



# CENTERSTATE | CEO

PATHWAYS TO SUCCESS IN A GROWING  
ECONOMIC LANDSCAPE



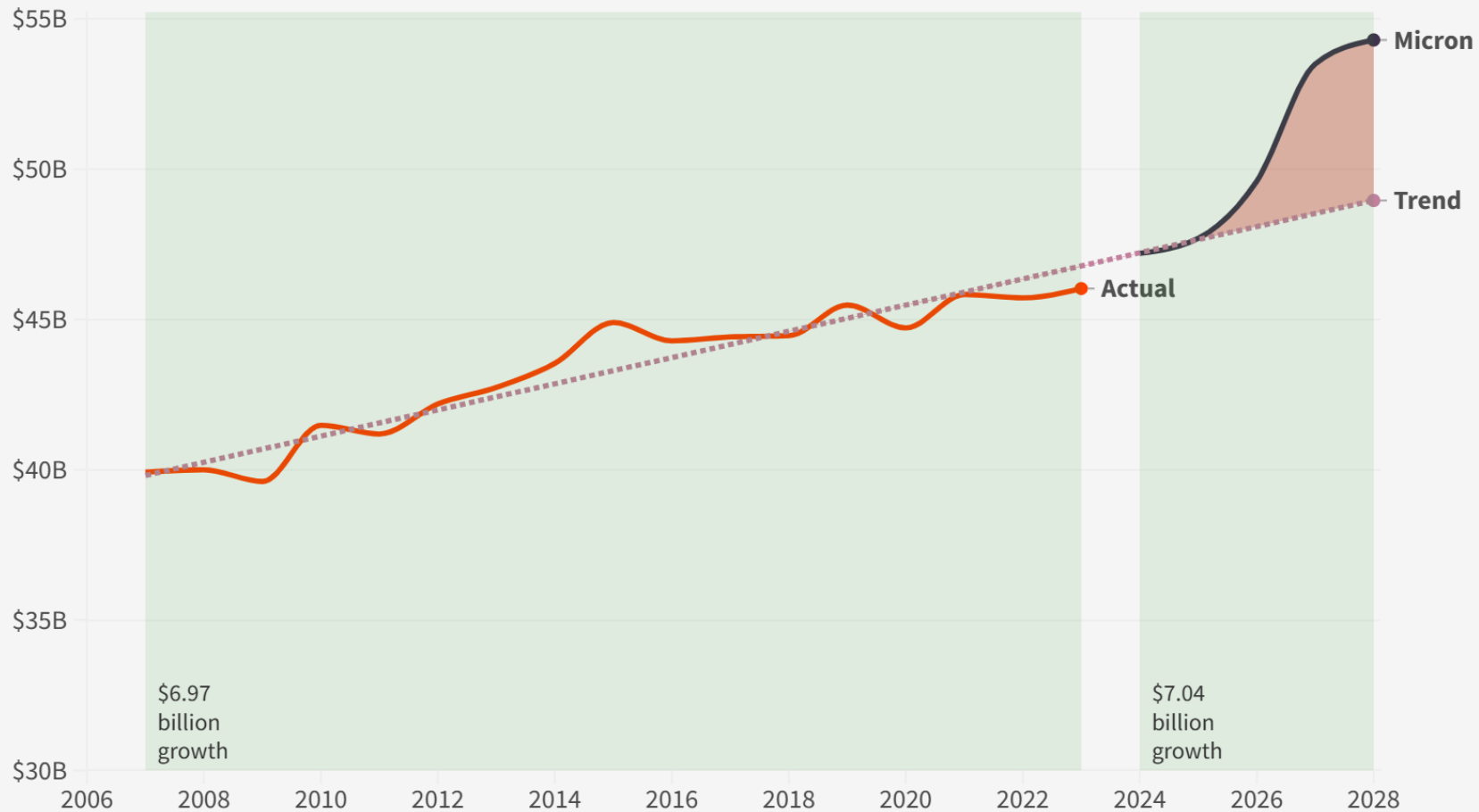
## ECONOMIC IMPACT OF MICRON'S INVESTMENT

- 50,000+ new permanent jobs in New York State by 2055, 70% in Central New York.
- Nearly 12,000 annual temporary jobs from capital expenditures through 2044.
- \$9.6 billion annually in real GDP impact through 2055.
- \$16.7 billion annually in real output impact through 2055.
- \$17.2 billion in total New York State government revenue through 2055.
- \$31 billion in Micron construction spending, with 5,600 related jobs on average at federal prevailing wage for the initial 20 years.

