



Office of Strategic Workforce Development

Annual Report on 2025 Initiatives

April 2026



Empire State
Development



Office of Strategic
Workforce Development

Table of Contents

Letter from the Commissioner	3
OSWD's Priority Initiatives	4
Update on Workforce Development Investments	15
Appendix	33
Acknowledgments	34

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Letter from the Commissioner

In 2022, Governor Kathy Hochul took a pivotal step to connect New York-based employers in high-growth industries, training providers and job seekers through the establishment of the Office of Strategic Workforce Development (OSWD) at Empire State Development (ESD). This marked a strategic shift in New York State's workforce development efforts: aligning workforce training with the needs and priorities of employers in high-growth industries, while removing barriers to employment that prevented historically-marginalized communities from fully participating. To date, more than \$68 million has been awarded to 77 workforce projects, supporting training for nearly 15,000 New Yorkers and helping them secure high-demand jobs in priority industries across the state. These investments are critical to ensuring New York is competitive while expanding economic opportunity for all New Yorkers.

Across key priority industries, New York is seeing unprecedented public and private investments, and the State is aligning its workforce strategy to ensure New Yorkers can benefit from these opportunities. Major investments have been made in advanced manufacturing, anchored by Micron's \$100 billion commitment in Central New York – the largest private sector manufacturing projects in state history. Complementing these projects, ESD's One Network for Regional Advanced Manufacturing Partnerships (ON-RAMP) initiative will help prepare the next generation of talent for advanced manufacturing and construction-related careers in New York. This investment will establish a network of four workforce training centers across Upstate New York. ON-RAMP will support training for in-demand jobs alongside essential on-site wraparound supports in partnership with community-based organizations, ensuring accessible entry points to in-demand jobs in these core industries.

Concurrently, New York is emerging as a domestic hub for artificial intelligence (AI) research and innovation, powered by world-class educational institutions and state-based initiatives such as Empire AI. Recognizing that AI will have profound economic impact – and that its benefits must be accessible and shared by all – ESD has also launched AI Prep. This new initiative will expand equitable access to AI implementation by supporting low-income undergraduate students pursuing AI internships, and by developing non-degree pathways to AI competency and careers.

As OSWD continues to mature, ESD continues to refine its approach, better supporting regional organizations throughout the grantmaking process to ensure the highest impact programming is efficiently funded, and further improving opportunities for job seekers throughout the state. The Office is entering its fourth full year of operations with the infrastructure, funding, and industry partnerships needed to ensure that New York State remains nationally competitive in the economy of the future.

Hope Knight



President, CEO and Commissioner
Empire State Development

Priority Initiatives

Since 2022, Governor Kathy Hochul – with support from the State Legislature – has secured more than \$900 million for statewide workforce initiatives¹, including the launch of the Office of Strategic Workforce Development (OSWD) within Empire State Development (ESD). These historic investments prioritize workforce development as a critical component of economic development, working to align training programs with the needs of high-growth industries so that more New Yorkers have access to quality, family-sustaining jobs.

This report summarizes activities across multiple agencies that have been funded by the Governor’s workforce investments, as well as specific actions by OSWD to coordinate and improve strategic workforce efforts across the state.

Strategic Approach

OSWD’s mission is to align New York State’s workforce development efforts with the needs and priorities of employers and workers, with a particular focus on New Yorkers underrepresented in the economy, including women, Black, and Latino residents. OSWD administers the Workforce Development Capital Grant Program and the Pay for Performance (P4P) Operating Grant Program, advancing progress among grantees. In its third full year, OSWD continues its mission by driving innovative, high-impact workforce programming; supporting more industry-driven training with direct job placement, serving as a connector across the system; and ultimately ensuring New Yorkers can access well-paying jobs.

Grantmaking driving innovative high-impact workforce programming

Central to this work, OSWD administers grant programs to fund operating and capital costs for new or expanding non-degree training programs that align with industry needs. OSWD has awarded more than \$68 million to 77 workforce programs across the state, leveraging an additional \$71 million in public and private funding. These grants are estimated to support nearly 15,000 trainees and will work with more than 2,000 business partners across the state. Since its inception, OSWD has prioritized ensuring that investments are reaching high-impact programs and the New Yorkers they serve.

OSWD has awarded more than \$68 million to 77 workforce programs.

15,000 trainees supported across more than 2,000 business partners.

Investments in 2025 supported industry-driven training from Western New York to Long Island – supporting construction, high-tech, and clean-tech industries – and highlighted the breadth of partners providing critical workforce programming throughout the state, from community colleges to Boards of Cooperative Educational Services (BOCES) programs, to labor unions. OSWD has also been strategic in funding programs that support the whole person, not just through industry aligned training, but through community partnerships and wraparound services that ensure jobseekers have the resources they need to take full advantage of training programs.

¹ See appendix for full funding breakdown

For example:

- **Rochester Institute of Technology (RIT):** Utilizing over \$718,000 in P4P Operating Grant funds, RIT is partnering with the Veterans Outreach Center (VOC) to provide credentialed training in electronics assembly, rework, and repair to aid veterans in gaining access to high-paying technical jobs. The VOC will provide case management, including stipends, transportation, food assistance, and access to mental health services, while RIT will provide industry training and work with both trainees and employers to provide cultural competency training to aid in job retention once placed. The program will train 60 New Yorkers for family-sustaining jobs in manufacturing and repair.

OSWD also provides a consistent source of capital funding for workforce training providers, enabling critical investments in equipment, facilities, and instructional capacity. Multiple partners were able to complete or break ground on their facilities, expanding the scale of their services to New Yorkers, including:

- **Capital Region BOCES:** The new Capital Region BOCES Career and Technical Education Extension Center (CTE Center) opened in September, with more than 200 students enrolled in six expanded and two new programs in emerging technologies and the trades. OSWD awarded \$3 million in funding to help expand the 45,000-square-foot CTE Center, increasing training capacity by 33%. The CTE Center is supported by more than 20 local industry partners and currently has a waitlist for access to its training programs, including HVAC-R, wireless technology, and cybersecurity.



- **St. Nicks Alliance:** The Brooklyn-based non-profit organization recently opened a major expansion that will significantly grow its workforce training capacity, which currently serves more than 2,000 individuals annually in construction, maintenance, environmental remediation, financial services and data analytics training programs. Following rapid program growth and rising space constraints, the St. Nicks Alliance was awarded a \$1.25 million OSWD Capital Grant to help build the new workforce training center. The new facility features flexible classrooms, modern computer labs, and smartboards in every room, ensuring digital literacy is embedded across all programs. Designed as both a training hub and a community space, the Center will host alumni events, evening gatherings, and job fairs, and provide meeting and interview rooms along with rooftop space.



In 2025, OSWD provided an additional \$1 million in P4P operating funding to support training and wraparound services for St. Nicks' Green Trades programs – with credentialed pathways in building maintenance, HVAC, construction, environmental remediation, electric and plumbing. St. Nicks' employer-vetted programs provide comprehensive case management and referrals to support services, as well as stipends, workplace skills training, mentorship, and two years of alumni supports to increase trainee success and retention.

- **Sheet Metal Contractors and SMART Local 71 Joint Apprenticeship Training Fund:** In Buffalo, capital and operating funds were awarded to construct, install, and operate a new Computer Aided Design lab to increase the marketability of apprentices in the Western New York workforce. The Sheet Metal Occupational Health Institute will provide mental health and drug treatment services, while Say Yes Buffalo will provide case management, mentorship, weekly check-ins, and connections to other services as needed, including childcare and transportation assistance, to increase apprentice retention rates.



Accelerating New York's Workforce for Emerging Industries

\$200 million investment to fund new workforce centers across New York State

New York is emerging as the home for cutting-edge advanced manufacturing, fueled by public and private investments in semiconductors and high-tech industries. Micron's historic investment will create the largest memory chip fabrication facility in American history, and, with expansions by GlobalFoundries and TTM, will further solidify New York's domestic leadership in semiconductors. NY Creates' Albany NanoTech Complex acts as a magnet, with \$1 billion in state investment leveraging \$9 billion in industry investment. These investments are driving economic growth and competitiveness and supporting well-paying jobs and economic mobility for New Yorkers. New York is committed to supporting training needs in advanced manufacturing and construction to develop the large and diverse talent pool required to fully realize this opportunity.

To meet the rising demand for skilled workers in these sectors, Governor Hochul launched the One Network for Regional Advanced Manufacturing Partnerships (ON-RAMP) program, a \$200 million investment to fund a network of four workforce development centers across New York State. OSWD has invested in programs statewide to prepare for this opportunity – including the expansion of MACNY's Real Life Rosies and Advance to Apprenticeship programs, regional BUILD projects, and State University of New York (SUNY) Oswego's Instructor Bootcamps. Now, this investment will be amplified through physical centers that demystify advanced manufacturing and construction occupations and provide central locations to prepare workers for jobs in emerging industries.

Each ON-RAMP center will connect New Yorkers with in-demand jobs in high-growth sectors by providing training programs, industry and community-based organization partnerships, and wraparound supports to remove barriers to participation. Modeled on the Northland Workforce Training Center on Buffalo's East Side, each center will bring together community colleges, training providers, community organizations, and employers to prepare residents for quality jobs in growing industries. To date, more than 1,140 students are enrolled in Northland, and the Center celebrates an 83% job placement rate.

Awardees were selected in 2024 to realize the four ON-RAMP centers in the Capital Region, the Finger Lakes, and Mohawk Valley, with the Central New York-based flagship facility in Syracuse already underway. ESD previously engaged CenterState CEO to lead the Syracuse site. Progress accelerated in 2025. In March, Governor Hochul announced the selection of the former Sears Building in Syracuse as the first flagship ON-RAMP location. In July, CenterState CEO appointed Dr. Carlene Lacey as Chief Executive Officer of the Syracuse facility. For the three additional competitive ON-RAMP sites, regional awardees conducted a year-long, extensive engagement process with training providers, support services, and industry partners, submitting a detailed business and operating plan to ESD to unlock up to \$40 million in implementation funding. These plans were submitted in December, and ESD is now engaged with each winner to complete them. OSWD will oversee this initiative and support regional cross-collaboration to ensure best practices are shared across the centers.

Ensuring job training aligns with industry needs and prepares workers for in-demand jobs

Partnerships with employers have strengthened training pathways tied to real job opportunities, particularly in regions preparing for major economic investments such as the semiconductor expansion across upstate New York. Led by Micron's \$100 billion megaproject in Central New York, the semiconductor industry is investing over \$124 billion in projects across New York's I-90 corridor. This unparalleled industry growth is sparking workforce collaborations with a focus on scaling what works, with targeted investments that help training providers expand proven models and build the systems, staffing, and space needed to meet growing demand. OSWD invests in programs to scale success across the state in new regions based on industry needs and the performance of pilot programs.

As part of OSWD's efforts to be responsive to industry needs, it has made major investments to support equity - in priority sectors. AI is rapidly transforming industries and jobs across the state and around the world, and New York State has become a major hub for AI research and innovation through institutions like Cornell Tech, leading companies, and state-backed efforts like Empire AI. Yet the growth of this sector risks widening inequality, as many AI jobs require specialized training that is often inaccessible to low-income New Yorkers. In response, OSWD solicited proposals for AI Prep, an initiative to expand equitable access to AI career pathways by training underrepresented New Yorkers in cutting-edge skills and connecting them to internships or jobs. The program includes two tracks: one supporting low-income undergraduate students pursuing AI internships, and another offering accelerated training for individuals with barriers to employment seeking direct entry into AI jobs. Proposals were received through October 2025, and selection will be announced in 2026.

AI Prep is an initiative to expand equitable access to AI career pathways by training underrepresented New Yorkers in cutting-edge skills and connecting them to jobs.

Syracuse's Pathways to Apprenticeship

Ensures talent have the skills, mentorship, and support needed to secure family-sustaining jobs in construction and is now an official ON-RAMP program.

Pathways to Apprenticeship prepares un- and underemployed New Yorkers for careers in the building trades and exposure to apprenticeship opportunities, paving the way for family-sustaining jobs. Supported by CenterState CEO and the Central and Northern New York Building Trades, the program prepares participants for entry into formal union apprenticeships.

As Program Manager, Ebony Farrow has seen how transformative it can be when people are given space to step back from daily pressures and focus on building a future. The Pathways program, under her guidance, shifts participants from survival mode to skill building, providing tutoring, tools, and wraparound supports that address the full spectrum of barriers from economic challenges, uneven math foundations, transportation gaps, and union entry costs. Ebony finds the most inspiration in moments of self-discovery, when participants realize they can develop skills and take pride in creating tangible work with their own hands. She fosters a strong sense of community across cohorts, cultivating an environment where participants motivate each other and hold one another accountable. Success, for Ebony, is measured not just through placements but through participants leaving the program with economic stability, pride, and possibility.



"Pathways helps people take the time needed to develop skills to succeed."

- Ebony Farrow, Program Manager

For Kwiasean Peterson, Pathways was a turning point. Raised between New York City and Syracuse, he was working at a call center when pandemic shutdowns left him unemployed. Though already on an electrician's union list, his low ranking made entering the apprenticeship unlikely given its competitiveness. After seeing an advertisement for the Pathways program, he enrolled in the first cohort.

Pathways exposed Kwiasean to a range of trades which helped him discover that carpentry best matched his strengths and interests. After graduation, he continued as an apprentice. Kwiasean's experience with Pathways allowed him to gain critical skills and clarity about where he wanted to build a career. He credits Pathways not only for opening the door to apprenticeship, but for the sustained support that followed.



"The door has been opening left and right since I joined the carpenters union."

- Kwiasean Peterson, Program Participant

Today, Kwiasean is a journeyman with four years of experience and remains involved with Pathways, attending graduations and mentoring new participants. His journey reflects the program's impact: not just opening doors to apprenticeship, but creating sustained support, confidence, and community.



Connecting the dots across regions, industries, and agencies

OSWD has made engaging partners across New York a crucial point of its work, connecting ecosystem partners and providing technical assistance to programs applying for grants.

This year, OSWD's engagement resulted in increased overall submissions to its P4P and Capital Grants programs, and stronger submissions from smaller organizations. To support improved quality and readiness of applications, OSWD met with nearly half of its program applicants this year. This included expanding general outreach, conducting more than 100 engagement touchpoints across all 10 regions, including introductory calls, technical assistance sessions, workshops, presentations, and site visits. Additional administrative optimizations include efforts to accelerate disbursements of awards. As new programs reach completion, the Office will continue to track key outcome metrics such as graduation rates, job placement rates, and average wages, to understand programmatic success and best practices.

OSWD also collaborates across government. Governor Hochul launched an unprecedented effort to attract and ensure the success of semiconductor projects, most notably forming the Governor's Office of Semiconductor Expansion, Management, and Integration (GO-SEMI) in 2022, to coordinate the Micron project and related investments. OSWD has played a central role on the GO-SEMI team, lending its workforce expertise to work with local and regional partners to ensure that New Yorkers will have access to the thousands of jobs coming to the state to both construct and operate new fabs.

OSWD's support of ESD's Life Sciences Office will help expand its workforce development impact and identify programming and occupations that complement P4P opportunities. This alignment will help to maximize OSWD resources in this fast-growing sector. Moving forward, OSWD will remain involved in advising on best practices and collaborating with government partners across industries to ensure its workforce investments are best supporting New Yorkers.

OSWD conducted more than 100 engagement touchpoints statewide.

Looking Ahead

Looking ahead, OSWD is focused on ensuring that employers across New York State have access to the skilled workforce they need to remain competitive, and that jobseekers can pursue fulfilling careers that provide family-sustaining wages. This means deepening coordination among state agencies, training providers, and regional partners to align programs with industry demand, expanding access to high-quality training opportunities, and scaling proven models that deliver strong outcomes. By prioritizing equity and long-term impact, OSWD aims to build a workforce system that supports both economic growth and upward mobility for all New Yorkers.

PROGRAM SPOTLIGHT

CanCode Communities

Equips learners with digital literacy, technical skills, and wraparound supports, helping New Yorkers increase earning potential.

In 2006, Anmarie Lanese, Founder and CEO of CanCode Communities, co-founded a software company with her husband and saw firsthand that access, not talent, was the barrier to tech careers. After hiring a self-taught programmer with no college degree who quickly outperformed a formally trained IT professional, she recognized how many New Yorkers were excluded from opportunity simply because they lacked training and credential opportunities. That realization became the foundation of CanCode's mission to expand access to tech careers statewide.

Originally in-person, CanCode shifted fully online during the pandemic, mailing laptops and hotspots to students' homes and temporary residences, including shelters and transitional housing. This pivot expanded CanCode's reach across New York, eventually unifying all programs in 2021. Over the last decade, CanCode has developed a robust K-12, beginning IT, and software development curriculum, adapting offerings as technology evolves, including a new AI-focused course. A leader in the digital inclusion, CanCode equips New Yorkers with foundational digital literacy skills, while also providing advanced technical training that enables participants to pursue careers in tech.

OSWD funding has been pivotal in scaling CanCode's impact since 2024. It strengthened operational capacity, expanded critical wraparound supports to trainees, and supported curriculum development to meet market needs. Over 300 participants have received individualized support, including referrals to rental assistance, food banks, and addiction treatment. While CanCode had long aspired to provide this level of support, it previously lacked the dedicated capacity to do so consistently. Funding also allowed CanCode to respond quickly to challenges, retain participants, and ensure continued alignment with ever-changing industry needs. This included hiring a Spanish-language instructor as well as an instructor who developed an AI curriculum, enabling new courses to equip learners with in-demand, market-aligned skills.



"The P4P grant was designed as a capacity building grant, and it did just that. Outcomes tracking, wraparound supports, bilingual training. It helped us train more New Yorkers for good jobs and we could not have done it without that support and partnership"

- Anmarie Lanese, Founder and CEO of CanCode Communities

The results speak to CanCode's success: the organization surpassed its original goal – training over 470 participants across its courses, exceeding its targets with a 77% completion rate. Participants who secured employment saw an average salary increase of \$27,000. CanCode's combination of high-quality training and wraparound supports has ensured participants thrive in an increasingly digital economy.

After years out of the workforce due to illness, Kenneth, a program participant, used CanCode's hands-on training to rebuild his confidence, develop real-world AI and Python projects, and prepare to re-enter the job market. Asked what confidence looks like now, Kenneth said, "Confidence means knowing the first step. Knowing enough to see a problem differently and knowing I can build something to solve it."



Credit: CanCode

Trends in Statewide Priority Industries

In 2022, OSWD identified seven statewide priority industries based on size, projected growth, job quality, and employer hiring needs. These sectors remain critical to New York's economy and have seen significant investment and development, and drive OSWD's workforce development investments.



