



HIGH-ROAD EMPLOYMENT

WORKFORCE

BUILDING PARTNERSHIPS

DEVELOPMENT

SAFE & INCLUSIVE WORKPLACES

INSTITUTE

EMPOWERING WORKERS

Strengthening New York's Workforce

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ABOUT US

The **Workforce Development Institute (WDI)** is a statewide non-profit that works to increase opportunities for all New Yorkers to succeed in the workforce while earning family-sustaining wages.

Our key partners include unions in the Building and Construction Trades, private and public sectors, community-based organizations (CBOs), education and training institutions, and employers in manufacturing, transportation, healthcare, and nonprofit.

These partnerships are built on our shared values of *High-Road Employment*. Together we create and support career opportunities that share common characteristics, including:

Family-sustaining wages appropriate to the work and pay increases as skills and experience grow.

Family-securing benefits including health insurance, retirement plans, paid leave, and education support.

A safe, healthy, and accessible workplace with predictable and/or flexible working hours, and access to training and necessary protective equipment.

Empowered workers who contribute to decisions about their work.

Opportunities to gain **new skills and advance** through internal and external training and resources.

Inclusive workplaces where all workers enjoy equal opportunity, are respected, and empowered.

Opportunity to derive **meaning, purpose, and personal alignment** with mission and culture.

Recruiting practices that **widen the doors of opportunity** by actively recruiting people from underrepresented communities, while limiting unnecessary educational and experience requirements.

We bring together partners creating job opportunities with those training the future workforce. This includes CBOs serving individuals from disadvantaged communities and priority populations. We broker these new relationships and then look for ways to support workers and employers to ensure people from all backgrounds can achieve economic self-sufficiency.

For working people, support can include training in the pre-requisites to qualify for a new job or to climb the career ladder. These may be foundational skills, technical competencies, or English language training. They may also include solutions to reduce the most common barriers workers face such as transportation and child care. Our ***Child Care Scholarship Program*** provides financial support to working families to offset child care costs and allow parents to spend on essential needs that contribute to their family's well-being.

Our support for employers ensures they have the skilled workforce they need to overcome challenges and prepare for the future. With growth and expansion in advanced manufacturing, energy, and beyond, this means understanding supply chain opportunities and anticipating the skills workers will need to capitalize on opportunities. This includes our priority to increase opportunities for Minority- and Women-Owned Business Enterprises and Service-Disabled Veteran Owned Businesses.

We are proud to share our vision and our recent work on the following pages. As challenges and opportunities continue to arise, we continue to evolve our partnerships and solutions to ensure New Yorkers can thrive in their careers.

We invite you to look for opportunities to join us as we work to Strengthen New York's Workforce.

ADVANCING HIGH-ROAD EMPLOYMENT

Each year we examine many workforce opportunities that have potential to make a significant impact. New York's commitment to clean energy goals and public/private investments to accomplish them have created a center of gravity to explore energy innovations.

The Southern Tier is continuing its legacy of energy innovation and emerging as a leader in energy storage systems. Initial projections estimate creation of more than 27,000 jobs in New York in the decade ahead.

These systems rely on various battery technologies and are indispensable to transportation, utilities, consumer goods, healthcare, and countless other industrial applications. The race is on worldwide for sustainable manufacturing, but New York has inherent advantages. We have a history of innovation in batteries, public and private colleges and universities at the leading edge of research, reliable infrastructure, and existing structures and partnerships with a spirit of collaboration that has led to significant federal, state, and local investments.

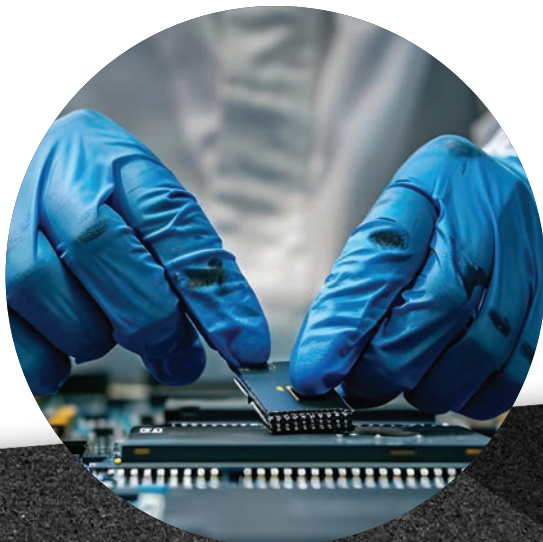
Building a battery manufacturing ecosystem is primed to create three parallel paths of opportunities:

Direct Employment: production, safety, product testing, quality control, research and development, engineering, operations, facilities, logistics.

Supply Chain: expanded opportunities in all the roles above in the production of components, supplies, and contracted services including IT and cybersecurity.

Building and Construction Trades: infrastructure build-out and improvements, site preparation, facility building, commissioning, and retrofitting.

As always, we measure success by the amount of inclusive, **High-Road Careers** created in this ecosystem. WDI plays various roles alongside our partners to reach this goal.



PARTNERSHIP

Activating our unique network and building new grassroots and statewide partnerships, including:

- OEMs and Supply Chain Businesses
- Manufacturing and Building Trades Unions
- Education and Training Providers including: K-12, CTE, BOCES, colleges, and CBOs
- Organizations serving individuals with barriers to employment

STRATEGIC ANALYSIS


Stay current on research and best practices from a variety of industry sources to complement regional information.

- Conduct needs assessments to understand the opportunity, existing assets, strengths, and challenges
- Learn about skills, safety and certification requirements, and jobs in ancillary industries
- Analyze data on job projections and wage trends

Our success is based on **collaborative workforce development** with our unique network of partners. We put this into practice in support of **regional and statewide priority areas** where assets and opportunities provide **inclusive pathways to High-Road Employment**. Here are some examples:


CAPITAL REGION

With the highest concentration of the public sector workforce, career opportunities will abound in the next decade.