# REGIONAL GROWTH

## New GDP Impacts from Micron

The CNY economy will grow more in next 3 years than in the past 16



Source: BEA, REMI • CenterState CEO Calculations





**CONSTRUCTION DEMAND**  
**5,000 JOBS**

**MANUFACTURING & TECH**  
**40,000 JOBS**  
(11% of the workforce)

**32 of 37** occupations have openings today

# FUTURE-READY WORKFORCE INNOVATION CONSORTIUM

*BUILDING CNY'S TALENT ECOSYSTEM*  *FOR CONSTRUCTION & ADVANCED MANUFACTURING*

**Vision**      **Building a better ecosystem** to support a multifaceted approach to talent and workforce development in Central New York

**Mission**      To **train, attract, retain and advance more diverse people** in high-quality manufacturing and construction careers at Micron and other industry partners in CNY

**Strategy & Approach**      Collectively develop and support **multiple pathways** to degree and non-degree programs, technical training, certificates and specialized credentials



## Key Objective

### Construction

- Increase the number of diverse individuals entering union apprenticeship.
- Facilitate NY union members to work on Micron Boise fab to build expertise.
- Expand capacity of construction trades training program to meet future demands.

### Advanced Manufacturing

- Increase capacity, enrollment, and student diversity in training programs that are aligned with industry needs.

### Outreach & Career Exploration

- Introduce un/underemployed CNY residents to construction & manufacturing careers.



# GOV. HOCHUL ANNOUNCES ON-RAMP

 Economic Development  Jobs

SEPTEMBER 20, 2024 | Albany, NY

**Governor Hochul Launches Major Workforce Development Program “ON-RAMP” to Provide \$200 Million Towards Job Training and Support for Careers in Rapidly Expanding Advanced Manufacturing Sector**



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News / Gov. Hochul Announces Selection of First Flagship ON-RAMP Site in Syracuse

## Gov. Hochul Announces Selection of First Flagship ON-RAMP Site in Syracuse

Posted On March 28, 2025

*CenterState CEO is leading the incubation and launch of the Central New York ON-RAMP location.*



*Empire State Development Approves \$8.5 Million Phase 1 Investment, Including Capital for the Acquisition and Redevelopment of Property on South Salina Street With ON-RAMP Hub as Anchor Tenant*

*First of Four Statewide ON-RAMP Locations Will Provide Job Training and Support Services for New Yorkers Pursuing Careers in Growing Advanced Manufacturing Sector*



# ON RAMP: A SEAMLESS FRONT DOOR FOR WORKERS



A City-based beacon, showcasing the manufacturing and construction industries



Through marketing, grassroots outreach and events residents get an immersive experience, learn about industry, explore occupations and meet employers and workers.



Individuals enroll in programs that are right for them, learning technical skills in manufacturing and construction specifically tailored to in-demand occupations. Residents can also access math and language prep to qualify for training.



Consolidated wrap around service coordination, coaching and placement services ensure student success  
Access to childcare, transportation, and financial literacy/asset building will be key.



Student stipends can help underemployed workers “make the numbers work”, unlocking our greatest pool of hidden talent



# ON-RAMP: A RESOURCE HUB FOR INDUSTRY & UNIONS



Companies and unions will meet candidates through recruiting and career exploration events



Companies and unions will directly inform and engage in classroom and hands-on training; they will also be actively engaged in the candidate selection within programs



Workshops for employers, focused on best practices in hiring, retention, and welcoming work environments.



Employers can work with coaches and other ON-RAMP Hub staff to set up candidate interviews

# MICROELECTRONICS INDUSTRY PARTNERSHIP: WHAT WE'VE HEARD FROM MANUFACTURERS

## Diversify the Pipeline

- › Need more technician level workers
- › Aging Workforce/ Retirement Cliff
- › Increase the diversity of candidates in the pipeline
- › Need more volume of workers with lower skill

## Industry Awareness

- › People don't understand what Advanced Manufacturing is.
- › How do we motivate people to join the industry? How do we 'sell it?'
- › Overcoming the past views of manufacturing

## Training & Skills

- › Skills based hiring is an option
- › Need more hands-on training, paid internships.
- › Ensure training and equipment is up to date.
- › Employer informed curriculum

## Employer Engagement

- › Employers share what their needs truly are and help build curriculum
- › How do we create more welcoming workplaces?
- › Bridging the gap between generations, between employers and workers

## Attraction & Retention

- › Need to start engaging younger people (k-12)
- › Turnover: workers leaving to work at other local companies – not sustainable anymore
- › High housing costs, health care hard to access

## Essential Skills

- › Workers need more work readiness skills.
- › Troubleshooting and problem solving are most valuable.
- › Don't seem to be getting these skills in school, what can we do?

