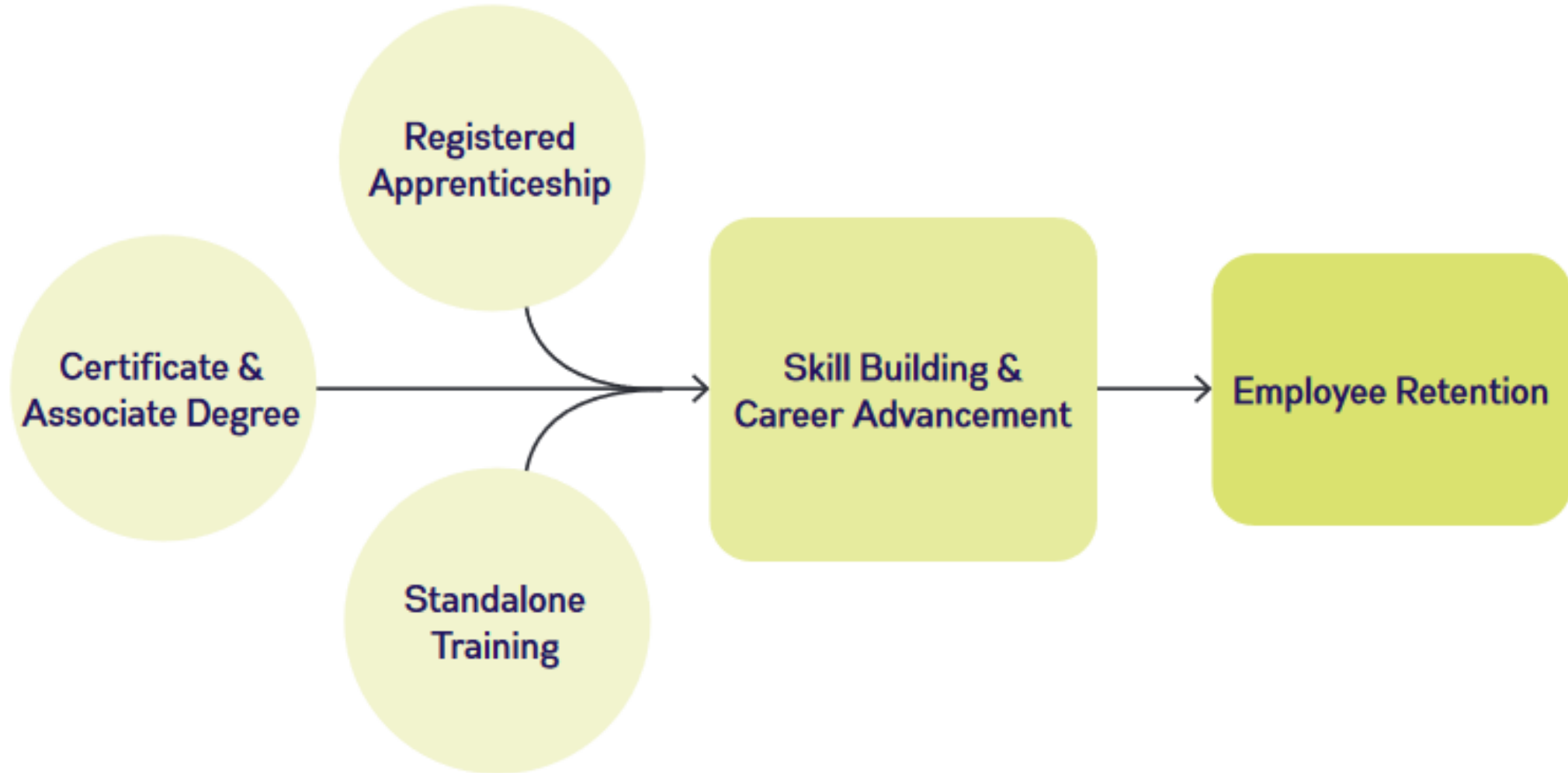
Registered Apprenticeship leader's roundtable