Advanced Manufacturing and Materials

New York's advanced manufacturing sector is supported by major assets and regional hubs that help keep the state competitive nationally. Thanks to a strategic effort by New York State to attract employers and invest in local workforce development, New York is seeing a rebound in the sector after decades of decline. This growing network of regional assets is supported by the state's proximity to major markets and an extensive transportation network that enables the efficient and affordable movement of products regardless of size or technical complexity, ensuring the sector has the infrastructure needed to thrive. Led by Micron's unprecedented \$100 billion investment in Central New York to build what will be the largest memory chip fabrication facilities in the country – a result of the Biden Administration's 2022 CHIPS and Science Act and Governor Hochul's pioneering \$10 billion Green CHIPS program – New York is emerging as a global hub for semiconductors. The Micron investment alone will generate nearly 50,000 jobs statewide, as well as thousands of prevailing wage construction jobs.

Advanced manufacturing jobs have seen meaningful wage growth, providing New Yorkers with high quality careers, and growth potential. While this growth is strong, significant challenges remain in diversifying the sector for both Black New Yorkers and women. Though advanced manufacturing jobs are present in every region, there are especially high concentrations in Western New York, the Finger Lakes, and Long Island. Major growth is expected in Central New York, the Capital Region, the Mohawk Valley, and the Southern Tier as the semiconductor and electronics industries grow.



Biotech and Life Sciences

New York remains a global leader in life sciences with significant public and private investment, world class educational and medical institutions, diverse and skilled talent, and a strong position as a tech and innovation hub. New York ranks second in the nation for research and development (R&D) spending by publicly traded life sciences companies, second in National Institutes of Health funding at roughly \$3.6 billion, and third in the number of bioscience patents issued. The State continues to expand this sector through targeted investment in biopharmaceutical, device and diagnostic research and development, and manufacturing. The State supports this through its \$620 million Life Science Initiative, which has expanded life science research and commercialization, and expanded access to family-sustaining jobs.

New York has particularly strong life science clusters in the Capital and Mid-Hudson regions (home to Regeneron and Pfizer) and New York City and Long Island (major hubs for R&D and product development), with additional biomanufacturing clusters in Western New York and the Finger Lakes. While life sciences occupations are generally well-paying, technology is significantly altering the jobs and skills landscape for this sector – with important R&D that requires skills in data analysis and other technologies. While these jobs offer strong wages, the sector is less accessible than the statewide average and other priority industries: only 45% of jobs do not require a four-year degree and even fewer require no postsecondary education at all, including associate degrees.



Cleantech and Renewable Energy

New York's commitment to cleantech and renewable energy is fueling technology innovation, strengthening the statewide economy, and attracting companies seeking access to one of the world's largest clean energy markets. New York now ranks third in the nation for clean energy and cleantech patents, and momentum is reinforced by more than \$270 million in federal and state investment and the support of the nation's largest state-based industry group, the New York Battery and Energy Storage Technology Consortium. New York State has made nation-leading commitments to building a clean energy economy, with a 10-point action plan to achieve 100% zero-emission electricity by 2040 and innovative investments in green technologies. In addition to billions of dollars of investment, New York State Energy Research and Development Authority (NYSERDA) has dedicated more than \$180 million to supporting a diverse range of workforce programs including on-the-job-training, capacity building, and upskilling talent, with programs requiring that 50% of trainees come from underrepresented communities.

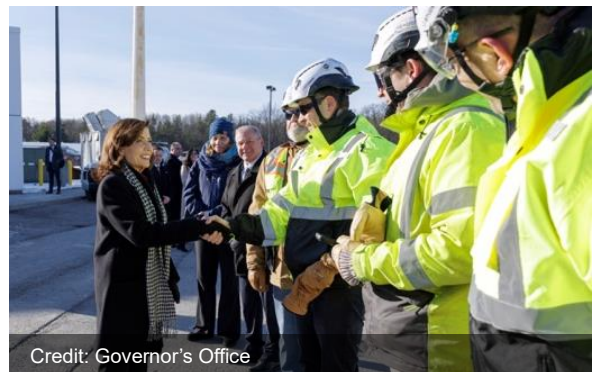
While the cleantech and renewable energy industry overall has seen strong growth in the past decade, growth within specific subsectors has been more pronounced, which has accelerated the growth and depth of connection with construction-related fields such as electricians and HVAC and installation technicians. Jobs in these sectors are accessible – with over 80% of jobs not requiring a four-year degree – and offer strong wages at \$33/hour, well above the statewide averages.



Construction

With steady growth over the past decade, the construction industry is the largest of the statewide priority industries and is essential to meeting New York's broader economic development goals, including those tied to advanced manufacturing, cleantech, electronics, broadband and expanded housing access. Significant infrastructure investments – such as the Micron investment, the State's \$140 million broadband infrastructure expansion program, the \$300 million POWER UP industrial site readiness program, or the \$215 million Housing Acceleration fund – will require significant construction-related talent to complete.

The industry supports accessible jobs and strong median wages, with a long history of apprenticeship opportunities that provide entry points for talent with structured opportunities for advancement. Occupations in high demand across the state include electricians, HVAC technicians, cement masons, construction managers, and more. While racial diversity remains strong in many construction sector jobs across the state, female representation remains low.



Credit: Governor's Office



Electronics and Optics, Photonics, and Imaging (OPI)



New York is a national leader in technology innovation. Rochester anchors this ecosystem, as a world-class hub for optics, photonics, and imaging, home to more than 150 industry companies, specialized supply chain capabilities, and leading research institutions including AIM Photonics, the University of Rochester's Institute of Optics, and Rochester Institute of Technology's imaging science programs. In Albany, New York Center for Research, Economic Advancement, Technology, Engineering, and Science (NY Creates) hosts the nation's largest and most

advanced semiconductor research and development facility, supporting breakthroughs like IBM's development of its 2nm nanosheet chip. In December, Governor Hochul announced the "topping out" of NanoFab Reflection, the cornerstone of the Governor's \$1 billion investment in NY Creates' Albany NanoTech Complex, marking a major milestone for the \$10 billion initiative and for New York State's strategy to strengthen America's semiconductor leadership.

Workers in electronics and OPI earn an average of \$94,000 annually, the second-highest median earnings across all seven priority industries and nearly \$25,000 more than the average earnings for all industries in the state. However, only 40% of all jobs in the industry are accessible without a four-year degree, and the hourly wage for these accessible jobs falls slightly below other priority industries.



Film and TV Production and Post-Production

New York's Film Tax Credit Program remains one of the nation's most strategic, stable, and effective tools for attracting production and post-production activity by offering transparent, accessible, and fully refundable tax credits. The state is home to experienced crew and production talent working across more than 400 soundstages in over 130 qualified production facilities, supported by regional film offices, specialized vendors, and one of the world's largest production services networks. Productions benefit from an exceptionally diverse range of filming environments, from Brooklyn's dense urban fabric to the six-million-acre Adirondack Park and can quickly identify locations through the state's 32,000-plus image library. The industry is a major economic driver, with New York ranking second nationally in production jobs, wages, and number of productions.

ESD has made several investments in the film and TV production and post-production industries, including the first-in-the-nation Career Readiness Entertainment Workforce (CREW) Diversity Grant Program, which offers financial assistance for jobs and training programs that focus on recruiting and developing an inclusive workforce in this industry.

Within the film and TV industry, writers, producers, directors, and artists are all in demand across a diverse array of disciplines. The industry provides well-paying jobs for New Yorkers across the state, but just 35% of jobs within the industry are accessible to non-degree holders. However, the industry displays the lowest discrepancy between hourly wages for accessible and non-accessible jobs among the seven priority industries.



Software and Digital Media

New York State's tech community positions it at the forefront of technology, innovation, and digital media. The state continues to grow, retain and attract top talent and new ideas, drawing on its legacy strengths in print, publishing, and broadcast media. At the same time, high-tech and creative clusters are expanding both in New York City and in Upstate hubs including Rochester, Schenectady, Troy, Syracuse, and Buffalo. The sector generates more than \$146 billion in economic impact, supported by strong STEM education pipelines, technology incubators, co-working spaces, broadband access and world-class universities. New York is home to leading software companies such as MongoDB, Datadog, Infor, and IBM, as well as major digital media firms including Google, Facebook, Netflix, Spotify and BuzzFeed. Additionally, New York leads the Northeast in digital game development employment, and New York City ranks second in Savills' global tech cities index.



Credit: Per Scholas

As New York cements itself as a global leader in tech and innovation, partners across the state are working to provide the infrastructure and support that emerging firms need to sustain innovation and drive technology adoption throughout the economy. New York City has become a global leader in artificial intelligence and a rising center for Applied AI, where companies deploy AI to solve real-world problems across industries.

The industry continues to boast median salaries significantly above the state's average, with in-demand jobs including user support specialists, information system managers, and designers. Wages are the highest in this sector compared with the other six priority industries.

Update on Workforce Development Investments

New York State's more than \$900 million investment in strategic workforce development since FY23 has been made across five initiatives and led by seven State agencies, with OSWD playing a key role in tracking program success and sharing information across initiatives.² All programs have continued operations or expanded this year, supporting a range of talent across the state. The five initiatives are:

INVESTING IN STATEWIDE PRIORITY INDUSTRIES - \$166 MILLION³

OSWD's grants support training programs that lead to employment in good jobs in statewide priority industries. All grantees must work directly with industry partners and provide wraparound services to enable participation by New Yorkers who have been historically disconnected from quality jobs in growing industries. State investments are meant to drive innovative, high-impact workforce programming that provides New Yorkers with the skills they need to succeed in good jobs and that can serve as models for future programs.

HEALTHCARE WORKFORCE INVESTMENT - \$444 MILLION

All New Yorkers should have access to safe, affordable, and high-quality healthcare. This requires a trained and sufficient healthcare workforce. The COVID-19 pandemic taxed an already strained healthcare system, exacerbating disparities and systemic healthcare delivery issues. New programs and funding will strengthen the pipeline of diverse medical professionals and support individuals looking to enter and grow in the healthcare and direct care fields.

EDUCATION WORKFORCE INVESTMENT - \$174 MILLION

State officials estimate that New York will need more than 180,000 new teachers in the next decade, while enrollment in New York's teacher education programs has been declining since 2009. This funding is meant to respond to this critical teacher shortage – seeking to recruit and prepare teachers, and increase teacher retention to bolster the education workforce.

EXPANDING OPPORTUNITIES FOR SUNY AND CUNY STUDENTS - \$65 MILLION

SUNY and City University of New York (CUNY) colleges play an integral role in ensuring that their graduates can compete for in-demand jobs and have the requisite skills to succeed on day one of their careers. To this end, both university systems have increased their investment in apprenticeship and internship programs, through which SUNY and CUNY students can apply their classroom learning in real-world settings – a strategy that boosts job placements. SUNY and CUNY will expand these offerings, including programs in high-demand occupations across the state, such as mental health professions.

ADVANCING WORKFORCE SKILLS FOR ALL ABILITIES - \$52 MILLION

New York seeks to empower all residents, including workers with disabilities, to contribute their strengths and develop the skills needed to succeed in their desired careers. Expanding funding for training programs will help make New York State a model for the employment of workers with disabilities.

² See appendix number 1 for full list of investments by program area.

³ All numbers in this section rounded to the nearest million. Full budget included in the appendix.

Workforce Development Investments

The table indicates the programmatic investments and corresponding lead agency for all five initiative areas. Descriptions of each program are provided on the following pages.

	LEAD AGENCY
Investing in Statewide Priority Industries	
Pay for Performance Grant Program	OSWD
Workforce Development Capital Grant Program	OSWD
OSWD Operational and Program Funding	OSWD
ON-RAMP	OSWD
Healthcare Workforce Investment	
Diversity in Medicine	Department of Health (DOH)
Caregiver Flexibility for Direct Care Workers	DOH
Financial Burden for Healthcare Workers	DOH & Higher Education Services Corporation (HESC)
Increasing Training Capacity Expansion for Statewide Institutions	DOH
Pre-Medical Opportunities	SUNY
Education Workforce Investment	
Empire State Teacher Residency Program	Department of Labor (DOL)
Alternative Teacher Certification Program	SUNY
Upskilling Paraprofessional Program	SUNY
Expanding Opportunities for SUNY & CUNY Students	
CUNY Apprenticeships	CUNY
CUNY Internships	CUNY
CUNY Mental Health Training	CUNY
SUNY Apprenticeships	SUNY
SUNY Internships	SUNY
SUNY Mental Health Training	SUNY
Advancing Workforce Skills for All Abilities	
Individuals with Intellectual Disabilities Programs	Office for People with Developmental Disabilities (OPWDD)
Personalized Recovery Oriented Services (PROS)	Office of Mental Health (OMH)

Investing in Statewide Priority Industries

OSWD manages two grant programs focused on creating and expanding industry-driven training that provides in-demand skills and direct job placements in priority economic sectors that have been identified as high-growth throughout the state. Training programs must lead directly to employment in good jobs that pay at least a living wage, allow for career and salary growth, provide economic security, and remove the need for public assistance. OSWD's programs also emphasize creating opportunities for underserved populations, including those not in the labor force, un- and under-employed and low-income individuals, and which provide wraparound services to help get trainees to and through training. These are essential to ensure that trainees have the full set of support needed to complete the program and be set up for success.



Credit: Office of the Governor

OSWD operates two competitive, multi-year grant programs, with a total budget of \$150 million:

- **Pay for Performance (P4P) Grant Program:** This \$115 million program provides workforce training partners with flexible working capital (operating) funding to build or scale their programs.⁴
 - **ON-RAMP:** As part of the \$115 million program, \$27 million has been allocated to support the One Network for Regional Advanced Manufacturing Partnership (ON-RAMP) program.
- **Workforce Development Capital Grant Program:** This \$35 million program supports the facility and equipment needs of training providers that seek to enhance or expand their offerings.

Since its inception, OSWD has awarded more than \$68 million to 77 projects over eight rounds of competitive funding. In 2025, OSWD awarded seven grants totaling just over \$4.6 million. It has funded programs in all 10 regions of the state, representing nearly all priority industries. Of this total investment, more than \$43 million has been awarded through the P4P program and nearly \$25 million through the Capital Grant program.

Program Outcomes to Date:

- Funded projects will train nearly 15,000 New Yorkers to obtain in-demand jobs in priority industries across all 10 regions of the state.
- Total investment in New York workforce projects leverages \$71 million in matching funds from the public and private sectors, including business, philanthropy, and other government partners.
- OSWD programs enrolled more than 5,700 trainees, an increase of over 4,800 since 2023.
- More than 3,700 trainees have completed training programs, and many more students are actively enrolled in programs.⁵

⁴ \$5 million of this appropriation includes a set-aside for SUNY and CUNY mental health training programs.

⁵ As OSWD has continually improved its data collection and evaluation methodologies, these numbers have been updated to account for changes made by program providers.

GRANT FUNDING BY TYPE⁶

GRANT TYPE	NO. OF AWARDS 2025	NO. OF AWARDS SINCE LAUNCH	TOTAL AWARDS
Pay for Performance (P4P) Grant Program	6	57	\$44,647,755
Workforce Development Capital Grant	1	20	\$23,439,149
TOTAL	7	77	\$68,086,904

GRANT FUNDING BY INDUSTRY⁷

INDUSTRY	NO. OF AWARDS SINCE LAUNCH	TOTAL AWARDS
Advanced Manufacturing and Materials	31	\$36,049,646
Biotech and Life Sciences	0	\$0
Cleantech and Renewable Energy	13	\$9,481,906
Construction	42	\$37,494,240
Electronics and Optics, Photonics, and Imaging (OPI)	2	\$988,242
Film and TV Production and Post-Production	3	\$1,293,727
Software and Digital Media	16	\$17,160,147

GRANT FUNDING BY REGION⁸

REGION SUPPORTED	NO. OF AWARDS SINCE LAUNCH	TOTAL AWARDS
Capital Region	8	\$16,755,608
Central New York	10	\$14,738,443
Finger Lakes	12	\$14,879,331
Long Island	7	\$5,558,942
Mid-Hudson	2	\$1,586,677
Mohawk Valley	5	\$6,736,804
New York City	20	\$19,310,339
North Country	4	\$4,254,742
Southern Tier	3	\$7,698,412
Western New York	23	\$20,495,424

⁶ Numbers may vary slightly from initial announcements as details are finalized during contracting.

⁷ Reflects double counting as several OSWD-funded projects operate in multiple industries.

⁸ Reflects double counting as several OSWD-funded projects operate in multiple regions.

Healthcare Workforce Investment - \$444 million

Scholars in Medicine & Science (DOH)

A physician workforce that represents its patient population reduces healthcare disparities and improves outcomes, but barriers prevent many individuals who have experienced adversity from becoming doctors. Scholars in Medicine and Science (formerly Diversity in Medicine) was started in 1991 and provides opportunities for students who have demonstrated resilience in overcoming adversity to enter and successfully complete medical school. The initiative encompasses 17 programs at various educational levels and is administered by the Associated Medical Schools of New York (AMSNY), the consortium of public and private medical schools in New York State.

The cornerstone of Scholars in Medicine and Science is the 12-month post-baccalaureate program, available to students who meet certain demographic criteria and have applied but have not received acceptance to medical school. Students are referred by a participating medical school and receive formal mentoring, advising, and tailored curricula. Students who complete the program and successfully meet the conditional acceptance requirements matriculate into their referring medical school's new cohort with a success rate of approximately 93%.

New York State has made critical investments in this program – \$6 million since FY23 – representing a historic investment by the State in pathways for students who have faced significant barriers to attending medical school and an improvement in healthcare outcomes for all New Yorkers. This State investment was leveraged to secure a \$1 million annual matching grant from the Mother Cabrini Health Foundation. Additionally, many of the participating schools contribute in-kind support through a variety of mechanisms.

State investment has enabled AMSNY to expand the number of students enrolled in its post-baccalaureate programs and increase stipend support for participants. Additionally, State investment has led to an expansion in the types of programs supported statewide. Whereas initially AMSNY only included post-baccalaureate programs, today the 17 programs support students at various educational levels including exposure to medicine for high school and undergraduate students, recruitment to medicine for pre-med and post-baccalaureate students, and retention in medicine for medical students. These programs are designed specifically to address critical transition points students experience on their paths to and in medical schools in New York State.

Program Outcomes to Date:

1,133 students have enrolled in this program in a single year.

