

OFFICE OF STRATEGIC WORKFORCE DEVELOPMENT



The FY 2023 State Budget established a new Office of Strategic Workforce Development (OSWD) within Empire State Development (ESD) representing a shift in workforce development policy.

OSWD will better meet the needs of industry, and create career opportunities for New Yorkers, particularly those from historically marginalized communities. Utilizing ESD's relationships with employers, OSWD will work with workforce training providers to support industry-driven training to provide in-demand skills and direct job placement. The new office aims to support new economic opportunities for un/underemployed and underrepresented workers, while simultaneously meeting the needs of businesses in targeted industry sectors across the State. The office will take a holistic approach to workforce development by engaging other State agencies and regional experts to identify local jobs trends and opportunities.

OSWD KEY PRIORITIES

- Industry-driven workforce development
- Strategic focus on “good jobs” in the state’s high-growth sectors
- Expand opportunities for historically marginalized communities
- Improve data collection and impact tracking across funded programs

STATEWIDE HIGH-GROWTH TARGET INDUSTRIES

- Advanced Manufacturing and Materials
- Biotech and Life Sciences
- Cleantech and Renewable Energy
- Construction
- Electronics and Optics, Photonics, and Imaging (OPI)
- Film and Television Production and Post-Production
- Software and Digital Media



**Office of Strategic
Workforce Development**

FUNDING OPPORTUNITIES

Workforce Development Capital Grant Program

- \$35 million for grants
- Awards amounts range from \$100,000 - \$3 million
- ESD will provide up to 50% of total project cost
- Resource for training programs offering industry-recognized credentials & certificates

Capital Grant Program Eligible Uses of Funds

- Purchase and/or installation of machinery and/or equipment used in workforce training
- Purchase and/or installation of furniture and fixtures for workforce training
- Fit out and/or renovation of an existing building related to the specific training program
- New construction or expansion of a building on property already owned or controlled by the applicant
- Acquisition of land or buildings to facilitate an expansion of a training program
- Soft costs of up to 15% of total project cost such as architectural and engineering costs necessary to complete a capital project

Pay For Performance (P4P) Program

- \$115 million for grants via two program tracks:
 - P4P Operating Grants
 - P4P Capacity-Building Awards
- Resources for training programs offering industry-recognized credentials, skills & certificates

P4P Operating Grants

- Awards amounts range from \$50,000 - \$1 million
- ESD will provide up to 75% of total project cost
- Grant funding can be used for programmatic expenses related to a new program, or expanding an existing program

P4P Capacity-Building Awards

- Achievement-based awards to expand programs' capacity
- Awards range from \$1,500 - \$4,000 per trainee placed in a good job
- Data and metrics driven awards
- Amount of award determination will be based on the following:
 - Extent of wraparound services
 - Need of the population served
 - Placement in good jobs

P4P Program Eligible Uses of Funds

- Curricula development
- Instruction and instructional materials
- Technology specifically required for training
- Marketing expenses or outreach activities to foster participant recruitment of target populations
- Services to foster job placement and retention
- Participant stipends, wraparound services, and trainee supports, or activities that will be made available to program participants to reduce barriers to training (i.e., childcare, online programming, public transit passes or other transportation supports, career coaching, and professional skills or success skills training)
- Impact data collection and analysis

Full program guidelines, FAQ, and more online. Sign up for emails from the Office of Strategic Workforce Development on our website:

