WNY Regional Council Meeting
Wednesday, August 17, 2022
2:00 – 4:00 p.m.
Western New York Regional Council Meeting

Agenda

I. Opening Remarks
II. Executive Director’s Report
III. Welcoming Remarks
IV. Round 12 - Regional Economic Development Council
V. DRI and NY Forward Round 6
VI. Annual Report and Workforce Asset inventory Overview
VII. Closing Remarks
Opening Remarks

Dr. Katherine Conway-Turner and Eric Reich
Co-Chairs
WNY Regional Economic Development Council
Executive Director’s Report

Karen Utz
Executive Director
WNY Regional Economic Development Council
Western New York Regional Council Meeting

Welcoming Remarks

Candace Johnson
President and CEO
Roswell Park Comprehensive Cancer Center
Agenda

• Community Outreach & Engagement (COE)
• CCSG Renewal
• Cell Manufacturing Facility
• Diversity, Equity and Inclusion (DEI)
WESTERN NEW YORK CATCHMENT AREA

- URBAN/SUBURBAN
- APPALACHIAN
- RURAL
- NATIVE AMERICAN TERRITORY
- ROSWELL PARK COMPREHENSIVE CANCER CENTER
- ROSWELL PARK PRACTICES, SATELLITES, AND AFFILIATES
Top 10 Cancer Incidence

ALL RACES, 2014–2018

RATE
PER 100,000

1. BREAST: 143.1
2. PROSTATE: 139.0
3. LUNG and BRONCHUS: 72.6
4. COLON and RECTUM: 39.3
5. CORPUS and UTERUS, NOS: 33.6
6. URINARY BLADDER: 29.3
7. MELANOMA OF THE SKIN: 28.1
8. NON-HODGKIN LYMPHOMA: 22.5
9. KIDNEY and RENAL PELVIS: 18.4
10. LEUKEMIA: 17.0

ALL SITES: 537.3

*Numbers displayed in PINK indicate rate is higher than NYS or US and/or both

2014-2018 Cancer Incidence for WNY catchment area
Accessed from NYS Cancer Registry as of Sep 2021
Male and female combined
Top 10 Cancer Mortality

ALL RACES, 2015-2019

RATE
PER 100,000

1. LUNG AND BRONCHUS 45.3
2. BREAST 21.0
3. PROSTATE 17.5
4. COLON and RECTUM 12.9
5. PANCREAS 11.2
6. OVARY 7.8
7. LEUKEMIA 6.6
8. NON-HODGKIN LYMPHOMA 5.9
9. LIVER and INTRAHEPATIC BILE DUCT 5.6
10. CORPUS and UTERUS, NOS 5.3

ALL SITES 167.4

*Numbers displayed in PINK indicate rate is higher than NYS or US and/or both
2015-2019 Cancer Mortality for WNY catchment area
Accessed from NYS Cancer Registry as of Sep 2021
Male and female combined