Participating schools include: Albert Einstein College of Medicine; City College of New York; CUNY School of Medicine; Jacobs School of Medicine and Biomedical Sciences, the University at Buffalo (SUNY); Mentoring in Medicine, Inc; New York Medical College; NYU Grossman School of Medicine; Renaissance School of Medicine at Stony Brook University (SUNY); School of Medicine and Dentistry at the University of Rochester Medical Center; SUNY Downstate Health Sciences University; Norton College of Medicine at SUNY Upstate Medical University; and Touro College of Osteopathic Medicine.

Caregiver Flexibility for Direct Care Workers (DOH)

Long-term care workers often face barriers that prevent them from transitioning between caregiving roles, making it difficult for direct care workers to take new jobs and for care facilities and community-based programs to fill openings. This initiative will facilitate the creation of a model for training long-term care workers who can move across caregiving roles, ensuring that future members of the long-term care workforce have access to free training and the ability to select sites of employment. In addition, long-term care providers experiencing workforce shortages can identify and deploy trained workers in a timely and efficient manner. This five-year \$156 million program will support at least one Direct Care Training Center in each of the 10 New York State regions. The Centers will provide free training for certification as a Personal Care Aide, Home Health Aide, or Certified Nursing Aide as well as referrals to benefits counseling, peer mentoring, and information on jobs in the region.

Program Outcomes to Date: The Direct Caregiver Flexibility request for application (RFA) launched in December 2024, with applications due January 2025. In response, 60 applications were received and 21 are in contract.

Financial Burden for Healthcare Workers (DOH and HESC)

Through this \$188 million program, the DOH and HESC provide direct financial support for the education of healthcare professionals, provided they work in New York State for a specified period after obtaining their credentials. The program includes free tuition, covers instructional costs for high-demand health occupations, and provides stipends to make up for lost income while in school. Wraparound services such as childcare and transportation support are offered to eliminate obstacles that make it difficult for New Yorkers to obtain the training required for healthcare professions.

The State investment is used across three programs: Nurses Across New York, Healthcare Workers for Our Future, and Healthcare Education and Life Skills.

- **DOH: Healthcare Education and Life Skills Program (HELP)** prepares and helps students for successful completion of their healthcare education, supporting organizations throughout the state including educational institutions, hospitals, and Area Health Education Centers. Awards enable organizations to offer critical wraparound services, such as academic advising, and stipends for transportation, educational expenses, or childcare.
- **DOH: Nurses Across New York (NANY) Loan Repayment Program** is designed to train and place registered nurses and licensed practical nurses in underserved communities. This is done in a variety of health care delivery settings to care for New York's diverse population, increasing access to comprehensive, quality care consistent with DOH's mission to eliminate health disparities and promote health equity. Funds are used to help recruit and retain nurses, repaying qualified educational debt in exchange for a nurse's commitment to work in a New York underserved area for a three-year period.
- **HESC: Healthcare Workers for Our Future Scholarship Program** was designed to address the critical shortage of skilled healthcare professionals while empowering the next generation of healthcare workers. It provides a two-year scholarship to approximately 500 selected recipients that covers tuition, room and board, and other related expenses (up to the average cost of attendance at a SUNY college) for approved programs of study at New York State public or private colleges and universities. The scholarship supports and empowers future healthcare workers who are committed to providing critical healthcare services in under- and un-served communities throughout New York.

Program Outcomes to Date:

- **The Healthcare Education and Life Skills Program** request for applications was released on October 22, 2024. Out of the 59 applications, 21 awards were made.

REGION SUPPORTED	NO. OF AWARDS	TOTAL AWARDS
Capital Region	2	\$9,997,935
Central New York	2	\$9,995,865
Finger Lakes	2	\$8,863,795
Long Island	2	\$9,778,760
Mohawk Valley	2	\$8,390,000
Mid-Hudson	2	\$7,947,570
New York City	4	\$18,385,450
North Country	2	\$10,000,000
Southern Tier	1	\$4,561,950
Western New York	2	\$9,578,675
Total	21	\$97,515,615

- **Nurses Across New York** expands an existing program with a solicitation of interest for this funding in November 2025, which remained open through January 2026. Awardees are being announced on a rolling basis until funds are exhausted. This funding aims to address challenges of recruitment and retention experienced by government agencies and was developed in consultation with five business partners and the Office of Mental Health, Department of Corrections and Community Supervision, the Office of Addiction Services and Supports, the Office of Children and Family Services, and the Office for People with Developmental Disabilities. Funding is estimated to support 500-600 awards.
- **Healthcare Workers for Our Future** received nearly 20,000 applications, with a lottery selecting 500 winners in 2024. To date, 308 awards have been granted, totaling over \$2.8 million, with 170 recipients paid. Most recipients are under 30 and identify as diverse, and female, reflecting the program’s commitment to fostering inclusivity and opportunity.

REGION SUPPORTED	NO. OF AWARDS	TOTAL AWARDS
Capital Region	7	\$49,965
Central New York	22	\$204,452
Finger Lakes	21	\$146,089
Long Island	42	\$364,850
Mohawk Valley	11	\$67,040
Mid-Hudson	33	\$347,775
New York City	128	\$1,229,196
North Country	6	\$71,365
Southern Tier	17	\$163,513
Western New York	21	\$158,403
Total	308	\$2,802,649

Training Capacity Expansion for Statewide Institutions (DOH)

New York’s medical institutions often lack the training capacity to prepare the next generation of healthcare professionals as they focus on delivering immediate care to New Yorkers. To support a steady pipeline of high-quality healthcare workers, DOH has made investments to increase the training capacity of medical institutions. This \$90 million initiative will identify and fund a range of projects to advance this goal, which may include establishing new training programs, developing innovative training approaches and techniques, and providing compensation to expand the capacity of workers to train full-time support staff.

Program Outcomes to Date: DOH has executed 35 contracts under this program. There have been 35 business partners included in these contracts, with the awardee organizations detailed below.

This year, there have been 94 enrollments, 674 program completions, and 30 individuals advancing in their career. In total since launch, there have been over 2,200 enrollments, 1,889 completions, and 935 advancements, which include both those advancing to additional training and into jobs.

A competitive second round of Request for Applications (RFA) was developed and released in August 2025.

Awardees include: Samaritan Hospital; Montefiore Medical Center; Fort Hudson Nursing Center, Inc.; Upstate Medical University; Parker Jewish Institute for Health Care and Rehabilitation; St. Joseph’s Hospital Health Center; Auburn Community Hospital; Orleans Community Health, Medina Memorial Hospital; St. Barnabas Hospital; The Friendly Home; BronxCare Health System; Jamaica Hospital Medical Center; The Church Home of the Protestant Episcopal Church; Gurwin Healthcare System; Schofield Residence; Sisters of Charity Hospital; We Care; Flushing Hospital Medical Center; Highlands at Brighton; Loretto Health & Rehabilitation; Monroe Community Hospital; Ira Davenport Memorial Hospital SNF; Chemung County Nursing Facility; Wayne Health Care; Rochester General Hospital; Cayuga Health System; Strong Memorial Hospital; The Institute for Family Health, Faxton St. Luke’s Healthcare; Highland Hospital, RefuahHealth; COLER Rehabilitation and Nursing Care Center; Arnot Health Medical Center; St Johnland Nursing Center; and Hebrew Home for the Aged at Riverdale.

REGION SUPPORTED	NO. OF AWARDS	TOTAL AWARDS
Capital Region	2	\$2,682,534
Central New York	4	\$7,685,532
Finger Lakes	9	\$13,043,839
Long Island	3	\$3,433,687
Mohawk Valley	1	\$1,998,160
Mid-Hudson	1	\$1,493,125
New York City	9	\$15,902,029
Southern Tier	4	\$6,364,171
Western New York	2	\$1,924,532
Total	35	\$54,527,609

Pre-Medical Opportunities (SUNY)

This \$4 million program provides academic support, mentoring, career guidance, clinical exposure, and application support to Educational Opportunity Program (EOP) students seeking to pursue careers in medicine. The goal of the program is to increase the number of students from underrepresented communities and economically disadvantaged backgrounds who successfully enter careers in medicine. Program participants receive financial support, test prep services, mentorship, and advisement support to complete their undergraduate degrees.

This is a program in partnership with SUNY’s Office of Opportunity Programs and its medical universities – University at Buffalo, Downstate Health Sciences University, College of Optometry, Stony Brook University, and Upstate Medical University. There are no matching funds for this program.

Program Outcomes to Date: Since launch, the program has had 40 active enrollments of students working toward completion of an advanced degree. The most recent cohort included 22 students, and 18 students have completed the program to date.

All program participants as of 2024-2025 are educationally or economically disadvantaged, most between the ages of 19-23 years old. Demographics are gender diverse (50% male/female) and racially diverse including 32% of students who identify as Black/African American, 27% Hispanic/Latino and 14% Asian.

REGION SUPPORTED	NO. OF AWARDS	TOTAL AWARDS
Capital Region	4	\$10,000
Central New York	10	\$125,201
Finger Lakes	2	\$5,000
Long Island	21	\$115,243
Mohawk Valley	2	\$5,000
Mid-Hudson	3	\$7,500
New York City	10	\$227,646
North Country	11	\$27,500
Southern Tier	28	\$70,000
Western New York	8	\$27,500
Total	99	\$620,590

Education Workforce Investment - \$174 million

Empire State Teacher Residency Program (DOL)

The Empire State Teacher Residency Program provides funds to New York State schools, districts, or BOCES to assist graduate-level Pre-K through Grade 12 teacher candidates with the costs associated with obtaining a master’s degree. This \$60 million program provides teacher residents enrolled in residency programs registered with the New York State Education Department (SED) with tuition support, books, mandatory participation fees, and stipends. Teacher residents must complete a residency within a public New York State school district, private school, charter school, or BOCES. The DOL partners with 29 SUNY, CUNY, and private colleges in this effort.