 Removing barriers will improve recruitment and advancement where workers have a voice and family-securing benefits.


HUDSON VALLEY

The region is the crossroads of the Northeast corridor for logistics, with high-road jobs in commercial driving and construction of distribution centers.

 CDL acquisition opens opportunities for advancement in logistics, the public sector, and building and construction trades.


NEW YORK CITY

Building decarbonization work is estimated to create tens of thousands of jobs over the next decade.

 Creating pipelines through apprenticeship-readiness and pre-employment programs will ensure an inclusive workforce.


ROCHESTER & GENESEE VALLEY

OEMs and suppliers that make up the transit and automotive manufacturing sector have been the core of the regional economy for over a century.

 The sector supports thousands of jobs in the region and thousands more in the supply chain statewide.


CENTRAL NEW YORK

Building a semiconductor fab creates careers in direct employment, construction, and ancillary industries reaching beyond the region.

 The industry is expected to generate 9,000 direct jobs and 5,600 construction jobs in the coming decades.


NORTH COUNTRY

Support for the Forest Products Industry includes advanced skills for paper manufacturing and forest management.

 Jobs in this sector pay 17% higher than the regional average.


WESTERN NY

Infrastructure projects create opportunities for Building Trades Unions to work with CBOs to recruit people from underrepresented backgrounds.

 100% of union building trades apprenticeships offer earn-while-you-learn opportunities with predictable wage growth over time.

LONG ISLAND

Building trades unions, developers, and community organizations are training workers for careers in all facets of the renewable energy offshore wind industry.

 Offshore wind turbines contain as many as 8,000 sub-components, presenting supply chain opportunities statewide.

DEVELOPING THE FUTURE WORKFORCE

Ensuring an inclusive workforce by supporting:

- Pre-employment training
- Apprenticeship Readiness programs
- Career exploration and readiness
- Foundational skills

ENSURING SUCCESS

Providing workforce supports to overcome challenges faced by workers:

- WDI Child Care Scholarship Program
- Transportation solutions
- Language and other accessibility supports
- Mentorship

CAREER ADVANCEMENT

Ensuring the incumbent workforce has modern skills by supporting:

- Apprenticeship
- Technical Skill Training
- Leadership and Management Training



A HOLISTIC APPROACH TO MANUFACTURING

- Supporting training in technical, software, and analytical skills that are growing in demand
- Educating small and medium manufacturers on the opportunities in the offshore wind, high-speed rail, and semiconductor supply chain
- Providing expertise on *High-Road Employment* in a highly competitive labor market

WDI takes a holistic approach to manufacturing. It does not start and end on the factory floor. The sector relies on infrastructure, including energy production and transmission, water systems, roads, highways, bridges, rail, and ports. Construction jobs exist on site from site preparation through retooling and retrofiting. Bringing products to consumers requires trained drivers and operators at every step from the warehouse to our homes. Ensuring a trained workforce in each of these roles is key to the success of the sector.



New York's manufacturing ingenuity includes semiconductors, aerospace, defense, biotech, battery storage, transportation, food and beverage, pharmaceuticals, and beyond. The workforce is primed for further growth as businesses reshore operations and public and private partnerships make significant investments. As major developments make headlines, small and medium manufacturers need to prepare for roles in the supply chain to keep products made by New Yorkers.

We align our support to the skills that are in-demand today and in the future. In the past year, specific skill categories have appeared in high percentages of manufacturing job postings including Manufacturing Operations (87%), Machining and Machine Operation (42%), and Specialized and Technical Skills (75%). The vast majority of our support for manufacturers addressed one or more of these areas, with 88% of manufacturing workers impacted by our support gaining new skills to advance their careers. These projects include:

Pre-Employment Training – working with community-based organizations (CBO) and training providers on programs to provide foundational skills based on the needs of employers. This includes training in basic skills of industry, English language skills, and fundamentals of digital technology.

Incumbent Worker Training – working with individual employers, we support training for existing employees and new hires in technical skills, worker safety, and the development of internal training, including apprenticeships. This includes equipment maintenance, welding, CNC machining, design and production software, project management, and CDL.



Our Manufacturing Initiative has supported

1,600 projects

800+ manufacturers

**200+ unions and CBOs
in the past decade**

PARTNERING FOR A MORE INCLUSIVE WORKFORCE

- Providing training and workforce supports that reduce barriers for individuals from underrepresented backgrounds and disadvantaged communities
- Forging connections between employers and community-based organizations that create career pathways
- Encouraging new partnerships and vendor relationships to ensure opportunity reaches all New Yorkers

The core of New York's strength is our diversity of backgrounds, cultures, and experiences, but there is still work to be done to improve representation. We continue to ask the question: *who else should be at the table?*



50+ recent pre-employment projects have trained **1,700** individuals, including **26%** self-reporting as African American, **18%** as Hispanic/Latino, and **3%** as Asian American/Pacific Islander

We support our partners in their efforts to bridge inequalities based on race, gender identity, national origin, disability, veteran status, economic opportunity, geography, or lived experience. We help our partners widen the doors of opportunity by making connections to organizations training people from all backgrounds.

Our network of community-based organizations (CBOs), nonprofits, and training providers teach individuals about available opportunities, build life and career skills, and navigate challenges. We are a conduit for information about emerging careers to ensure awareness. We support training for foundational and technical skills and help close gaps of cultural or language barriers and digital literacy.

Starting a new job reveals challenges including transportation and child care. We broker conversations between employers, CBOs, and public and private entities to recognize that these challenges are not solely the responsibility of individuals. WDI is supporting pilot programs in transportation and promoting our **Child Care Scholarship Program** (see page 7) and county Child Care Assistance programs to help working people overcome these barriers.

