



OCL SKILLS GAP MARCH 25, 2014

Onondaga County Office of Economic Development
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Onondaga County Snapshot

□ Workforce

- Average manufacturing wage in Onondaga County approximately \$33,200
- New York State ranked #4 in Worker Output by the US Chamber of Commerce

□ Training Programs

- Employee Productivity Program
- CNY Technology Development Organization
- CNYWorks (Workforce Investment Board)
- Onondaga Community College
- Talent & Education Development Center at Syracuse University



Onondaga County Snapshot

Population:
467,026 (34%
between 18 and
44)

Proximity to **75
million** people in
400 miles

**Private Labor
Force:** 181,549

**Gross Metro
Product:** \$39
Billion

**Median
Household
Income:** \$50,428

Business Facilities
touts Syracuse for
its **abundant**
supply of fresh,
potable water.

□ Education

- Onondaga County High School Graduation Rate = 80%
- Ages 18 – 24 Attainment
 - 53.1% Some College or Associates Degree
 - 13.4% Bachelors Degree (BS & BA)
- Ages 25+ Attainment
 - 11.7% Associates Degree
 - 18.3% Bachelor's Degree
 - 15.2% Graduate/Professional Degree
- **89% of residents are high school graduates**

□ Cost of Doing Business

- Top 10 Location for companies seeking to move or expand – *Business Facilities Magazine*
- Commercial & Industrial Real Estate rates average 10% - 20% less than Rochester & Buffalo markets



CNY Regional Industry Clusters

- Clean Energy & Environmental Systems
 - ▣ Carrier, Air Innovations, Inficon
- Health, Biomedical Services, & Biosciences
 - ▣ Welch Allyn, Hospitals
- Financial Services
 - ▣ AXA, BNY Mellon
- Agribusiness & Food Processing
 - ▣ Agrana, Byrne Dairy, SYSCO
- Advanced/Precision Manufacturing
 - ▣ Jadak, Stickley, Cooper-Crouse Hinds



Select Leading Onondaga County Employers

Name	Industry	# of Employees
Upstate University Health System	Health, Biomedical Services & Biosciences	9,525
Syracuse University	Education	4,621
St. Joseph's Hospital Health Center	Health, Biomedical Services & Biosciences	3,745
Wegmans	Food, Agribusiness	3,713
Lockheed Martin	Radar & Sensor	2,250
National Grid	Energy Delivery	2,000
Time Warner Cable	Telecommunications	1,800
Raymour & Flanigan	Retail	1,400
Carrier Corporation	Clean Energy & Environmental Systems	1,300
Welch Allyn	Health, Biomedical Services & Biosciences	1,300
UPS	Service/Logistics	1,230
Verizon	Telecommunications	1,100

Name	Industry	# of Employees
AXA Equitable Life Insurance	Financial Services	943
L&JG Stickley, Inc.	Advanced Manufacturing	934
Excellus Blue Cross/Blue Shield	Health Insurance	900
SRC, Inc.	Radar & Sensor	885
Tessy Plastics	Advanced Manufacturing	850
Anaren	Advanced Manufacturing	600
Saab-Sensis	Advanced Manufacturing	459
Anheuser-Busch InBev	Agribusiness	400
C&S Companies	Engineering	400
O'Brien & Gere	Engineering	375
Seneca Data	Advanced Manufacturing	308
Crucible Industries	Advanced Manufacturing	300

Sources: Bureau of Labor Statistics; NYS Dept. of Labor



Select Average Wages

Service Occupations, Median Earnings:

Office and Administrative Support	\$31,670
Executive Secretaries	\$47,410
Bookkeeping, Audit & Accounting Clerks	\$34,600
Customer Service Representatives	\$31,910
Legal Secretaries	\$42,260
Retail Sales	\$21,400
Bank Tellers	\$24,200
Telemarketers	\$19,450

Manufacturing, Median Earnings:

Machinists	\$41,790
Computer-Controlled Machine Tool Operators	\$37,440
Electricians	\$58,750
Power Plant Operators	\$80,210
Sheet Metal Workers	\$42,310
Industrial Machinery Mechanics	\$47,470
Team Assemblers	\$27,480
Tool & Die Makers	\$48,550
Welders	\$36,310
Crane & Tower Operators	\$58,200

Professional Services, Median Earnings:

General and Operations Managers	\$94,730
Sales Manager	\$87,590
Human Resources Managers	\$97,800
Accountants & Auditors	\$60,780
Architects	\$64,770
Industrial Engineers	\$72,040
Civil Engineers	\$73,760
Chemists	\$58,800
Chemical Technicians	\$34,970
Computer Programmers	\$67,380
Computer Systems Analyst	\$73,530
Financial Analysts	\$73,900
Loan Officers	\$58,560
Registered Nurses	\$59,410
Healthcare Support	\$26,380

Source: Occupational Employment Statistics Survey 5 County CNY Region



How we see the “Skills Gap”

New Workers

- High school, GED, Associates, Bachelors, etc
- Soft Skills
- Misperceptions
- Mismatch

Current Workers

- In the workforce, unemployed
- Technology advances
- Availability of financial support
- Quantity



So, What's the Problem?

- Misalignment of skills and employment opportunities
 - ▣ Who and Why?
- Population Stagnation
 - ▣ Incoming refugees, outgoing college graduates, aging/retiring
- Wages
 - ▣ Locally competitive
- Priorities and Perception



Examples

Warehousing & Distribution

- ❑ Sorting and Distribution
- ❑ 800 jobs
- ❑ Undesirable workplace environment
- ❑ Wages in the mid-\$20,000 range

Agribusiness

- ❑ Manufacturing
- ❑ 100 jobs
- ❑ Attractive Compensation Package
- ❑ Wages & Benefits in mid \$30,000



Career Path Training

- SCSD/MACNY/OCC
 - The school district, the Manufacturers Association (MACNY) and Onondaga Community College (OCC) have partnered and are the Central New York winners of the NYS Pathways in Technology Early College High School (NYS P-TECH) grant.
 - The partnership will focus on advanced manufacturing and will impact more than 50 students each year for 6 years. The partnership between SCSD, OCC and MACNY creates a bridge between secondary and post-secondary education and business.
- East Syracuse Minoa School District
 - The Empire State STEM Network is divided into hubs. ESM is in the **CNY STEM Hub**, which has a vision to design and incubate educational models of excellence empowering all PK-20 students to excel in a rapidly changing world.
 - “STEM education” refers to the interdisciplinary teaching and learning of science, technology, engineering and mathematics, to a level of rigor sufficient to produce critical thinkers and problem solvers across all fields of endeavor who can thrive in the 21st century economy.





Questions?

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