Program Outcomes to Date:

Since launch, 35 awards have been made totaling approximately \$52.2 million to support over 1,700 teacher residents across the state. Two rounds of funding have been awarded, with 18 awards in Round 1 and 17 awards in Round 2. To date, there have been 556 participating teacher residents in the program, with 140 degrees and/or K-12 certifications completed and with 102 placements into roles after completion.

REGION SUPPORTED	NO. OF AWARDS	TOTAL AWARDS
Capital Region	12	\$1,852,000
Central New York	1	\$1,500,000
Finger Lakes	2	\$4,042,930
Long Island	6	\$7,488,430
Mohawk Valley	1	\$300,000
Mid-Hudson	6	\$1,889,595
New York City	3	\$29,484,320
Western New York	4	\$5,620,600
Total	35	\$52,177,875

Alternative Teacher Certification Program (SUNY)

Alternative certification programs are a pathway to the teaching profession that can help reduce time and cost barriers for candidates interested in pursuing a career in teaching. This \$30 million is allocated via competitive grants to expand existing programs or to develop and implement new high-quality, research-based, master’s-level alternative certification programs. Priority is given to programs designed around principles of equity including a focus on recruitment of underrepresented candidates, partnerships with high-needs school districts or BOCES, and a focus on shortage areas identified by SED. This program is open to higher education institutions throughout New York State.

Program Outcomes to Date: Twelve awards have been made across two rounds to The City College of New York, Hunter College, Brooklyn College, Manhattanville College, Bank Street Graduate School of Education, SUNY Cortland, Adelphi University, Fordham University, Utica University, and the University at Buffalo. The awards total over \$19 million. Eight institutions have begun accepting cohorts with 148 enrollments to date. Four institutions are still in the planning and recruitment phase.

REGION SUPPORTED	NO. OF AWARDS	TOTAL AWARDS
Central New York	1	\$999,996
Long Island	2	\$3,743,621
Mohawk Valley	1	\$1,248,251
Mid-Hudson	1	\$997,439
New York City	6	\$9,976,885
Western New York	1	\$2,478,116
Total	12	\$19,444,333

Upskilling Paraprofessional Program (SUNY)

Teaching assistants and paraprofessionals can be an essential part of the teacher pipeline given their prior classroom experience and strong connections to the communities they serve. The program will allocate \$24 million via competitive grants to expand existing programs or to develop and implement new programs that recruit and support teaching assistants and/or paraprofessionals in obtaining teacher certification through a registered baccalaureate-level teacher education program. Priority is given to programs designed around principles of equity, including one or more of the following criteria: recruitment of underrepresented candidates, partnerships with high-needs school districts or BOCES, and focus on locally identified or statewide certification shortage areas identified by SED. This program is open to public colleges and universities throughout the state.

Program Outcomes to Date: Six awards have been given to SUNY Cortland, York College, Medgar Evers College, Empire State University, SUNY New Paltz, and Queens College across two rounds. Four institutions have begun accepting cohorts with 51 enrollments to date. Two institutions are still in the planning and recruitment phase.

REGION SUPPORTED	NO. OF AWARDS	TOTAL AWARDS
Capital Region	1	\$1,000,000
Central New York	1	\$999,055
Mid-Hudson	1	\$2,863,967
New York City	3	\$3,921,122
Total	6	\$8,784,144

Expanding Opportunities for SUNY and CUNY Students - \$65 million

CUNY Apprenticeships (CUNY)

CUNY Apprenticeships – an \$8 million program – is a coordinated effort to embed pre-apprenticeships with local companies within the Applied Associates of Sciences (AAS) degree programs, granting participating students degree credits for paid work experience in professional settings as a pre-apprentice. AAS degree programs are designed to be terminal degrees with direct off-ramps to employment and include technology, healthcare, and business pathways. CUNY is well-positioned to leverage resources at its community and comprehensive colleges to expand apprenticeships in emerging, in-demand industries and occupations that can help create stable, professional careers for its students.

The funding has been received by 10 CUNY colleges: Borough of Manhattan Community College, Bronx Community College, Guttman Community College, Hostos Community College, Kingsborough Community College, LaGuardia Community College, Medgar Evers College, New York City College of Technology, Queensborough Community College, and the College of Staten Island.

Program Outcomes to Date: This program has supported 10 CUNY colleges that are engaged in apprenticeship development as part of their degree program redesign efforts through \$1,598,593 to date. Building on apprenticeship development work that began previously in partnership with the New York City Jobs CEO Council, the 10 colleges are in different stages of implementation. The program continues to expand on an existing relationship with the Jobs CEO Council. Most programs launched and some are in the curriculum development and approval phase.

To date, 203 students have enrolled in the program, and CUNY has engaged 27 business partners in its effort. Since inception, 85% of students were able to convert their apprenticeship into a job with the company they apprenticed at or elsewhere, with the average salary for apprentices' post-program completion at \$85,000. Campuses continue to look to expand apprenticeship offerings beyond initial commitments.

CUNY Internships (CUNY)

Through this \$16 million program, CUNY is expanding its paid internship and career development programs to provide students with exposure and access to various industries to propel them into careers post-graduation.

CUNY uses this funding to support three internship programs:

- **The CUNY Spring Forward program** connects underserved first and second-year college students with quality, paid internship opportunities that align with their academic and career interests. Opportunities exist across a range of fields including technology, healthcare, marketing, and communications. The program aims to provide work experience and build a successful career pathway for students with limited prior exposure to internships and work.
- **The CUNY Internship to Employment program** places graduating seniors that have not otherwise connected to employment into paid internships that can convert to subsidized employment. The program both de-risks the hiring process for small businesses while also helping graduating students establish a foothold in their industry of choice. All employer partners are small businesses (under 100 employees) and are frequently micro-businesses (under 10 employees), thereby providing in-depth entrepreneurship experience along with opportunities to apply technical knowledge to business challenges. At the conclusion of the internship, employers can choose to convert their intern to a full-time W2 employee, and companies that elect to hire their interns receive a wage reimbursement.

- **CUNY Cultural Corps** offers students paid work experience within New York City’s arts and cultural sector, fostering a pathway for successful careers while promoting diversity within the city’s cultural institutions. Partnering organizations include non-profit cultural institutions involved in visual, literary, and performing arts, as well as public-oriented science and humanities organizations such as zoos, botanical gardens, and historical preservation societies. This program includes in-person career panels and networking events, information sessions, and collaboration with participating industry partner human resources departments.

Program Outcomes to Date:

- **CUNY Spring Forward:** The program has matched 833 students with an internship so far, with 743 students completing their internships. The program had an almost 90% retention rate, and over \$1.9 million in student wages paid. Students from all 18 CUNY undergraduate colleges are included. This program includes 241 business partners, 23% of which had never hosted an intern before.
- **CUNY Internship to Employment** has had 5,147 student enrollments, with 443 completing paid internships with small businesses since inception. Of those students, 200 converted their internship to employment. This program has \$300,000 in match funding, with 300 business partners. This year, through stronger marketing and outreach, the program increased its student applications by 41% and its employer partner applications by 159% for the upcoming Summer 2026 cohort. In 2025, there were 116 enrollments, 40 completions, and 21 conversions to employment.
- **CUNY Cultural Corps:** Through this program 200 students were placed into paid internships with NYC cultural institutions during the 2025 fiscal year. For Spring 2026, 85 cultural institutions partnered to offer 165 internships opportunities. Due to limited funding, CUNY was able to serve 84 enrollments this year, with a total of 286 cumulative enrollments with 202 completions. 75% of student participants identify as non-white.

CUNY Mental Health Training (CUNY)

CUNY will train students to become qualified mental health professionals who will work with individuals in need of prevention, treatment, and recovery services due to behavioral and mental health conditions. The CUNY Mental Health Training program will incentivize minority and multilingual students enrolled at 19 CUNY campuses to enter or continue paths of study that will prepare them for the mental health field. Three programs will be supported through this \$2 million investment:

- **Internships at Mental Health Facilities**, which support undergraduate and graduate students in mental health-related degree programs through a paid internship;
- **Diversity Mental Health Scholarships**, which provide additional funding to support graduate students from underrepresented backgrounds to complete their clinical and related research experiences required for degrees; and
- **Innovations in Training Modalities**, which supports innovations such as enhanced use of simulation and AI technology, which will enhance clinical and field training experience.

Program Outcomes to Date: Funds have recently been distributed to programs across CUNY’s 19 participating campuses to 112 programs. This year, 2,250 students were enrolled, totaling over 4,100 cumulative enrollments, and 1,042 were placed into internships. Students also had access to additional services including training and scholarship.

SUNY Apprenticeships (SUNY)

This \$12 million initiative will help expand a highly skilled workforce through registered apprenticeship and pre-apprenticeship programs in multiple sectors. Through employer incentives, preparing SUNY students to enter apprenticeships, registered apprenticeship support programs, and business outreach, SUNY and DOL aim to maximize access to high-demand, competitive-wage occupations throughout New York while growing the engagement of employer and campus partners.