Conversations with subject matter experts

PIPELINE DEVELOPMENT TO INCREASE THE SUPPLY OF DAIRY WORKERS



ASSETS AND RELATIONSHIPS IN WORKER TRAINING AND EMPLOYEE RETENTION



BUSINESS SERVICES AND SUPPORTS TO INCREASE EMPLOYEE RETENTION

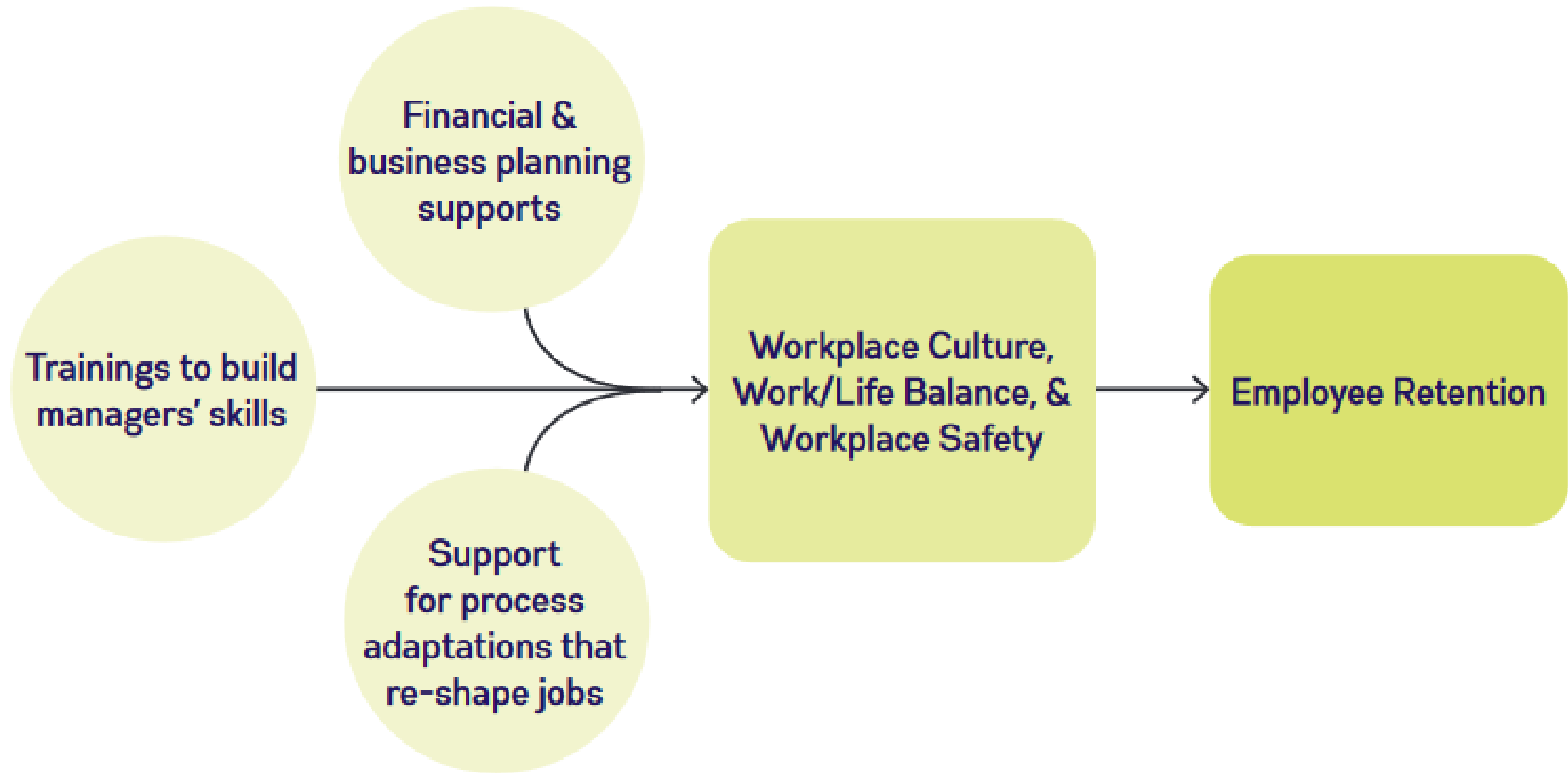


FIGURE 2. LOCATION QUOTIENTS (INDUSTRY STRENGTH) BY SUBSECTOR AND STATE

Industry	CT	DE	ME	MD	MA	NH	NJ	NY	PA	RI	VT
Goat Farming	0	0	0	0	0	0	0	0.4	0.3	0	30.6
Ice Cream and Frozen Dessert Manufacturing	19	0.5	0.9	25	1	0.7	0.5	0.9	16	0.5	11.2
Dairy Cattle and Milk Production	0.4	0.2	12	0.3	0.1	0.6	0	12	0.9	0.1	7.6
Fluid Milk Manufacturing	0.7	0.2	14	0.8	0.6	22	0.5	18	15	0.4	7.3
Dry, Condensed, Evaporated Dairy Product Manuf.	0	0	0	0.4	0.5	0	0.2	0.5	0.2	0	7.1
Cheese Manufacturing	0.3	0	0.2	0.1	0	0.2	0.6	0.9	0.7	0.1	4.4
Creamery Butter Manufacturing	0.7	0	21	0	0	0	0	0.1	21	0	3.8
Sheep Farming	0.4	0	0.3	0.3	0.1	0.7	0.1	0.7	0.5	0	3.7

Impact Fund

Recommendations on how the NE-DBIC invests in regional workforce development

CATALYZE

Invest in piloting, strengthening, and increasing the reach and impact of effective regional workforce initiatives

CONVENE

Bring stakeholders together for targeted peer-to-peer learning and collaborative problem-solving

PRIORITIES

The Fund will advance the following four priority areas:



Strengthen the Pipeline: Expand the pipeline of new entrants to the industry



Build Skills and Career Opportunities: Elevate training and programs that increase worker career opportunity and pathways



Increase Worker Retention: Invest in workplace culture and management to improve worker experience and increase retention



Decrease Barriers: Decrease barriers to participation in dairy industry jobs and training programs, for current employees and new entrants to the industry

For each priority area, specific strategies that emerged in the course of this research are included for illustrative purposes.