https://statecancerprofiles.cancer.gov/
WNY Mortality Rates

CANCER MORTALITY ACROSS RACE & ETHNICITY FOR WESTERN NEW YORK CATCHMENT AREA
Per 100,000

- LUNG and BRONCHUS
  - ALL RACES: 40.8
  - WHITE NON-HISPANIC: 47.9
  - BLACK RACE: 56.3
  - HISPANIC: 25.7

- BREAST (female)
  - ALL RACES: 21.1
  - WHITE NON-HISPANIC: 20.7
  - BLACK RACE: 29.4
  - HISPANIC: 6.2

- PROSTATE
  - ALL RACES: 17.8
  - WHITE NON-HISPANIC: 16.4
  - BLACK RACE: 43.9
  - HISPANIC: 14.2

- COLORECTAL
  - ALL RACES: 13.5
  - WHITE NON-HISPANIC: 13.3
  - BLACK RACE: 18.5
  - HISPANIC: 7.4

* Note on reporting on race/ethnicity: Native American data is often suppressed by state and federal registries because of small n and the risk of identifying by tribe.
<table>
<thead>
<tr>
<th>Role</th>
<th>Name</th>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td>Community Outreach and Engagement Team</td>
<td>Nikia Clark</td>
<td>Community Relations Coordinator</td>
</tr>
<tr>
<td></td>
<td>Glenda Colon</td>
<td>Bilingual Patient Navigator</td>
</tr>
<tr>
<td></td>
<td>Jomary Colon</td>
<td>Senior Health Referral Specialist</td>
</tr>
<tr>
<td></td>
<td>Cassandre Dauphin</td>
<td>Health Education Specialist</td>
</tr>
<tr>
<td></td>
<td>Diana Firkins</td>
<td>Administrative Assistant</td>
</tr>
<tr>
<td></td>
<td>Beverly Johnson-Boutwell</td>
<td>Health Referral Specialist</td>
</tr>
<tr>
<td></td>
<td>Dee Johnson</td>
<td>Senior Community Outreach &amp; Engagement Manager</td>
</tr>
<tr>
<td></td>
<td>Susan LaValley</td>
<td>Research Scientist</td>
</tr>
<tr>
<td></td>
<td>Hiral Patel</td>
<td>Research Associate</td>
</tr>
<tr>
<td></td>
<td>Anna Perlova</td>
<td>Patient Navigator</td>
</tr>
<tr>
<td></td>
<td>Frances Saad-Harfouche</td>
<td>Scientific Research Project Administrator</td>
</tr>
<tr>
<td></td>
<td>Paula Vincent</td>
<td>Research Scientist</td>
</tr>
<tr>
<td></td>
<td>Center for Indigenous Cancer Research Team</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Nancy Carrier</td>
<td>Patient Navigator</td>
</tr>
<tr>
<td></td>
<td>Marissa Haring</td>
<td>Patient Navigator</td>
</tr>
<tr>
<td></td>
<td>Whitney Ann Henry</td>
<td>Patient Navigation Coordinator</td>
</tr>
<tr>
<td></td>
<td>William Maybee</td>
<td>Community Relations Coordinator</td>
</tr>
<tr>
<td></td>
<td>Josie Raphaelito</td>
<td>Research Coordinator</td>
</tr>
<tr>
<td></td>
<td>David Silverheels</td>
<td>Patient Navigator</td>
</tr>
<tr>
<td>Cancer Screening Outreach and Survivorship Team</td>
<td>Christina Crabbtree-Ide</td>
<td>Research Scientist</td>
</tr>
<tr>
<td></td>
<td>Stephen Dalton</td>
<td>Patient Navigator</td>
</tr>
<tr>
<td></td>
<td>Nicole Donofrio</td>
<td>Senior Health Referral Specialist</td>
</tr>
<tr>
<td></td>
<td>Alyssa McNulty</td>
<td>Patient Navigation Coordinator</td>
</tr>
<tr>
<td></td>
<td>Mu Paw</td>
<td>Patient Navigator</td>
</tr>
<tr>
<td></td>
<td>Rena Phearsdorf</td>
<td>Patient Navigator</td>
</tr>
<tr>
<td></td>
<td>Chelsea Redeye</td>
<td>Patient Navigator</td>
</tr>
<tr>
<td></td>
<td>Courtney Smallt</td>
<td>Patient Navigator</td>
</tr>
<tr>
<td></td>
<td>Kelly Standage</td>
<td>Patient Navigator</td>
</tr>
</tbody>
</table>
Accelerate Impact in Community

COE Number of People Reached by Year

<table>
<thead>
<tr>
<th>Year</th>
<th>Individuals</th>
</tr>
</thead>
<tbody>
<tr>
<td>CY 2018</td>
<td>3243</td>
</tr>
<tr>
<td>CY 2019</td>
<td>5817</td>
</tr>
<tr>
<td>CY 2020</td>
<td>1617</td>
</tr>
<tr>
<td>CY 2021</td>
<td>2566</td>
</tr>
</tbody>
</table>

