

\$2.5 billion in State contracts last fiscal year alone — is leading the economic empowerment of MWBEs at every level.

Even as he has worked to bolster New Yorkers' access to good-paying jobs, Governor Cuomo has taken unprecedented measures to ensure that all New Yorkers can earn a living wage — beginning with his historic success in raising the minimum wage for workers in New York. In 2016, Governor signed landmark legislation enacting a historic increase in the minimum wage that will ultimately reach \$15 an hour for all workers in all industries across the state.

Proposal. Launch the \$175 Million Workforce Initiative

As part of the FY 2019 Budget, Governor Cuomo secured a historic \$175 million commitment for workforce training programs in New York State. Building on the success of the bottom-up REDC model, the Governor will in the coming weeks launch a new Consolidated Funding Application for workforce investments that will support strategic regional efforts that meet businesses' short-term workforce needs, improve regional talent pipelines, expand apprenticeships, and address the long-term needs of expanding industries— with a particular focus on emerging fields with growing demand for jobs like clean energy, health technology, and computer science. Funds will also support efforts to improve the economic security of women, youth, and other populations

that face significant barriers to career advancement. Governor Cuomo's new CFA for workforce development will provide essential, flexible investment in multi-faceted workforce training programs.

Proposal. Advance a Comprehensive Agenda to Expand Apprenticeships

Apprenticeship programs provide a proven and reliable pathway to good-paying, middle-class jobs. For nearly 80 years, New York has supported both workers and businesses with a registered apprenticeship program that combines structured on-the-job training with classroom instruction to ensure that workers gain specific, job-related skills.

As the State invests in renewable energy infrastructure, like offshore wind and solar, and continues unprecedented investment in clean infrastructure and other public works projects, the State will have a significant number of jobs to fill. We must meet the growing demand with a highly trained workforce.

Governor Cuomo has taken important steps to expand apprenticeships in New York. Last year, he announced a \$3 million investment for SUNY and the Department of Labor to partner with New York businesses on the development of registered apprenticeship positions that directly answer New York's workforce needs—dedicating funding specific to the

creation of up to 2,000 new pre-apprenticeship and registered apprenticeship positions in advanced manufacturing and healthcare over the next four to six years. Governor Cuomo also provided \$2 million for apprenticeships at the City University of New York (CUNY). By partnering with DOL, CUNY is supporting and expanding apprenticeships in five different health fields at three campuses. Additionally, CUNY and the DOL are also developing a Pre-Apprenticeship program to recruit, assess and prepare prospective apprentices for work in the building trades.

Moreover, Governor Cuomo launched the Empire State Apprenticeship Tax Credit Program in 2018, with incentives available now through 2022 for new qualified registered apprentices hired in in-demand occupations throughout the state. And Governor Cuomo announced that \$4.2 million in federal funding will be available to support the expansion of New York's Apprenticeship Program, increasing the state's ability to establish new registered apprenticeships by working with Regional Economic Development Councils and other workforce development partners to continue fostering the skilled workforce needed to fuel business growth in emerging industries.

The Governor is committed to building on this success by:

- Establishing a goal to double the number of apprenticeships in high-demand fields like high-tech,

health care, clean energy, and advanced manufacturing by 2025.

- Establishing a goal to double the number of women in all apprenticeships by 2025, as recommended in the Gender Wage Gap report issued in April 2018.
- Prioritizing the expansion of apprenticeships through the State's new Office of Workforce Development, enhancing collaboration between State agencies, SUNY, CUNY, workforce training providers, and the private sector to increase the number of apprenticeships in New York State.
- Expanding the Apprenticeship Council to include additional growth sectors, better link to educational institutions, and advise the new Office of Workforce Development on strategies to better connect with regional workforce intermediaries to expand the use of apprenticeships.
- Making it easier to create a registered apprenticeship program in New York State by streamlining and simplifying the registration process.
- Creating a marketing campaign making parents and counselors of middle- and high-school counselors aware of the benefits of apprenticeship and work-based learning, as well as a new website offering visitors the ability to search and map apprenticeship programs by industry sector and location.

Proposal. Launch a New Data Analytics Initiative with Monroe Community College to Map the Workforce Needs of New York's Economy

New York's resurgent economy has produced more than one million added private sector jobs. However, the State's economic success has also highlighted looming skills gaps and labor shortages. To serve employers and workers well, the workforce development system must be able to proactively address shortages in the educational pipeline and skills gaps in the existing workforce. However, that capability hinges on having the data to map the workforce needs of New York's economy and to guide solutions to workforce-related issues. Governor Cuomo is committed to providing educators, workforce practitioners, and economic developers with the actionable labor market information needed to make data-informed decisions that meet current and future job openings and support the economy.

Monroe Community College's Economic and Workforce Development Center has developed an innovative labor market data mining methodology able to identify workforce needs of regions, industrial sectors, and economic clusters with more speed and precision than other sources. At Governor Cuomo's direction, the Office of Workforce Development will launch a new data analytics initiative with Monroe Community College to map the workforce needs of

New York's economy effectively, covering each region of the state. The initiative will partner with the REDCs to ensure this actionable data informs regional workforce plans that will guide each Council's economic development and workforce investments. This data analytics initiative will allow New York to better target its workforce investments and better attract top talent and top companies to the communities that need them most.

Proposal. Expand Employer-Driven Training Opportunities by Enhancing the Employee Training Incentive Program

Governor Cuomo is committed to helping employers train the very best workforce. The Employee Training Incentive Program (ETIP) was developed at Empire State Development to help incentivize business investment in skills training programs. ETIP provides refundable tax credits to New York State employers to support skills training that upgrades, retrains, or improves the productivity of current or new employees. Businesses can also receive tax credits for approved internship programs that provide training in advanced technology or life sciences for current students, recent graduates, and recent members of the armed forces. The tax credit covers 50 percent of eligible training costs up to \$10,000 per employee for eligible training, as well as 50

percent of stipends paid to eligible interns, up to \$3,000 per intern.

Governor Cuomo proposes to expand ETIP to provide more training options to more industries by enabling employers with dedicated training shops to draw on in-house expertise in delivering approved training, and by extending ETIP tax credits to internship opportunities in additional high-tech industries.

Proposal. Increase Employment Opportunities for New Yorkers with Disabilities, Including Diverse Neurological Abilities

Governor Cuomo has demonstrated a commitment to achieve the full inclusion of all New Yorkers with disabilities. In 2014, the Governor signed Executive Order 136 establishing the Employment First Commission to increase the employment rate of individuals with disabilities by 5 percent, and decrease the poverty rate by 5 percent.^{xxxiii} In partnership with Disability:IN, this action ignited the engagement of forty business champions, raised awareness of Employment First to 40,000 New York State vendors, and initiated the EmployAbility Pledge as a mechanism for businesses to publicly display commitment to this vision.

Currently, only 19.9 percent of people with disabilities are employed, compared to 68.4 percent of individuals without disabilities.^{xxxiv} Of those employed, 23 percent are