CATALYZE: INVESTMENT OVERVIEW

Investment	Amount
Directed	\$250,000
Center for Dairy Excellence's Dairy Herd Manager Apprenticeship Program	\$75,000
Cornell's Agricultural Supervisory Leadership Program	\$100,000
Anne Saxelby Legacy Fund's Extended Alumni Apprenticeship Program	\$75,000
Competitive Grants - Round 1	\$250,000
Competitive Grants - Round 2*	\$515,000
Total	\$1,015,000

*\$150,000 of Round 2 funds will be earmarked for the proposal that grows out of the Registered Apprenticeship Convene directed funds (described in more detail below).

CONVENE: INVESTMENT OVERVIEW

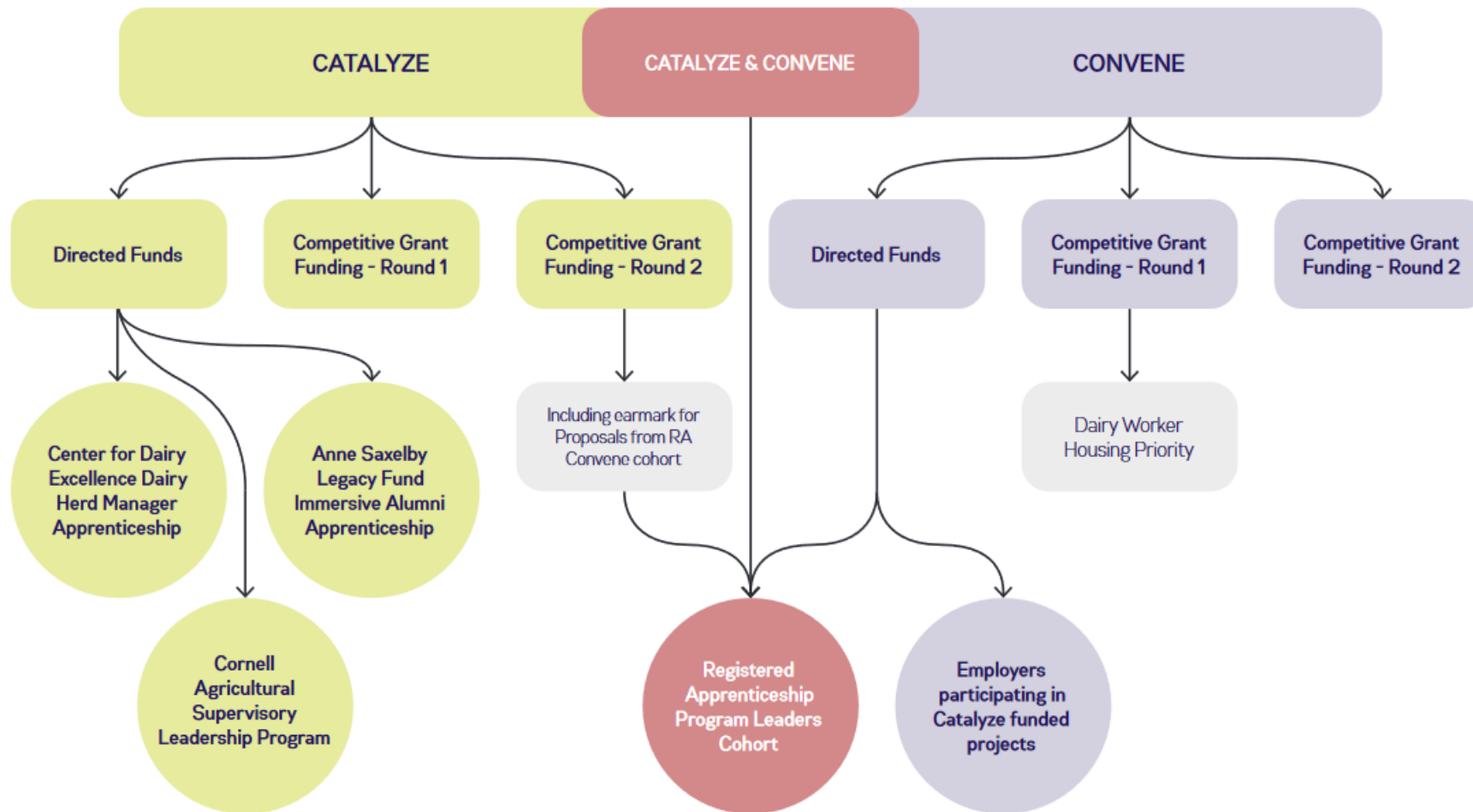
Investment	Amount
Directed	\$60,000
Registered Apprenticeship	\$50,000
Employers engaged in Catalyze-funded projects	\$10,000
Competitive Grants - Round 1*	\$40,000
Competitive Grants - Round 2	\$100,000
Total	\$200,000

*Priority will be given to Convene projects in Round 1 Competitive Grants that seek to address dairy farm and processor worker housing needs.



Credit: USDA

DAIRY WORKFORCE IMPACT FUND DIAGRAM



Consultant Support
Coordination and Facilitation



Contact

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