COMMUNITY OUTREACH AND ENGAGEMENT

ROSWELL PARK COMPREHENSIVE CANCER CENTER
907 Michigan Project

RiShawn Sonubi
Partner

Matthew Cummings
Associate

COMMUNITY OUTREACH
AND ENGAGEMENT

ROSWELL PARK COMPREHENSIVE CANCER CENTER
907 Michigan Project
907 Michigan Project
Agenda

• Community Outreach & Engagement (COE)
• CCSG Renewal
• Cell Manufacturing Facility
• Diversity, Equity and Inclusion (DEI)
CCSG Renewal

• EAB visit planned for October 2022 where they will review program structure and overall changes for renewal due May 2023

• Enhance clinical trial accruals, bring in COE into programmatic areas, strengthen the Developmental Therapeutic program (pubs, trials, scientific impact), continue with key recruits

• Site Visit- Fall 2023

• Main Challenges- continue to increase clinical trial accrual across disparate populations, increase peer-reviewed funding in key areas and publish in high impact journals
Agenda

• Community Outreach & Engagement (COE)
• CCSG Renewal
• Cell Manufacturing Facility
• Diversity, Equity and Inclusion (DEI)
What is a cell manufacturing facility?

- Clean rooms with controlled air flow and controlled personnel access for patients’ cell isolation, modification and expansion plus surrounding storage & testing areas
- Production of large numbers of patients’ own or another donor’s cells for therapeutic purposes
- Cancer immunotherapy and additional therapies
- Strict quality control to assure safety and uniform potency of cellular treatments
Cell Products & Disease Targets

- Immune Cells (Immunotherapy):
  - CAR T cells (predicted market to reach $10B in 2024)
  - TILs
  - In Vitro-“Educated” T Cells
  - Dendritic Cells
  - NK cells

- Bone Marrow Cells (transplant and correction of genetic diseases)

- Modified cancer cells (as vaccines)
cGMP Manufacturing Facility

CCC 4th FLOOR
Current Cell Production

CCC 2nd FLOOR
PROPOSED cGMP FACILITY
# Job Creation

**Net New Job Information (Enter Cumulatively)**

<table>
<thead>
<tr>
<th>Job Type/Category</th>
<th>Avg Gross Wages/Job Type</th>
<th>Year 1</th>
<th>Year 2</th>
<th>Year 3</th>
<th>Year 4</th>
<th>Year 5</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Member</td>
<td>$135,000</td>
<td>1</td>
<td>2</td>
<td>2</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>Technician</td>
<td>$50,000</td>
<td>3</td>
<td>6</td>
<td>6</td>
<td>9</td>
<td>9</td>
</tr>
<tr>
<td>QA / QC Manager</td>
<td>$60,000</td>
<td>1</td>
<td>1</td>
<td>2</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Postdoctoral Scientist</td>
<td>$55,000</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>HRI Scientist</td>
<td>$70,000</td>
<td>0</td>
<td>1</td>
<td>1</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td>5</td>
<td>11</td>
<td>12</td>
<td>18</td>
<td>18</td>
</tr>
</tbody>
</table>
Agenda

• Community Outreach & Engagement (COE)
• CCSG Renewal
• Cell Manufacturing Facility
• Diversity, Equity and Inclusion (DEI)
# Patients and Clinical Trial Accrual

<table>
<thead>
<tr>
<th>% Diversity (Race/Ethnicity) Roswell Park Patients 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Race</strong></td>
</tr>
<tr>
<td>---------------------------------</td>
</tr>
<tr>
<td>American Indian/Alaska Native</td>
</tr>
<tr>
<td>Asian</td>
</tr>
<tr>
<td>Black or African American</td>
</tr>
<tr>
<td>Hispanic/Latino</td>
</tr>
<tr>
<td>Two or more races</td>
</tr>
<tr>
<td>White</td>
</tr>
<tr>
<td>Not Disclosed</td>
</tr>
</tbody>
</table>
RACE/ETHNICITY OF CANCER CENTER LEADERSHIP

**Directors (n = 59, Self-Reported)**

- NH White: 76.3%
- Hispanic: 6.8%
- NH Black: 5.1%
- A/PI: 10.2%
- AI/AN: 0%
- Other/Multi: 1.7%

**Deputy Directors (n = 47*)**

- NH White: 85.1%
- Hispanic: 2.1%
- NH Black: 0%
- A/PI: 0%
- AI/AN: 10.6%
- Other/Multi: 2.1%

*NH: Non-Hispanic; A/PI: Asian/Pacific Islander; AI/AN: American Indian/Alaskan Native; Multi: Multiracial

*12 Cancer Centers reported having no deputy director
GENDER OF CANCER CENTER LEADERSHIP

Associate Directors (n = 443)

Percent of Associate directors

Male (n = 248) - 56.0%
Female (n = 195) - 44.0%

Research Program Leaders (n = 564)

Percent of Research Program Leaders

Male (n = 355) - 60%
Female (n = 228) - 40%
Questions???
Round 12 - Regional Economic Development Council

Erin Corraro
Deputy Director
WNY Regional Economic Development Council
Open Enrollment programs will continue to accept applications on an ongoing basis and are not subject to the July 29th deadline.

* These are the standalone programs. REDCs will be made aware of projects applying to these programs but REDCs will not score these projects.
Western New York Regional Council Meeting

WNY | 2022 CFA

• 14 Empire State Development Grant Funds were reviewed last week by score group.

• State Agencies finished the process of reviewing all agency applications for eligibility on Friday.

• Eligible applications will move on to be scored by both the WNY REDC & state agencies. Each agency will score out of 80 points, the REDC scores out of 20.

• 72 Eligible applications will be reviewed by the WNY REDC.

• No Infrastructure scoring group this year.
ESD: 40%
PARKS: 31%
CANALS: 4%
NYSERDA: 2%
HCR: 8%
AG & MARKETS: 1%
DOS: 14%
CFA Applications by Agency/Program

- ESD (29)
  - ESD Grant Funds
  - Market NY
  - Business Incubator Innovation Hot Spot Support Program
- Parks (22)
  - Environmental Protection Fund Grants Program for Parks, Preservation and Heritage
- Department of State (DOS) (10)
  - Local Waterfront Revitalization Program
  - Brownfield Opportunity Area Program
- Homes & Community Renewal (HCR) (6)
  - NY Main Street Program
- Canals (3)
  - Canalway Grants Program
- Ag & Markets (1)
  - NYS Grown & Certified Infrastructure, Technology & R&D Programs
- NYSERDA (1)
  - Carbon Neutral Economic Development Program
CFA Timeline

**Deadline Programs**

- MAY 2, 2022
  - CFA OPENED

- JULY 29, 2022
  - CFA closed

- LATE FALL 2022
  - Award announcements

**Open Enrollment Programs**

- MAY 2, 2022
  - CFA OPENED

- CFA remains open until funds are exhausted.

Projects are reviewed on quarterly basis or more frequently if needed.
## WNY | 2022 REDC & CFA Schedule

### AUGUST

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monday, August 22(^{nd})</td>
<td>Council Members Receive Recusal Information</td>
</tr>
<tr>
<td>Tuesday, August 23(^{rd}) – Sunday, August 28(^{th})</td>
<td>Council Members Access &amp; Review CFA’s</td>
</tr>
<tr>
<td>Wednesday, August 31(^{st})</td>
<td>9am - 12pm: Placemaking</td>
</tr>
<tr>
<td></td>
<td>1pm - 4pm: Smart Growth Planning</td>
</tr>
</tbody>
</table>

### SEPTEMBER

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>Thursday, September 1(^{st})</td>
<td>9am – 12pm: Sustainability</td>
</tr>
<tr>
<td>Wednesday, September 14(^{th})</td>
<td>REDC Meeting and Tour – TBD</td>
</tr>
<tr>
<td>Early September</td>
<td>Begin Marketing/Outreach for ESD Grant Funds, Round 12, Batch 2</td>
</tr>
</tbody>
</table>