Our commitment to inclusion extends to supporting growth and stability of certified Minority- and Women-Owned Business Enterprises (MWBE) and Service-Disabled Veteran Owned Businesses (SDVOB). We educate partners on the growing directories of resources and encourage consideration of new vendors for training, equipment, and services.

In the **New York State Cannabis Workforce Initiative (CWI)**, we draw our expertise from Cornell ILR and WDI to promote and support social equity in the adult-use cannabis market by providing quality workforce development and legal education. Our work prioritizes diversity and equity in the emerging cannabis industry through skills training, entrepreneurship services, workforce supports, legal education for employees and employers, and developing pathways to **High-Road Careers**.

1,100+

New Yorkers have earned our 15-hour Cannabis Career Exploration and Worker Rights Certificate.



7,500+

New Yorkers have attended our real-time trainings (in person and live online).

BUILDING AND CONSTRUCTION TRADES: MODERN SKILLS FOR MODERN TIMES

- Equipping apprentices and journeyworkers with modern skills to work safely and efficiently on new technologies, techniques, and materials
- Supporting Apprenticeship Readiness Programs and other entry points to ensure people from all backgrounds have access to careers in the Trades
- Ensuring the future workforce and those who train, educate, and influence them are aware of the *High-Road Employment* in the Union Building and Construction Trades

From the cranes abounding across New York City, to energy transmission lines under the Hudson River and to the Canadian border, to the continued development of advanced manufacturing across I-90, to major infrastructure projects in Buffalo, New York is building in all shapes and sizes. These investments are creating thousands of jobs that will lead to lifelong careers for people entering the Union Building and Construction Trades today.



70+ recent projects trained **30,000+** union members in welding, composite materials, building automation systems, EV training, CDL, digital skills, heavy equipment, and more

Our role is to ensure apprentices and journeyworkers have modern skills to safely and efficiently complete jobs today and in the future. This requires training on new technologies for work in clean energy, new techniques and materials used in semiconductor and medical construction, and the skills to build the core infrastructure that makes it all possible.

Our partnership with the **NYS Building & Construction Trades Council** is invaluable to our mission to ensure opportunities for people who have been underrepresented in the trades. By developing and supporting training programs, holding educational events, and using technology, we are promoting, expanding, and diversifying

apprenticeship programs. Our shared **Statewide Pre-Apprenticeship Program (SPAP)** assists current apprenticeship readiness programs and develops new programs to create opportunities for women and people of color.

We are recovering from a generation of misunderstanding and undervaluing careers in the trades. With our partners, we are helping educators and parents empower the future workforce. In partnership with the **New York State Department of Labor's Teacher Ambassador Program**, our **Apprenticeship 101** aims to raise awareness among teachers through hands-on experience and visits to training centers. They will be better equipped to help students understand the skills, pre-requisites, and application processes for various trades. It will also introduce the Multi-Craft Core Curriculum (MC3), a comprehensive pre-apprenticeship training curriculum, to further expose educators, students, and their families to union construction careers.

Jobseekers of all experience levels can use **Apprenticeship Works NY**, an online platform for individuals to identify the trade that best aligns with their career goals. This free, easy-to-navigate resource allows New Yorkers to search, compare, and connect directly to Building Trades Unions. It is a powerful tool for union apprenticeship programs to reach a broader, more diverse pool of potential learners.

11,000+

Employment of construction trades workers will increase in the next five years

CHILD CARE SCHOLARSHIP PROGRAM – UNLOCKING A BETTER FUTURE FOR WORKING FAMILIES

- Providing easy to access workforce supports to better equip parents to pursue education and *High-Road Employment*
- Reducing financial burdens to allow families to spend on essential needs and investments that contribute to their well-being
- Supporting small businesses that provide safe, nurturing, and educational environments for children

Affording high quality child care is one of the most common challenges facing our partners, their members and employees, and families around the state. The average cost of child care is over \$30,000 per year for a family with two children. As a result, families are forced to make hard economic decisions.



Families report the most common benefits are reducing debt (73%), paying for housing (62%), and food access and increased nutrition (50%)

Our **Child Care Scholarship Program** provides financial support to help cover the cost of child care. This pilot program expands eligibility for working families that are not covered by existing programs. The program supports households where applicants are working on or are enrolled in an education or training program (including pre-apprenticeship or short-term training) for at least 10 hours per week. With expanded income eligibility, the program serves a diverse range of families, including those who are growing their careers.

The Scholarship is paid directly to child care providers at an average of \$1,000 per month per qualifying child. Providers have shared that families have been able to increase the number of hours or days children were in care. It also gives providers, many of whom are women-owned small businesses, an increased sense of financial security knowing that they will be receiving timely and consistent Scholarship payments.

The program is designed to be fast and easy to access, with applicants completing an online prescreen followed by direct assistance from WDI staff. In 2024, the program supported hundreds of families in every region of the state where the program is active. (This excludes New York City, where a similar program is administered by the **Consortium for Worker Education.**)

WDI conducts outreach and education to raise awareness about all available child care resources, including referring applicants whose income is below the minimum guidelines to other NYS Child Care Assistance Programs. With income eligibility levels increasing significantly, more than 80% of those completing a prescreen assessment qualify for some form of assistance. In 2024, WDI connected over 3,750 families to local County Departments of Social Services to apply for county child care subsidies.

“We would really struggle to keep up with our bills. Our daycare costs are more than our actual mortgage payment.”

– Child Care Scholarship Parent



The scholarship is paid directly to providers

averaging

\$1,000

per month per child.

“I wouldn’t be able to work a job that is at my skill level which would cause a domino effect of financial stress.”

