

Higher-paying, mid-skill jobs:

What are characteristics of workforce trainers?

Over seventy organizations across Western New York offer degrees, certificates, courses or other training programs that help prepare students for higher-paying, mid-skill jobs. These trainers account for about a third of all trainers across the eight-county region, as identified in the *2017 Buffalo Niagara Labor Market Assessment*.

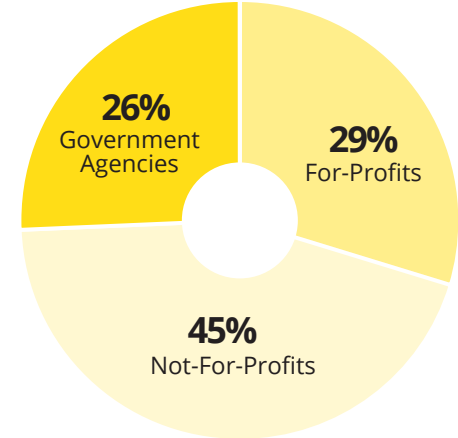
Workforce development cuts across all sectors of the economy, engaging not-for-profit organizations, government agencies and for-profit trainers. Training for higher-paying, mid-skill jobs involves almost every college in the region. Colleges account for 37% of trainers identified. Post-secondary, non-degree granting vocational programs, apprenticeships, and high schools/BOCES also play an important role and account for 7% to 33% of all trainers.

For adults age 25+, non-degree granting organizations with workforce training programs are an important part of the picture, particularly for higher-paying, mid-skill jobs that require skills and training but no formal education beyond high school. In terms of employment, the capacity of this group of trainers is more limited. These trainers deliver programs with 46 employees, on average.

Characteristics of these 73 trainers in WNY...

...by the sector they represent.

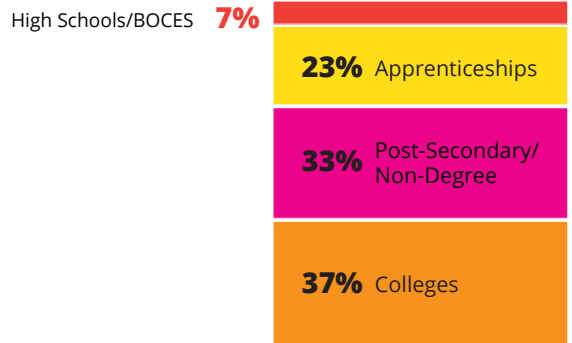
Nearly half of trainers are not-for-profit organizations. These include colleges, union membership organizations that offer apprenticeships, and not-for-profits whose mission and/or programs involve workforce development for higher-paying, mid-skill jobs. Government agencies with public schools account for about a quarter of trainers, while 29% of the total are for-profit organizations.



Source: UBRI analysis of data from various sources including National Center for Education Statistics, Reference USA, NYS Department of Labor, NYS Education Department and online sources.

...by their type.

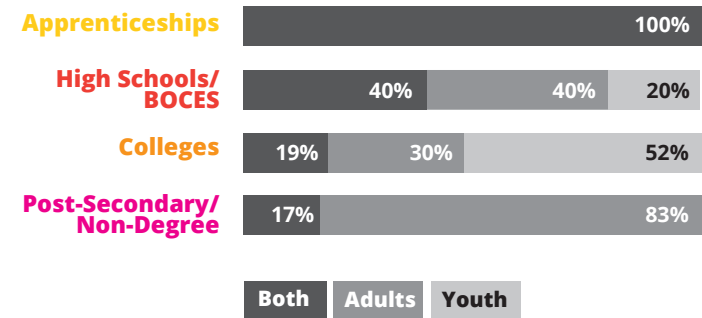
While colleges are the most common type of trainer identified for higher-paying, mid-skill jobs, **non-degree granting postsecondary organizations are an important part of the landscape**, followed by union membership organizations offering **apprenticeship programs and high-school/BOCES** programs with adult vocational education.



Source: UBRI analysis of data from various sources including National Center for Education Statistics, Reference USA, NYS Department of Labor, NYS Education Department and online sources.

...by the target population they serve.

While colleges, high schools and BOCES commonly have programs with training that targets the needs of youth and young adults, **non-degree granting post-secondary institutions are an important part of the workforce development landscape for older adults** seeking entry into higher-paying, mid-skill jobs.



Source: UBRI analysis of data from various sources including National Center for Education Statistics, Reference USA, NYS Department of Labor, NYS Education Department and online sources.