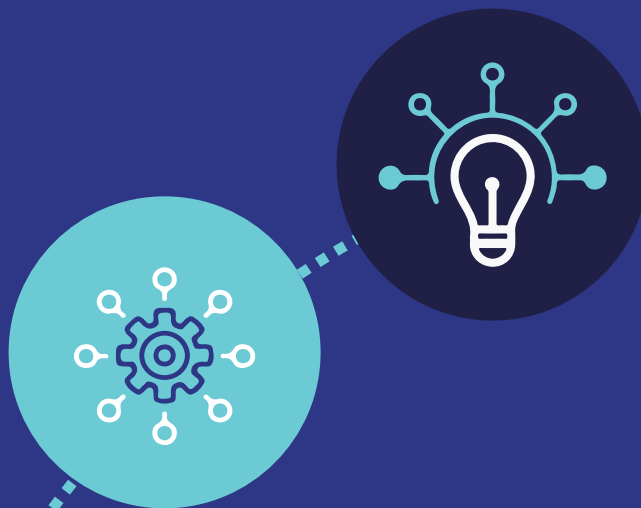


EXECUTIVE SUMMARY

# Strategies for Building Buffalo Niagara's Tech Workforce



November 2022



 University at Buffalo  
Regional Institute  
School of Architecture and Planning

# Why Focus on Growing Our Tech Workforce?

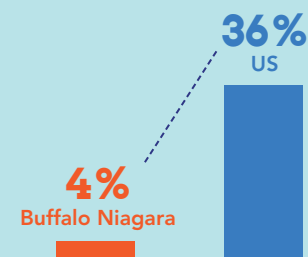
Now more than ever, tech drives our nation's economy. Jobs in tech span every employment sector, and are growing faster and pay more than non-tech jobs. In order for our region to remain competitive, we need to begin filling gaps in our tech employment ecosystem before they become insurmountable.

Full report available at: [www.techbuffalo.org](http://www.techbuffalo.org)

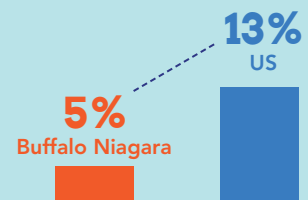


## Tech jobs are growing but we lag nation/peers.

### Tech Job Growth 2010-2019



### Expected Tech Job Growth 2022-2032

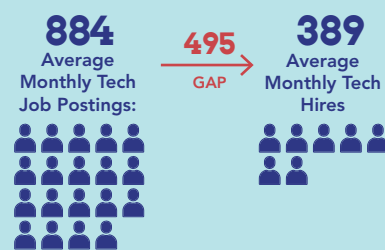


### Tech Jobs as % of all jobs



## Employers have a hard time filling tech jobs.

### Major "Job Postings vs. Hires" Gap Exists.



### Our Tech Workforce Lags in Diversity and Yearly Compensation.

#### TECH WORKFORCE PEOPLE OF COLOR:



#### MEDIAN ANNUAL EARNINGS:



**85%** of employers said hiring tech talent is at least somewhat challenging.

## We train but don't retain tech talent.

### Even Though the Region Has Many Tech Graduates, Tech Hiring Shortages Persist.

The region had **5 tech-related grads** for each tech job opening in 2021.

**5:1** Ratio of Grads to Jobs

That's **3 times more graduates per opening** than the US overall and **2 times more than peer metros.**

75% of these grads are in tech-aligned programs.

### International Students Account for Half of the Region's Tech Graduates. They Need a Visa Sponsor to Work Here.

#### INTERNATIONAL STUDENTS AS % OF TECH GRADUATES



**7 out of 10** of tech alumni from Buffalo Niagara colleges live and work outside the region.

**3,000+** live in NYC Metro area and

**1,400+** live in Rochester.

**THOUSANDS** of others live in larger, more developed tech markets with major tech employers and higher wages, like San Francisco, Washington, DC, and Seattle.

## Tech training programs and employer needs are disconnected but opportunities exist.

Stronger partnerships between employers and trainers can address the disconnects in tech.

### 4 out of 5

tech trainers are interested in **expanding employer partnerships.**



Employer recruitment practices can adapt to new training options.

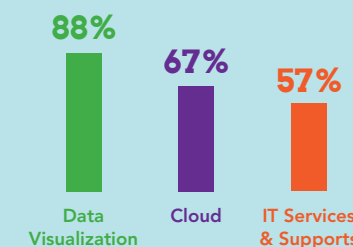
Only

### 23%

of employers **recruit through targeted outreach to nontraditional talent sources.**

Employer demand is increasing for tech skills but training options often don't evolve quickly enough. Less than half of trainers surveyed offer beginner level programs for these top growing tech skills.

#### % CHANGE IN AVG. MONTHLY JOB POSTINGS, 2020-2022



## Workers need wraparound services, but employers and trainers lack capacity.

Expanded access to wraparound services could expand tech talent pipelines to include more underserved, underrepresented individuals.

Employers estimate that

**52%** of tech workers would benefit from wraparound services.

Supportive services add to the cost of training and are commonly provided by referral only, if they are provided at all.

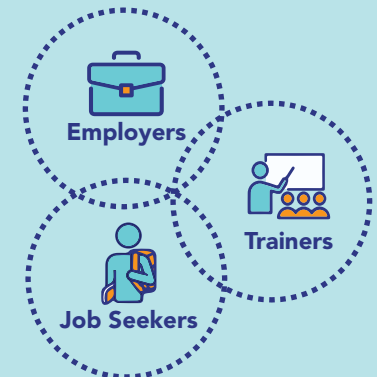
Programs like **Live Well Erie County**, can provide comprehensive and individualized wraparound supports to student graduates through their first years of employment.



## Employers, trainers, and job seekers need better information to grow the region's tech workforce.

A stronger regional tech workforce will leverage existing data and information to support training and career choices, recruitment and outreach, program delivery, onboarding, upskilling, partnerships, and more.

### Audiences Served



### Information Needs

- Workforce
- Training
- Wraparound Services
- Best Practices



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The logo for the University at Buffalo is a stylized white "UB" monogram. To its right, the text "University at Buffalo", "Regional Institute", and "School of Architecture and Planning" is stacked vertically in a white sans-serif font, separated by thin vertical lines.