–Child Care Scholarship Parent

REACHING OUR POTENTIAL IN THE CLEAN ENERGY WORKFORCE

- Ensuring all New Yorkers have access to *High-Road Careers* that advance New York's climate policy goals
- Cultivating partnerships with employers, private sector and building trades unions, community-based organizations, and educational institutions to meet the climate crisis together
- Building community awareness of the many facets of 'energy and climate' work including generation, transmission and infrastructure, building decarbonization, and supply chain

Our **Energy and Climate** work is built on partnerships with the unionized building and construction trades, innovative manufacturers, and mission-driven community organizations as we prepare New York's workforce for *High-Road Career* opportunities presented by the climate crisis. As the crisis deepens, we have strengthened our resolve to diversify workforce pipelines, sharpen workers' knowledge and skills, and demonstrate that New York's workforce ecosystem is ready to do its part in reaching our state's climate goals.



There has been a **40%** increase in demand for 'energy and climate skills' in job openings for skilled professionals in the trades, engineering, project management, and other occupational areas statewide over the past year

This requires taking an all-in approach that incorporates modern clean and renewable energy sources, updates energy transmission infrastructure, fortifies built environments, and builds a robust manufacturing supply chain. Ensuring an inclusive energy workforce means delivering career awareness programming and training that reaches everyone.

WDI supports programs that connect young people with an up-close look at technical occupations in all facets of clean energy. We work with partners in education, training, government, and business to ensure access to cutting edge training and experience to open these opportunities to individuals from disadvantaged communities.

As technology evolves, we support our partners in the union building and construction trades as they add training, including new techniques and familiarization with new equipment and materials for building decarbonization. We support their commitment to expanding world-class training with train-the-trainer opportunities for instructors to advance knowledge and skills on systems such as thermal energy networks.

As companies innovate in burgeoning industries such as battery and energy storage, they are breaking new ground in manufacturing processes, safety, and compliance. We have supported the development and implementation of training and safety standards for those at the vanguard of this technology, knowing they are setting the bar for future manufacturers in New York and beyond.

We continue to watch the horizon for emerging needs by listening to our partners and tracking policy changes, projects in development, and grassroots intelligence. To achieve sustainability, our transition to clean energy and climate resiliency must be carried out through the growth of high-quality careers for all New Yorkers. WDI is committed to raising the bar for workforce development and strengthening our partner network in service to these economic and environmental imperatives.

PREPARING STUDENT TRANSPORT WORKERS FOR TECHNOLOGICAL CHANGE

- Ensuring workers have the tools and information they need to stay ahead of technological changes on the job
- Demystifying Electric School Bus technology for drivers, bus aides, mechanics, technicians, dispatchers, and administrators
- Providing comprehensive learning materials with the support of industry experts and early adopters to ease the transition to zero-emission school buses

New York's transition to zero-emission school bus fleets is underway. WDI is committed to supporting 30,000 New Yorkers working in pupil transportation to navigate this transition to meet the state's climate goals. Our goal is to empower workers in this field to be prepared for how their work may change in the future, while getting our students to and from school safely and without interruption.

Our website- www.eSchoolBusWorkforce.org – serves as a Learning Management System where workers can access resources to assist with the transition. It includes our four-part pre-training course designed to demystify battery-electric school buses; the most common type of zero-emission technology available today.



Electric School Bus Pre-Training Course

1: Basics of Electrical Theory – A foundational understanding of electricity and its principles for student transportation workers.

2: Battery-Electric School Buses 101 – The basics of a battery-electric school bus, including main components and workforce implications.

3: Charging Considerations – An overview of charging methods and management.

4: Safety Around Electric School Buses – Safety considerations for working on electric school buses.

This first-of-its-kind training program was developed with experts from labor unions, battery-electric school bus and charging manufacturers, school bus contractors, school districts, and dealerships to address specific workforce needs and share best practices. It can be taken entirely online at no cost and at the learner's pace and convenience. Our user-friendly resource library includes study guides and answers to frequently asked questions to supplement the industry-validated pre-training program.

The course also offers a virtual opportunity for young people and job seekers to learn about the meaningful, rewarding careers in pupil transportation. These careers are part of the backbone of communities in every corner of New York. With 43% of workers coming from disadvantaged communities, these are pathways to jobs with family-sustaining wages and family-securing benefits.

“WDI’s electric school bus familiarization is must-see material for those wanting a foundational understanding of how stored battery energy is used to propel school buses. The video series describes each of the major components in a way that’s easy to understand.”

**John Schiavone, Program Director
International Transportation Learning Center/
Transit Workforce Center
Silver Spring, MD**

WORKFORCE CHANGES BRING OPPORTUNITIES FOR THE FUTURE

- **Building relationships between educators and future employers to present diverse career opportunities to individuals at every stage of their careers**
- **Demystifying the terminology and entry points of industries that offer *High-Road Employment* opportunities**
- **Embracing lifelong learning and having the right tools to meet workforce opportunities as they arise and evolve**

Access and awareness are key components of all career decisions. Whether we look close to home in our families and neighbors, or we look to educators for career guidance: *"if we don't see it, we can't be it."* WDI engages the future workforce and their many influencers to better understand all the open doors of opportunity in New York.

We support career awareness events for K-12 students and educators to learn about diverse industries, often getting a feel for a job through hands-on activities with simulators or on actual heavy equipment. Our staff connect schools with unions and employers that literally open the doors of training centers and workplaces for tours and to build relationships. **Apprenticeship 101**, in partnership with the **NYSDOL Teacher Ambassador Program**, will provide experiences and equip teachers with resources to share in the classroom surrounding these visits and events, further enriching them for everyone involved.

Whether it is a new industry or longstanding one, navigating specialized terminology and finding entry points can be frustrating. We work with community-based organizations (CBOs) that provide foundational skills and connect them with experts to demystify industries, including union building and construction trades, manufacturing, clean energy, commercial driving, healthcare careers with partners such as **1199SEIU**, and civil service opportunities.