### OCTOBER/NOVEMBER

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>Late October/Early November</td>
<td>ESD Grant Fund Applications, Round 12, Batch 2 Due</td>
</tr>
<tr>
<td>Late October/Early November</td>
<td>ESD Grant Awards Announced Round 12, Batch 1</td>
</tr>
</tbody>
</table>

### DECEMBER

<table>
<thead>
<tr>
<th>Date</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>Late December</td>
<td>CFA Awards Announced – All programs</td>
</tr>
<tr>
<td>Category</td>
<td>Date/Time</td>
</tr>
<tr>
<td>---------------------</td>
<td>-------------------------</td>
</tr>
<tr>
<td>Placemaking</td>
<td>Wednesday, August 31\textsuperscript{st} 9:00 AM-12:00 PM</td>
</tr>
<tr>
<td>Smart Growth</td>
<td>Wednesday, August 31\textsuperscript{st} 1:00 PM-4:00 PM</td>
</tr>
<tr>
<td>Sustainability</td>
<td>Thursday, September 1\textsuperscript{st} 9:00 AM-12:00 PM</td>
</tr>
</tbody>
</table>
Downtown Revitalization Initiative and NY Forward Round Update

Mo Sumbundu
International Trade Manager
Global NY/ESD
Annual Report and Workforce Asset inventory Overview

Laura Quebral
Director
UBRI

Erin Correro
Deputy Director
WNY Regional Economic Development Council
I. State of the Region

II. Regional Workforce Inventory (NEW)

III. Participation
   A. Workgroups
   B. Public Outreach and Engagement

IV. Previously Funded Priority Projects & CFA Projects
   A. Project Status
   B. State Investment & Leverage
   C. Geography
   D. Job Creation
   E. List of All Funded CFA Projects
Our regional strategies, aligned with our state economic development strategies will get us there.
# State of the Region

**Key Economic Metrics by the Numbers**

<table>
<thead>
<tr>
<th>Metric</th>
<th>Year Before COVID-19</th>
<th>Last Year</th>
<th>Where We Are Today</th>
<th>Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Labor Force</td>
<td>2019</td>
<td>2021</td>
<td>2022</td>
<td>-2%</td>
</tr>
<tr>
<td>Unemployment Rate</td>
<td>2019</td>
<td>2021</td>
<td>2022</td>
<td>-0.2%</td>
</tr>
<tr>
<td>Private Employment</td>
<td>2019</td>
<td>2021</td>
<td>2022</td>
<td>-5%</td>
</tr>
<tr>
<td>Job Postings</td>
<td>2019</td>
<td>2021</td>
<td>2022</td>
<td>+61%</td>
</tr>
<tr>
<td>Unemployed</td>
<td>2019</td>
<td>2021</td>
<td>2022</td>
<td>-9%</td>
</tr>
<tr>
<td>Median Advertised Salary</td>
<td>2019</td>
<td>2021</td>
<td>2022</td>
<td>+8%</td>
</tr>
</tbody>
</table>

- **Labor Force**: 655,900 (2019) → 636,000 (2021) → 641,100 (2022)
- **Unemployment Rate**: 3.8% (2019) → 5.9% (2021) → 3.6% (2022)
- **Private Employment**: 544,500 (2019) → 499,000 (2021) → 519,300 (2022)
- **Job Postings**: 37,073 (2019) → 50,936 (2021) → 59,800 (2022)
In 2022, Governor Hochul created a new Office of Strategic Workforce Development at ESD to better connect economic development efforts with workforce training.

Regional Councils were asked to create a “Regional Workforce Inventory” that identifies the region’s post-pandemic workforce needs.