Program Outcomes to Date: Since its launch, there have been 269 awardees. 20 participants received placements this year, up from 11 in 2024. Below are several additional efforts that supported the program this year:

- **Apprenticeship Business Developers (ABDs)** work in partnership with local SUNY campuses and DOL to better market apprenticeship programs to employers and local workforce development partners. To date, the ABDs have held 438 SUNY campus meetings, including 168 networking events, and held meetings with 354 employer prospects.
- **Employer Stipends:** Provided an incentive to 38 employers that hired or designated 102 registered apprentices this past year.
- **Partner Collaboration:** Hosted two in-person networking meetings with DOL, MACNY/Manufacturers Intermediary Apprenticeship Program (MIAP), Mohawk Valley Community College, and SUNY Schenectady County Community College.

REGION SUPPORTED	NO. OF AWARDS	TOTAL AWARDS
Capital Region	154	\$80,000
Central New York	16	\$19,000
Finger Lakes	26	\$38,500
Mid-Hudson	7	\$7,000
Mohawk Valley	46	\$33,500
New York City	2	\$1,000
North Country	4	\$2,000
Southern Tier	8	\$4,000
Western New York	6	\$8,000
Total	269	\$193,000

SUNY Internships (SUNY)

The \$12 million SUNY internship program is allocated to support students in internship opportunities and help them overcome barriers, including childcare, transportation, tuition support for summer internships, and stipends for students with unpaid internships to achieve college-level credit. This funding directly supports intern salaries and provides students with a launchpad for their sustainability careers.

This funding supports a variety of programs throughout SUNY, including the SUNY Community College Internship Program, Climate Corps Internship Program, and the Veterans Enrollment and Support Internship Program. The SUNY Climate Corps Internship Program connects SUNY students with paid internships at partner agencies to get the hands-on experience, knowledge, and skills necessary to excel in the climate field across many disciplines of planning, technology, renewable energy, sustainable infrastructure, and the

circular economy. The Veterans Enrollment and Support Internship Program provides participating student veterans an opportunity to complete an internship with the admissions or enrollment management office on their campus. The purpose of the program is to focus on increasing veterans' enrollment and ensure veterans can connect to additional support on campus as part of SUNY's larger effort to support veterans.

Program Outcomes to Date:

- **The SUNY Community College Internship Program** supported 506 degree-seeking students in internships in 2025, bringing the total to 750 students since launch.
- **SUNY Climate Corps Internship Program** had a total of 31 students successfully complete their internship for a total of 67 since launch. SUNY is partnering with seven agencies throughout the state to support internships. Next year, Climate Corps will emphasize in-person events. Below is an overview of the number of awards and funding provided per region.

REGION SUPPORTED	NO. OF AWARDS	TOTAL AWARDS
Capital Region	39	\$321,047
Central New York	8	\$63,553
Finger Lakes	2	\$17,605
Long Island	3	\$38,780
Mid-Hudson	5	\$33,912
Mohawk Valley	0	\$0
New York City	0	\$0
North Country	3	\$22,047
Southern Tier	1	\$11,161
Western New York	6	\$36,024
Total	67	\$544,128

- **The SUNY Veterans Enrollment and Support Internship Program** has made a total of 23 awards which has resulted in 18 completed internships to date.

REGION SUPPORTED	NO. OF AWARDS	TOTAL AWARDS
Capital Region	3	\$16,616
Central New York	1	\$5,539
Finger Lakes	1	\$5,539
Long Island	4	\$22,155
Mid-Hudson	3	\$16,616
Mohawk Valley	1	\$5,539
North Country	2	\$11,078
Southern Tier	2	\$11,078
Western New York	6	\$33,233
Total	23	\$127,393

SUNY Mental Health Training (SUNY)

SUNY Mental Health Training is a \$2 million program to support paid internships, with internship sites curated by the New York State Office of Mental Health. The goal of these internships will be to provide students with hands-on experience in the mental health space, supporting the potential for postgraduation opportunities.

Program Outcomes to Date: SUNY has awarded \$920,000 to campuses to create new mental health internship opportunities for students at community colleges. SUNY selected three grant recipients – Finger Lakes Community College, Monroe Community College, and Niagara County Community College. In 2025, 30 students completed internships. More community colleges will be added in Spring 2026.

REGION SUPPORTED	NO. OF AWARDS	TOTAL AWARDS
Finger Lakes	2	\$705,000
Western New York	1	\$215,000
Total	3	\$920,000

Advancing Workforce Skills for All Abilities - \$52 million

Career-Specific Vocational Training for Individuals with Intellectual and Developmental Disabilities (I/DD) (OPWDD)

This program provides skills training to increase an individual’s marketable employment. The \$23 million investment supports the Career-Specific Vocational Training for I/DD, which provides training for people with intellectual and developmental disabilities who are seeking competitive employment in a specific career field. Designed to meet the demands of today’s employers, participants learn career-specific skills in industries including custodial services, office administration, food service, hospitality, and retail. The program includes in-class training and job readiness skills, and trainees participate in community vocational experiences.

Program Outcomes to Date: Almost 400 people with developmental disabilities across the state have completed Career Specific Vocational Training classes with 90 people matched and placed into jobs post completion. The eight awardees include non-profits across the state offering skills and services training across hospitality, custodial, janitorial, food service sectors.

REGION SUPPORTED	NO. OF AWARDS	TOTAL AWARDS
Central New York	1	\$306,638
Long Island	2	\$125,175
Mid-Hudson	2	\$420,580
Mohawk Valley	1	\$637,516
New York City	1	\$1,853,269
Western New York	1	\$1,101,794
Total	8	\$4,444,973

Personalized Recovery Oriented Services (OMH)

OMH received \$29 million in total investments to support employment outcomes for PROS participants as well as Psychiatric Rehabilitation Training and Curriculum and related staffing.

Personalized Recovery Oriented Services (PROS) is a comprehensive recovery-focused model that integrates rehabilitation, treatment, and support, assisting individuals to manage their symptoms in the competitive workplace. Managed by OMH, individuals work on living independently, building natural support, finding and keeping a job, and reaching higher levels of education. There are four major components to the program - community rehabilitation and support, intensive rehabilitation, ongoing rehabilitation and support, and clinical treatment. PROS programs are located throughout the state and include a wide range of wraparound services, including career coaching, post-completion support, financial counseling, resume prep, tools and program materials, legal services, food assistance, childcare, and more. Through the State’s allocation, PROS will fully fund an Employment Specialist/Counselor position within each PROS program to provide evidence-based individual placement and employment support and work directly with employers in the community to identify and create new opportunities for adults with serious mental illness.

Funding has been used to hire Regional Employment Liaisons that support PROS statewide. The new role was designed to implement the OMH Employment Plan, for which PROS will be the first targeted program. In 2025, Regional Employment Liaisons shifted their intensive focus to supporting the full implementation of the Individual Placement and Support (IPS) model. This implementation includes additional funding to support the IPS Employment Initiative, specifically targeting smaller programs to receive additional funding as well as funding to provide additional support for individuals without Medicaid coverage. Also included is the creation of PROS Service Dollars to support individuals with their psychiatric rehabilitation goals.

Psychiatric Rehabilitation Training and Curriculum: This initiative has two components, the Psychiatric Rehabilitation Curriculum and Resource Development Project and the New York Psychiatric Rehabilitation Training Academy (NYPRTA). The Psychiatric Rehabilitation Curriculum and Resource Development Project will select and coordinate curriculum and resource development, training, and technical assistance for psychiatric rehabilitation providers related to ongoing initiatives promoting psychiatric rehabilitation practices. The intent is to ensure adult psychiatric rehabilitation programs have access to evidence-based curricula and resources necessary to support service delivery. In addition, NYPRTA provides a comprehensive psychiatric rehabilitation training academy as well as short-term targeted trainings, focused primarily on staff working in PROS, CORE, CCBHC, and state operated psychiatric centers.

Program Outcomes to Date: To date, there have been 1,558 participants in PROS programs, with 891 employments.

Appendix

1. Acknowledgements
2. Statewide Workforce Development Investments by Initiative and Agency
3. OSWD Award Data
4. OSWD Grants by Type and Round
5. OSWD Awards by Round
6. Completion and Demographic Data (OSWD Projects)

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Special thanks to our interviewees for our program spotlights: Ebony Farrow, Director of Pathways to Apprenticeship; Kwiasean Peterson, Journeyman and former Pathways participant; Annmarie Lanese, Founder and CEO of CanCode Communities.