The **New York Hiring for Emergency Limited Placement Statewide (NY HELPS) Program** is streamlining the entry point to civil service jobs, removing exam requirements to allow placements into hundreds of job titles. We work with public sector unions including the **Civil Service Employees Association (CSEA)** and the **Public Employees Federation (PEF)** to ensure members have modern and inclusive test preparation materials. With more than 25% of the State workforce over the age of 55, promotion and advancement opportunities abound. We are working with our union partners to promote these opportunities, including supporting job fairs to help people take the first step toward careers in government.

As technology and techniques change in every industry, we support train-the-trainer programs for educators to learn new skills and new ways to engage apprentices and other learners. These include new methods and incorporating new tools such as online learning management systems, simulators, and virtual reality. We also support learners as they add digital skills to ensure they are prepared for modern learning environments.



We connect schools with unions and employers to open the doors of training centers and workplaces for tours and ongoing relationships



With more than 25% of the State workforce age 55+, promotion and advancement opportunities abound

WIDENING THE DOORS OF OPPORTUNITY

STATEWIDE

Civil Service Employees Association

CSEA represents members providing vital services in municipal and State jobs. CSEA's WORK Institute provides members access to training to advance skills and prepare for Civil Service promotional exams. WDI is supporting the development of new Civil Service test preparation materials that mirror the content on the exams, resulting in career advancement for thousands of members.

BUFFALO

Center for Employment Opportunities

CEO provides employment services to returning citizens to overcome the cycle of recidivism. WDI supported a pre-apprenticeship program partnering with **Laborers' Local 210** and the **Buffalo and Niagara County Building Construction and Trades Council**. This included the standard CEO curriculum and specialized programs with Local 210 or other unions including **Carpenters Local 276** and **IBEW Local 237**.

LONG ISLAND

International Union of Operating Engineers Local 138

Members are working on the onshore portion of the Sunrise Wind project. **Opportunities Long Island (OLI)**, the region's pre-apprentice program, connects individuals from underserved communities to union construction careers. WDI supported a bootcamp for OLI graduates to close additional skill and certification gaps to meet requirements for the union's apprenticeship program.

ALBERTSON

Abilities, Inc. at The Viscardi Center

The Viscardi Center empowers youth, adults, and veterans with disabilities through hands-on training, job coaching, and placement. WDI supported culinary arts training for food preparation positions, and hardware and software training for jobs in document preparation. Both programs put participants on the path towards independent living.

BUFFALO

Northland Workforce Training Center

Northland creates pathways to economic well-being by providing training for careers in advanced manufacturing and energy. Working with the **Western New York Tech and Manufacturing Coalition**, they identified multiple employers with similar needs in grinding and deburring. WDI is supporting the launch training developed with aerospace and defense manufacturers primed to hire graduates.

FONDA

Keymark Corporation

Keymark specializes in aluminum extrusion and anodizing. They are a committed employer of New Americans, with 45% of their workforce comprised of refugees and immigrants speaking 13 languages. With plans to hire 100 new employees, WDI is supporting learning center upgrades to enhance existing training. Technology bridges the gap for English language learners, building skills and understanding of safety procedures.

MULTI-REGION

North Atlantic States Carpenters Training Fund

For the past several years, the **Sisters in the Brotherhood** pre-apprenticeship program has been part of a strategy to recruit more women to carpentry. This includes a focus on women of color from economically challenged communities. WDI supported the eight-week program at four locals in Long Island, Capital Region, Hudson Valley, and Rochester and Genesee Valley.

ALBANY

Practice2Perfect

Practice2Perfect, a NYS Certified MWBE, provides healthcare training programs, including a Medical Assisting course covering phlebotomy, EKG, CPR, patient care, and HIPAA compliance. WDI is supporting expansion of the program to train individuals at Schenectady County Jail, marking the first such initiative in New York. Students gain credentials and P2P assists with job placement with healthcare partners.

DEER PARK

United Way of Long Island

The United Way serves Long Island through education, financial stability, and health. WDI supported the **Power Up! Program**, creating pathways for culturally diverse young adults in renewable energy, clean technology, offshore wind, solar, and advanced manufacturing. The course provided baseline skills, hands-on experience, and certifications necessary to succeed in opportunities with **IBEW Local 1049**, **PSEGLI**, and **National Grid**.

ADVANCING CAREERS WITH TECHNICAL SKILLS

NEW YORK CITY & HUDSON VALLEY

32BJ SEIU

The 32BJ Training Fund offers academic, industry, and computer training for private and public sector members in building services roles. WDI supported hands-on learning in Air Conditioning Basic Refrigeration for members working toward Refrigeration Systems Operating Engineer certification.

BREWSTER

Independent Testing and Balancing Corp.

ITB is a family-owned and operated HVAC system maintenance provider and signatory contractor of [SMART Locals 28 and 38](#). WDI supported training for new services including Aroseal, an HVAC sealing technology. Training in this new technology will increase opportunities for field technicians and result in new hires.

NEW YORK CITY & LONG ISLAND

Finishing Trades Institute of New York (IUPAT DC9)

DC9 membership is comprised of many craft areas that are crucial to the finishing of building and infrastructure projects. There is an increase in projects requiring interior spray-painting and a shortage of members with these skills. WDI supported the development and delivery of training including the latest health and safety guidelines.

WESTERN NY

Ironworkers Local 6

Ironworkers Local 6 members are integral to the major infrastructure projects in Western New York. WDI supported the expansion and modernization of welding training capacity to keep up with the high volume of technical work in the region.

CENTRAL NY & NORTH COUNTRY

UA Local 81

UA Local 81 JATC is adding training to prepare 1,400+ members for work on advanced manufacturing facilities and major infrastructure projects. WDI supported orbital welding training to prepare for construction of a new Liquid Green Hydrogen facility in Massena and semiconductor fab in Clay.

LIVERPOOL

110 Metalworks

110 Metalworks is a Service-Disabled Veteran Owned Business specializing in prototyping and production of CNC machined parts and assemblies. Their extensive machining capacity allows them to create unique projects, requiring retooling and retraining of staff to keep pushing the limits. WDI supported training to work with a new marine transportation client.

CENTRAL NY & NORTH COUNTRY

Ironworkers Local 440

Ironworkers Local 440 covers a large swath of northern New York, with primary training centers in Utica and Akwesasne. These provide access to union members, including many who are members of the St. Regis Mohawk Tribe. This presents logistical challenges for training equipment. WDI assisted with the development of a mobile training lab to offer welding training and certification on-site in both locations.

LITTLE FALLS AND LYONS FALLS

Twin Rivers Paper Company LLC

Twin Rivers Paper manufactures specialty paper. As they undergo equipment upgrades to increase production and reduce emissions, WDI is supporting training on steam valves and control loops. This will result in new skills and promotions for members of [United Steelworkers Locals 956, 1300, and 1438](#).

HUDSON VALLEY

Teamsters Local 456

Teamsters Local 456 represents members in the public and private sector, working in municipalities, as drivers of trucks and school buses. WDI supported the development of a *CDL B* training program to provide career progressions for current members. They are expanding outreach with a priority focus to recruit more women to driving careers.

NEW YORK CITY

Ornamental Ironworkers Local 580

Ornamental Ironworkers install external and internal walls, building facades, stage equipment, bridge and overpass railings. Members require multiple welding certifications. WDI supported a modernized welding environment, ensuring safe welding stations that are reflective of the tools and skills on the job.

BUILDING DIGITAL SKILLS FOR TRAINING AND EMPLOYMENT



WAPPINGERS FALLS

Unshattered

Unshattered has a mission to end the addiction relapse cycle by supportive employment. The organization employs women in recovery to make handbags out of upcycled materials, while providing pathways toward economic independence. WDI supported training in digital skills including e-commerce, helping to diversify their customer base.

ROCHESTER AND GENESEE VALLEY

IBEW Local 139

IBEW Local 139 is adding virtual reality training that replicates an interactive jobsite where they can safely practice electrical installations and other tasks. It will first be implemented with their current class of apprentices and expand as a continuing education tool for journeymen.

OLEAN

Cutco Corporation

Cutco manufactures high-quality cutlery and sporting knives with a workforce that includes members of **United Steel Workers Local 5429**. WDI supported project management training on new digital systems, enhancing future projects with a consistent focus on safety, quality, and continuous improvement.

BRONX

BronxWorks, Inc.

BronxWorks helps individuals improve their economic and social well-being through programs including the EXCEL program, serving young adults aged 18-24 with career training and HSE preparation. WDI supported digital skills training including computer fundamentals. Graduates enter fields including warehouse operations, social services, customer service, and maintenance.

NEW YORK CITY

Visions

Visions provides services for individuals who are legally blind and totally blind. WDI supported the development of accessible entry-level Salesforce curriculum and training staff members and legally blind participants to become Certified Salesforce Associates. These staff members will help future participants obtain this credential.

WESTERN NY

Operating Engineers Local 17 Training Fund

IUOE Local 17 training includes current techniques and safety standards in heavy equipment operation. WDI supported Local 17 as they expanded CDL training. Using a combination of traditional equipment and a truck simulator, they are maximizing training opportunities, saving training hours for instructors, and reducing vehicle maintenance.

CENTRAL NY

Central New York Transportation Authority

Centro Bus and its employees who are members of **Amalgamated Transit Union Local 580** have seen rapid advancements in technology, particularly in smart devices and digital technologies. WDI supported Clever Device Training to address the digital skills gap with hands-on training in use and maintenance of smart devices and technologies on buses.

TONAWANDA

Gear Motions, Inc.

Gear Motions is an employee-owned precision gear manufacturer. WDI is supporting training as the company moves to Mastercam, enabling machinists to generate toolpaths and instructions more efficiently. Modernizing software improves programming workflow, removes design limitations, and improves recruitment of employees with modern skills.

BROOKLYN

NPower, Inc.

NPower builds skills for all people to succeed in the digital economy regardless of ethnicity, gender, or socioeconomic background. WDI supported the *NY Tech Fundamentals* course offering training, wraparound services, and a placement phase with an optional seven-week paid internship. Graduates are supported for three additional years with further training to achieve certifications for advancement.

SUPPORTING A RESILIENT WORKFORCE FOR A CHANGING ENVIRONMENT



NEW YORK CITY

Plumbers Local Union 1 Trade and Education Fund

Plumbers Local 1 members provide sophisticated piping systems, from underground installations to final connections of fixtures and equipment. They anticipate significant work on closed loop heat recapture systems as building owners improve energy efficiency. WDI is supporting training on these thermal energy networks to ensure members are prepared for the coming demand.

ROCHESTER AND GENESEE VALLEY

Sheet Metal Local 46 JATC of Rochester

Local 46 JATC continues to expand training to stay ahead of state and local priorities on energy and emissions. WDI supported heat pump technology training including units using modern refrigerants to reduce vintage hazardous gases from being released into the environment.

MULTI-REGION

Lineman's Safety Training Fund Local 1249

IBEW Local 1249 serves all counties outside of NYC and Long Island. In addition to work addressing aging infrastructure, new solar and wind generation projects require specialized training. WDI supported underground splicing training for the members who keep the lights on for 10 million New Yorkers.

CAPITAL REGION

Plumbers and Steamfitters Local 7

Local 7's training evolves as new technologies are utilized on jobsites. As polyethylene piping is used in more settings, butt fusion welding skills are growing in demand. With support from WDI, Local 7 added fusion welding training to prepare for work on geothermal installations and other clean energy projects.

MANHATTAN

Henry Street Settlement

Henry Street Settlement is always evolving to create opportunities for residents of the Lower East Side and beyond through innovative programs. WDI supported Building Automation Systems training delivered by **Stacks + Joules**. This technology continues to grow in use as building owners improve energy efficiency. Training could lead to employment as stationary engineers with **IUOE Local 30** or **IUOE Local 94**.