WNY REDC work group met in July to review data in 4 areas:

- Priority Target Sectors
- In-Demand Skill Sets Needs
- Populations for Workforce Training
- Wraparound Services

The Inventory will prioritize workforce development funding for $150 million in programs to be offered in 2022 and will serve as a guide for applicants and ESD.
A survey, released by NYS Department of Labor (DOL) and ESD, to employers to collect information on their post-pandemic workforce challenges across the state and in WNY;

A recent DOL survey targeting job seekers across the state and in the WNY region;

The most current published DOL data on jobs, unemployment and employment trends across industry sectors;

An analysis of recent job postings in WNY to provide insight on hiring demands and skills gaps.
## REGIONAL WORKFORCE INVENTORY

### PRIORITY TARGET SECTORS

<table>
<thead>
<tr>
<th>Sector</th>
<th>AVG. WAGES</th>
<th>FIRMS</th>
<th>JOBS</th>
<th>% CHANGE IN JOBS 2020 - 2021</th>
<th>JOB POSTINGS 2021</th>
<th>% CHANGE IN JOB POSTINGS 2020 - 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>ADVANCED MANUFACTURING</td>
<td>$70,510</td>
<td>1,568</td>
<td>62,203</td>
<td>2%</td>
<td>14,457</td>
<td>43%</td>
</tr>
<tr>
<td>AGRICULTURE</td>
<td>$37,519</td>
<td>344</td>
<td>2,549</td>
<td>0%</td>
<td>373</td>
<td>62.9%</td>
</tr>
<tr>
<td>HEALTH AND LIFE SCIENCES</td>
<td>$60,525</td>
<td>2,891</td>
<td>81,470</td>
<td>-1%</td>
<td>16,484</td>
<td>19.5%</td>
</tr>
<tr>
<td>TECH</td>
<td>$83,668</td>
<td>5,272</td>
<td>12,916</td>
<td>-1%</td>
<td>7,302</td>
<td>3.9%</td>
</tr>
<tr>
<td>TOURISM</td>
<td>$29,759</td>
<td>3,861</td>
<td>56,919</td>
<td>14%</td>
<td>7,776</td>
<td>32%</td>
</tr>
<tr>
<td>WNY OVERALL</td>
<td>$56,325</td>
<td>34,995</td>
<td>585,073</td>
<td>2%</td>
<td>153,131</td>
<td>21.4%</td>
</tr>
</tbody>
</table>
Ten occupations account for nearly a quarter of all the job postings in WNY in 2021.

<table>
<thead>
<tr>
<th>Occupation</th>
<th>WNY Job Postings in 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Retail Salespersons</td>
<td>5,042</td>
</tr>
<tr>
<td>Laborers</td>
<td>4,546</td>
</tr>
<tr>
<td>Registered Nurses</td>
<td>4,467</td>
</tr>
<tr>
<td>Sales Reps, Wholesale &amp; Mfg</td>
<td>3,941</td>
</tr>
<tr>
<td>Customer Service Reps</td>
<td>3,595</td>
</tr>
<tr>
<td>Retail Supervisors</td>
<td>3,547</td>
</tr>
<tr>
<td>Commercial Truck Drivers</td>
<td>3,154</td>
</tr>
<tr>
<td>Personal Service Managers</td>
<td>2,396</td>
</tr>
<tr>
<td>Stockers &amp; Order Fillers</td>
<td>2,380</td>
</tr>
<tr>
<td>Home Health &amp; Personal Care Aides</td>
<td>2,305</td>
</tr>
</tbody>
</table>
Common workforce skills are required in a higher percentage of job openings than any specialized skill.
## REGIONAL WORKFORCE INVENTORY

### IN-DEMAND SKILLSET NEEDS

Each priority sector faces unique workforce demands and skills gaps.