## Apprenticeship

- › Have great apprenticeship programs (MACNY) with good enrollment, BUT do not have enough mentors.
- › Share mentors across employers?

## Worker Challenges

- › Childcare
- › Transportation
- › Additional training and support services
- › Help navigating the workplace systems and what to do when there is an issue.



# URBAN JOBS TASK FORCE ON-RAMP FOCUS GROUPS





# CHALLENGES & BARRIERS IN ACCESSING TRADES & SKILLS TRAINING

Transportation

Childcare Needs

Benefits Cliff

Communication /  
Language and  
Cultural  
Representation

Disability Access

Effective  
Community  
Outreach &  
Location

Flexible  
Scheduling

Job Placement /  
Experiential  
Learning

Legal support/  
Reentry population

Mental Health

Job Skills

# SUPPORT & RESOURCES NEEDED TO SUCCEED IN TRADES & SKILLED WORK

**Transportation:** Reliable, accessible, affordable. A centrally accessible Hub location.

**Incentives to encourage participation and engagement.**

**Welcoming Space:** Reflect Syracuse's diversity through artwork, visual aids, staff representation. Service-oriented staff, multi-lingual staff.

**Field trips to employers and hands-on experience in the field.**

**Wrap-around services:** On-site childcare; Legal Services; Mental Health resources; housing/financial assistance; nutrition and wellness education.

**Mentorship of youth from middle-school age throughout post-employment.**

**Cultural Representation:** Staffing the center with individuals that represent the diversity of Syracuse and that are people culturally similar to those they serve.

**Utilize the elderly in a comprehensive manner for outreach and recruitment efforts. Multi-generational approach.**

# BRIDGE TO MANUFACTURING CAREERS

- A **collaborative effort** to help underrepresented populations (women, people of color, un/underemployed) access higher education opportunities that lead to careers at Micron and other advanced manufacturing employers. Through Bridge, participants undergo career exploration, barrier mitigation and skill development to ensure success in the OCC Electromechanical Technology A.A.S. program at OCC.
- **Partners:** CenterState CEO; OCC; On Point for College; Westcott Community Center; North Side Learning Center; OCM BOCES; SUNY EOC; BluePrint 15.
- **Services:** career exploration, basic needs (food, housing, transportation, childcare, etc.), employer panel/tours, math, reading/English, college readiness, financial aid support.





## SKILL DEVELOPMENT

Clients will complete a math and reading readiness curriculum including working with tutors to gain skills that will help ensure their success in required OCC courses.

## COLLEGE READINESS

Clients will learn how to be a student through workshops that prepare them and ensure a two year degree is the right pathway. This includes FAFSA support, workshops and campus tours with OCC and On Point for College.



## INDUSTRY AWARENESS & CAREER EXPLORATION

Clients will join Tech & Culture to take a series of deep dive activities providing a clear understanding of what it means to work in advanced manufacturing. Tour employers, hear from professionals in the field and explore the tools of the trade.

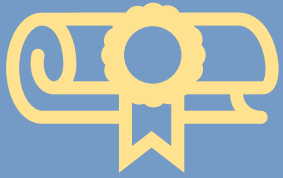
## ENROLLMENT & ONBOARDING

Clients referred to the program will go through a series of self assessments to understand skills and life needs. They will be connected to a Navigator who will help guide them through their journey.

# OUTCOMES

- First cohort completed in August 2024
  - 15 began skill development Learning Community; 12 completed
    - 3 non-male
    - 10 African-American/Black; 1 white; 1 Hispanic
  - 8 enrolled in OCC ELM program for Fall 2024 semester
  - 1 began spring 2025
- Next round underway, aiming for fall 2025 enrollment

# SUCCESS STORIES



## Job placement:

One student made an impactful job change after making a connection with a representative from TTM during a networking panel in the Bridge Learning Community.



## Academic success:

One student achieved high academic success in the fall semester and has been selected to participate in OCC's Collegiate Science and Technology Entry Program (CSTEP).

Another student was selected for a Micron internship for summer 2025.





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