GLENS FALLS

Finch Paper LLC

Finch Paper is one of the most advanced mills in the country with highly complex water treatment systems. WDI is supporting training for engineers and operators, including members of **United Steelworkers Local 17**, doubling the number of operators qualified to manage the water treatment system.

CENTRAL NY, ROCHESTER AND GENESEE VALLEY & WESTERN NY

International Union of Painters and Allied Trades District Council 4

The Finishing Trades Institute trains IUPAT DC4 members in 33 counties from Central NY to Western NY. WDI supported FTI's new Curtain Wall Installation class responding to demand from contractors to install glazing systems that are part of green energy retrofitting and new construction.

NEW YORK CITY & LONG ISLAND

Joint Steamfitters Apprenticeship LU 638

Steamfitters 638 members fabricate and install equipment and piping that is critical to building operations and comfort, playing an integral role in retrofitting buildings for energy efficiency. WDI supported LU 638's retooling and redesign of their pipe and sprinkler shop to incorporate new technologies and keep up with the highly competitive market.

ENSURING SAFE WORKPLACES

ROCHESTER AND GENESEE VALLEY

Roofing Industry JATC

The United Union of Roofers, Waterproofers, and Allied Workers Local 22 members apply roofing and waterproofing systems for commercial buildings. WDI supported instructors to become certified trainers of First Aid and CPR, bringing the ability to teach these life-saving techniques in-house and offering greater flexibility to reach all members.

ROCHESTER AND GENESEE VALLEY, CENTRAL NY, & WESTERN NY

Bricklayers and Allied Craftworkers Local 3

Demand for skilled masons is up throughout the local's 24-county region, including many projects requiring working at heights. WDI supported training on swing stage scaffolding systems, increasing the number of members who are trained to work on a suspended scaffold system and ensuring their safety.

ENDICOTT

Imperium3 New York, Inc.

Imperium3 is positioned to become the first US-owned lithium-ion battery manufacturer. As they forge a path in a nascent industry, there are limited compliance standards or experts to provide safety training specific to this manufacturing. WDI is supporting development of a health and safety training program that will set a standard for the company as well as future domestic companies.

LONG ISLAND

IBEW Local 25

IBEW Local 25 is adding certifications to ensure members are qualified and eligible to work on offshore wind projects. WDI supported Get Up Safe (GUS) system training that gives maintenance personnel safe access to turbines. This training is the first to take place in the United States for what has become the new standard in vessel boarding.

GROWING APPRENTICESHIPS IN HIGH-ROAD CAREERS

ANCRAM

SWM Holdings US, LLC.

SWM is a specialty paper manufacturer with workers represented by [United Steel Workers 4-1479](#). With increased turnover, they were at risk of apprentice welders outnumbering journeymen, limiting practical opportunities for side-by-side training. WDI supported training to accelerate promotion of apprentices to journeymen, filling critical roles in the maintenance department.

ROCHESTER

Eastman Kodak Company

Kodak continues to evolve in hardware, software, and services, with investments in training including a four-year Automated Equipment Mechanic registered apprenticeship. WDI is supporting specialized training in electronics, control systems and motor controls at [CNC Technical Solutions](#), accelerating the advancement of apprentices.

ROCHESTER AND GENESEE VALLEY

Rochester Technology and Manufacturing Association

RTMA promotes manufacturing innovation and growth, including serving as an apprenticeship intermediary. WDI is partnering with RTMA to support NYS Registered Apprenticeship programs including Electromechanical Technician, CNC Machinist, and Tool Maker for workers at 20 advanced manufacturing companies.

ROCHESTER AND GENESEE VALLEY

IBEW Local 840

The local is growing, with apprenticeship enrollment up and an overall increase in membership. This included enrolling 150 new members working in the solar industry who have immigrated to the United States from Central America. WDI supported modular equipment to allow trainers to configure rooms to meet the needs of more students.

CENTRAL NY

IBEW Local 43

Apprenticeship classes have nearly doubled in the past five years and will climb further based on the demands of regional projects. This required a major expansion to the training center. WDI helped to outfit classrooms to continue to deliver world-class training.



TRAINING THE TRAINERS AND DEVELOPING LEADERS



MULTI-REGION

Geothermal Vertical Ground Loop Train the Trainer

Laborers' Local 17 hosted a Geothermal Ground Loop Train the Trainer program for instructors from separate trades from the Hudson Valley, Capital Region, and Central NY. They were joined by [UA Locals 7 and 21](#), [IUOE Locals 158 and 137](#), and [Laborers' Locals 60, 190, and 621](#). WDI supported this three-day program, which includes a new curriculum for geothermal projects from site preparation to installation.

NEW YORK CITY

Retail, Wholesale, and Department Store Union

RWDSU represents workers in many crucial industries. The diversity of roles, languages, and backgrounds requires continuous improvement of internal communications. WDI supported training in crisis communication and modern thinking on topics of Diversity, Equity, and Inclusion helping RWDSU further its cultural competency goals to meet the needs of all members.

PLATTSBURGH

SSF Production, LLC.

SSF Production manufactures building materials for the flooring industry. The company has had above average turnover since the onset of the pandemic. WDI supported communications training for all employees including management, at a time where SSF is preparing to nearly double their workforce as demand for their products grows in the construction industry.

ARGYLE

Adirondack Studios

Adirondack Studios produces scenery, stage elements, and displays for entertainment clients, including major theme parks and global brands. WDI supported tailored training programs for staff, including members of [International Alliance of Theatrical Stage Employees \(IATSE\) Local 24](#), focused on leadership and communication strategies to align staff with organizational objectives.