<table>
<thead>
<tr>
<th>ADVANCED MANUFACTURING</th>
<th>TOP IN-DEMAND OCCUPATIONS</th>
<th>TOP IN-DEMAND SKILLS</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Industrial Engineering Techs; Sales Reps; Wholesale &amp; Mfg; Laborers and Material Movers; Production Workers; Salespersons</td>
<td>Auditing; Warehousing; Good Manufacturing Practices; Machinery; Marketing</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>AGRICULTURE</th>
<th>TOP IN-DEMAND OCCUPATIONS</th>
<th>TOP IN-DEMAND SKILLS</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Laborers and Material Movers; Production Workers; Managers; Farmworkers and Laborers; Supervisors</td>
<td>Warehousing; Corrective and Preventive Action (CAPA); Product Knowledge; Office Equipment; Purchasing</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>HEALTH AND LIFE SCIENCES</th>
<th>TOP IN-DEMAND OCCUPATIONS</th>
<th>TOP IN-DEMAND SKILLS</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Registered Nurses; Home Health and Personal Care; Aides; Licensed Practical/Vocational Nurses; Medical Dosimetrist/Records; Specialists/Techs; Nursing Assistants</td>
<td>Nursing; CPR; Personal Care; Medical Records; Home Health Care</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>TECH</th>
<th>TOP IN-DEMAND OCCUPATIONS</th>
<th>TOP IN-DEMAND SKILLS</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Software Developers and Testers; Computer Occupations, All Other; Computer User Support Specialists; Computer Systems Analysts; Data Scientists</td>
<td>Agile Methodology; SQL; Python; Automation; Java/JavaScript</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>TOURISM</th>
<th>TOP IN-DEMAND OCCUPATIONS</th>
<th>TOP IN-DEMAND SKILLS</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Fast Food and Counter Workers; Food Service Managers; Waiters and Waitresses; Cooks, Restaurant; Hotel, Motel, and Resort Desk Clerks</td>
<td>Restaurant Operation; Food Services; Food Safety and Sanitation; Cooking; Housekeeping</td>
</tr>
</tbody>
</table>
REGIONAL WORKFORCE INVENTORY

POPULATION FOR WORKFORCE TRAINING

**UNEMPLOYED**
- 27,800
- Out of labor force but actively looking for work
- Individuals of color, males, and those with less than a bachelor’s degree are more likely to be in this group

**UNDEREMPLOYED**
- 107,887
- Employed but living in or near poverty
- Retail salespersons, fast food workers, waiters & waitresses, office clerks and laborers are some of the most common lower-wage jobs in the target industries

**OUT OF LABOR FORCE**
- 202,154
- Working age (18-64) but not employed or actively looking for work
- Account for 3/4 of individuals who could benefit from workforce training; Females, older adults, individuals with a disability, and those who stopped their education at high school are more likely to be in this group
Half of employers said that lack of experience is the most common barrier that prevents them from hiring a job candidate.

### Top 5 Reasons for Hard-to-Fill Jobs in WNY, 2022

<table>
<thead>
<tr>
<th>REASONS</th>
<th>PERCENTAGE</th>
<th>BARRIERS TO WORK THAT MAY CONTRIBUTE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lack of qualified applicants</td>
<td>48%</td>
<td>Limited education and training</td>
</tr>
<tr>
<td>Compensation</td>
<td>45%</td>
<td>Availability of child care and flexible, affordable transportation</td>
</tr>
<tr>
<td>Shift-Schedule</td>
<td>21%</td>
<td>Availability of flexible, affordable transportation</td>
</tr>
<tr>
<td>Lack of Applicants</td>
<td>21%</td>
<td>Cost of education/training</td>
</tr>
<tr>
<td>Lack of Follow-through</td>
<td>16%</td>
<td>Limited skills (communication), Poverty</td>
</tr>
</tbody>
</table>

Source: NYSDOL, NYSED, and The Business Council, 2022 Business Workforce Survey Results, June 2022. Barriers to work that may contribute to hard-to-fill roles draw from prior research completed by UBRI.
REGIONAL WORKFORCE INVENTORY

NEXT STEPS

Later in the year, Regional Councils will be asked to select priority regional tradable sectors from the Inventory and develop a strategic plan that will create a roadmap for how to address the workforce needs and opportunities within these selected sectors for the region.
Closing Remarks & Adjourn

Dr. Katherine Conway-Turner and Eric Reich
Co-Chairs
WNY Regional Economic Development Council