CANTON

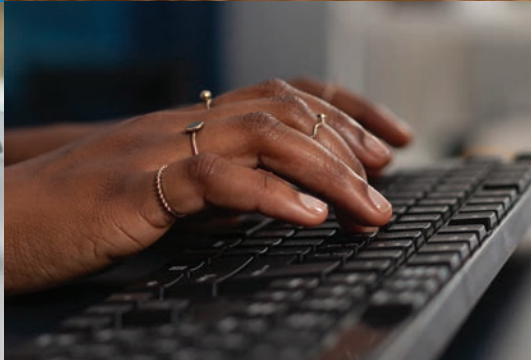
Atlantic Testing Laboratories

ATL is a New York State Certified WBE full-service engineering support firm with a primary focus on construction materials testing. WDI supported two train-the-trainer programs for *Mobile Elevated Work Platforms and Fall Protection*. The newly certified trainers were then able to conduct field audits and train employees working in 11 offices across the state.

STATEWIDE

IBEW-NECA Training Partnership

WDI supports a statewide training program bringing together instructors and training directors from 15 IBEW Electrical Training Registered Apprenticeship programs for training on new technical skills, recruiting methods, and teaching techniques. As the electrical industry evolves, instructors credit this summit as a critical opportunity to share best practices and discuss challenges.



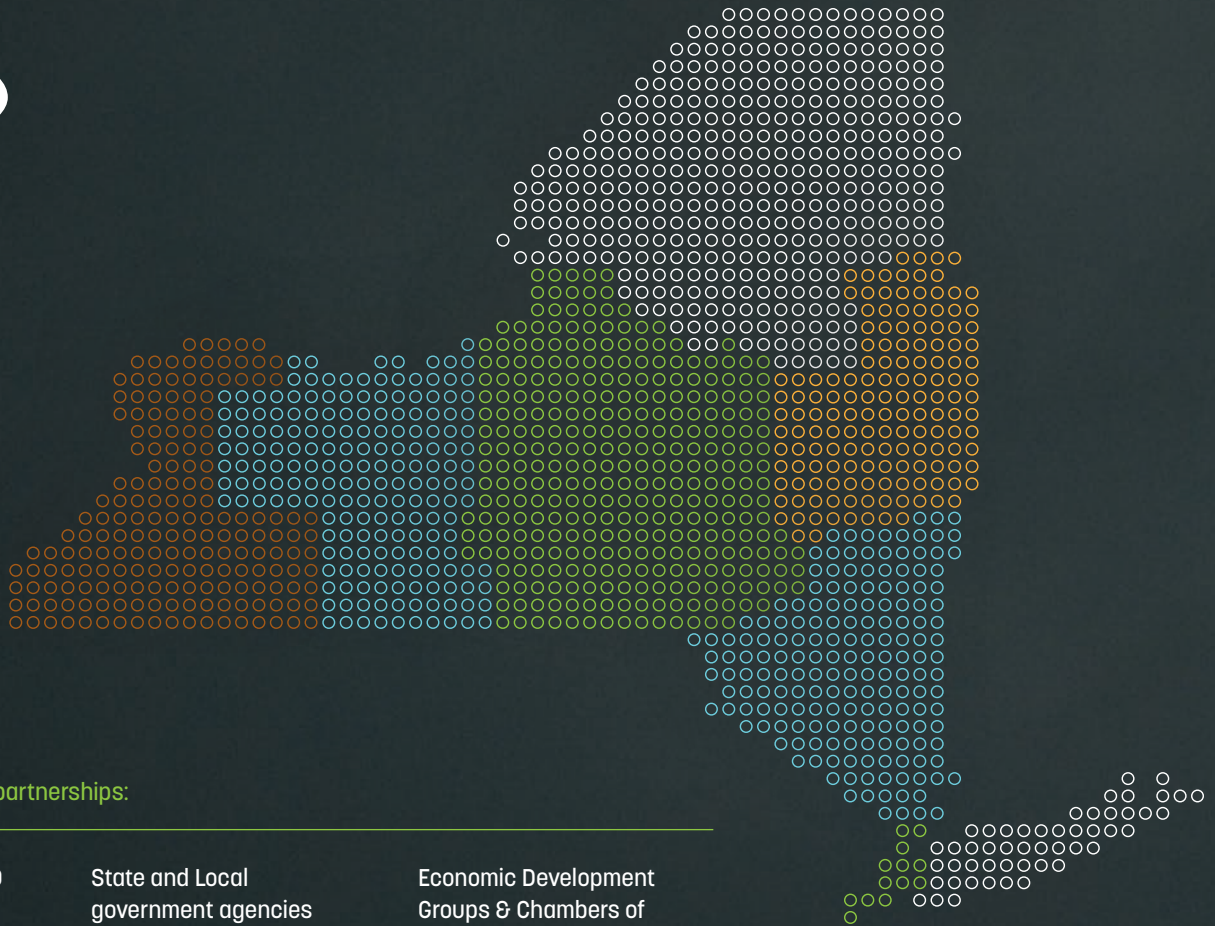


96 South Swan Street
Albany, NY 12210

518.463.2141

wdiny.org

Amy Desjardins
Executive Director

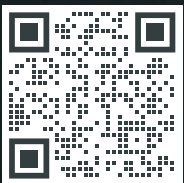


Our work relies on our partnerships:

New York State AFL-CIO
Public Sector, Building
Trades, Manufacturing,
and Private Sector Unions
Area Labor Federations
and Central Labor Councils
Non-Profit and Community-
Based Organizations
Building and Construction
Trades Councils

State and Local
government agencies
K-12, BOCES, and CTE
SUNY, CUNY and private
colleges and universities
Established manufacturers
and supply chain
NYS Apprenticeship
Programs
Workforce Development
Boards

Economic Development
Groups & Chambers of
Commerce
Regional Economic
Development Councils
Manufacturing and
Industrial Alliances
Neighborhood Alliances &
Community Collaboratives




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