Statewide Workforce Development Investments by Initiative and Agency

	LEAD AGENCY	FY23	FY24	FY25	FY26	TOTAL
Investing in Statewide Priority Industries						\$165,840,000
Pay for Performance Grant Program	OSWD	\$110,000,000				\$110,000,000
Workforce Development Capital Grant Program	OSWD	\$35,000,000				\$35,000,000
OSWD Operational and Program Funding	OSWD	\$20,840,000				\$20,840,000
ON-RAMP ⁹				\$13,000,000	\$14,000,000	\$27,000,000
Healthcare Workforce Investment						\$444,000,000
Diversity in Medicine	DOH	\$1,200,000	\$2,400,000	\$2,400,000		\$6,000,000
Caregiver Flexibility for Direct Care Workers	DOH	\$39,000,000	\$39,000,000	\$39,000,000	\$39,000,000	\$156,000,000
Financial Burden for Healthcare Workers	DOH&HESC	\$47,000,000	\$47,000,000	\$47,000,000	\$47,000,000	\$188,000,000
Increasing Training Capacity Expansion for Statewide Institutions	DOH	\$22,500,000	\$22,500,000	\$22,500,000	\$22,500,000	\$90,000,000
Pre-Medical Opportunities	SUNY	\$1,000,000	\$1,000,000	\$1,000,000	\$1,000,000	\$4,000,000
Education Workforce Investment						\$174,000,000
Empire State Teacher Residency Program	DOL	\$30,000,000	\$30,000,000	\$30,000,000	\$30,000,000	\$120,000,000
Alternative Teacher Certification Program	SUNY	\$10,000,000	\$10,000,000	\$10,000,000		\$30,000,000
Upskilling Paraprofessional Program	SUNY	\$8,000,000	\$8,000,000	\$8,000,000		\$24,000,000
Expanding Opportunities for SUNY & CUNY Students						\$65,000,000
CUNY Apprenticeships	CUNY	\$2,000,000	\$2,000,000	\$2,000,000	\$2,000,000	\$8,000,000
CUNY Internships	CUNY	\$4,000,000	\$4,000,000	\$4,000,000	\$4,000,000	\$16,000,000
CUNY Mental Health Training	CUNY	\$2,000,000				\$2,000,000
SUNY Apprenticeships	SUNY	\$3,000,000	\$3,000,000	\$3,000,000	\$3,000,000	\$12,000,000
SUNY Internships	SUNY	\$6,000,000	\$6,000,000	\$6,000,000	\$6,000,000	\$24,000,000
SUNY Mental Health Training	SUNY	\$3,000,000				\$3,000,000
Advancing Workforce Skills for All Abilities						\$ 51,840,000
Individuals with Intellectual Disabilities Programs	OPWDD	\$2,660,000	\$160,000	\$10,160,000	\$10,160,000	\$23,140,000
Personalized Recovery Oriented Services (PROS)	OMH	\$2,800,000	\$5,300,000	\$10,300,000	\$10,300,000	\$28,700,000
TOTAL						\$900,680,000

⁹ ON-RAMP funding is part of the original total \$165M

OSWD Award Data

Required Metrics by Round

REQUIRED METRICS BY ROUND	ROUND 1	ROUND 2	ROUND 3	ROUND 4	ROUND 5	ROUND 6	ROUND 7	ROUND 8	TOTAL
Projects	8	14	17	15	5	6	5	7	77
Amount Awarded	\$8,494,765	\$7,166,660	\$10,967,652	\$12,851,800	\$4,814,915	\$3,565,747	\$15,571,898	\$4,653,467	\$68,086,904
Estimated Trainees	2,839	3,133	2,427	2,195	995	707	1,875	717	14,888
Business Partner Letters of Support	51	63	82	50	27	38	30	30	371
Leverage Matched	\$4,480,261	\$4,620,159	\$6,909,860	\$24,576,133	\$13,220,398	\$2,645,970	\$12,390,302	\$2,118,438	\$70,961,521

OSWD Grants by Type and Round¹⁰

TYPE	ROUND 1		ROUND 2		ROUND 3		ROUND 4	
	PROJECTS	AWARDS	PROJECTS	AWARDS	PROJECTS	AWARDS	PROJECTS	AWARDS
Capital Grant	1	\$1,275,000	1	\$1,645,985	4	\$1,954,450	6	\$7,773,697
P4P - Capacity Building	1	\$264,000	3	\$1,151,000				
P4P - Operating Grant	6	\$6,955,765	10	\$4,369,675	13	\$9,013,202	9	\$5,078,103
Total	8	\$8,494,765	14	\$7,166,660	17	\$10,967,652	15	\$12,851,800

TYPE	ROUND 5		ROUND 6		ROUND 7		ROUND 8	
	PROJECTS	AWARDS	PROJECTS	AWARDS	PROJECTS	AWARDS	PROJECTS	AWARDS
Capital Grant	2	\$3,164,665	3	\$1,525,352	2	\$6,000,000	1	\$100,000
P4P - Capacity Building								
P4P - Operating Grant	3	\$1,650,250	3	\$2,040,395	3	\$9,571,898	6	\$4,553,467
Total	5	\$4,814,915	6	\$3,565,747	5	\$15,571,898	7	\$4,6635,367

TYPE	TOTAL TO DATE	
	PROJECTS	AWARDS
Capital Grant	20	\$23,439,149
P4P - Capacity Building	4	\$1,415,000
P4P - Operating Grant	53	\$43,232,755
Total	77	\$68,086,904

¹⁰ Project adjustments have been made from last year's report due to adjustments made with program providers. Latest numbers are included.

OSWD Awards by Round

ROUND	GRANTEE	PROJECT NAME	REGIONS	AWARD AMOUNT	PRIORITY INDUSTRIES SERVED
1	Buffalo Niagara Partnership	Employ Buffalo Niagara	Western New York	\$105,746	Advanced Manufacturing and Materials
1	Callahan Management Training	Diversifying the Advanced Manufacturing Workforce	Mohawk Valley	\$996,377	Advanced Manufacturing and Materials
1	CenterState CEO	High-Tech Careers Bridge Program	Mohawk Valley	\$4,000,000	Advanced Manufacturing and Materials, Software and Digital Media
1	CenterState CEO	Syracuse Build Program	Central New York	\$264,000	Construction
1	Cornell University	Dairy Processing Bootcamp	Finger Lakes, North Country, Southern Tier, Western New York	\$400,742	Agribusiness
1	Reel Stories	Career Development Project	New York City	\$453,900	Film and Television Production and Post-Production
1	Rochester Institute of Technology	Promoting Choice: Alternative Pathways to Work and Economic Mobility	Finger Lakes	\$999,000	Advanced Manufacturing and Materials, Construction
1	St. Nicks Alliance	Throop Corners Development Project	New York City	\$1,275,000	Construction
2	Brooklyn Workforce Innovation	"Made in NY" Production Assistant Training Program	New York City	\$201,000	Film and Television Production and Post-Production
2	Center for Employment Opportunities (CEO)	Buffalo Pathways to Employment	Western New York	\$168,750	Construction
2	Center for Employment Opportunities (CEO)	New York City Pathways to Employment	New York City	\$193,735	Construction
2	CenterState CEO	Syracuse Surge	Central New York	\$128,000	Advanced Manufacturing and Materials, Software and Digital Media
2	Clarkson University	Advancing Industry with Micro-credentials (AIM)	North Country	\$729,000	Advanced Manufacturing and Materials, Cleantech and Renewable Energy, Construction
2	Mohawk Valley Community College	Fast Track	Mohawk Valley	\$976,000	Advanced Manufacturing and Materials, Construction
2	North Country Chamber of Commerce	Welding Training	North Country	\$125,000	Advanced Manufacturing and Materials, Construction
2	Per Scholas	New York Tech Training Program	New York City	\$822,000	Software and Digital Media
2	Questar III BOCES	Welding and Metal Fabrication Expansion	Capital Region	\$1,645,985	Advanced Manufacturing and Materials, Construction

ROUND	GRANTEE	PROJECT NAME	REGIONS	AWARD AMOUNT	PRIORITY INDUSTRIES SERVED
2	RochesterWorks	ROC SEEDS	Finger Lakes	\$862,000	Advanced Manufacturing and Materials
2	Social Enterprise and Training Center (SEAT)	Build Up Young Filmmakers	Capital Region	\$638,827	Film and Television Production and Post-Production
2	SUNY Cobleskill	Dairy Processing Bootcamp	Mohawk Valley	\$86,400	Agribusiness
2	SUNY Oswego	Instructor Bootcamp	Central New York	\$340,963.00	Advanced Manufacturing and Materials, Cleantech and Renewable Energy, Construction
2	United Way of Long Island	Power Up Wind, Solar & Renewables	Long Island	\$249,000	Cleantech and Renewable Energy, Construction
3	Andromeda Community Initiative	Construction Careers Pathway	New York City	\$838,705	Cleantech and Renewable Energy, Construction
3	BCAT	Building the Tech Workforce Ecosystem	Western New York	\$750,000	Software and Digital Media
3	CaHill Resources	aQuiRe Construction Academy	Central New York, Southern Tier	\$751,211	Cleantech and Renewable Energy, Construction
3	CanCode Communities	Trainee Services Expansion	Mohawk Valley, New York City, Finger Lakes	\$678,027	Software and Digital Media
3	CNY Works Inc.	Syracuse Build Pathways to Apprenticeship	Central New York	\$1,000,000	Construction
3	Goodwill Industries of Western NY	Goodskills Career Builder	Western New York	\$862,500	Advanced Manufacturing and Materials, Software and Digital Media, Construction
3	Jamestown Community College	Development of New Tech and Manufacturing Certificate Pathways	Western New York	\$168,950	Advanced Manufacturing and Materials, Software and Digital Media
3	Jamestown Community College	Development of New Tech and Manufacturing Certificate Pathways	Western New York	\$860,100	Advanced Manufacturing and Materials, Software and Digital Media
3	Jamestown Community College	Expansion of Industrial Maintenance Technician and Machining Programs	Western New York	\$359,500	Advanced Manufacturing and Materials
3	Jamestown Community College	Expansion of Industrial Maintenance Technician and Machining Programs	Western New York	\$182,089	Advanced Manufacturing and Materials
3	LaGuardia Community College	Clean Energy Careers	New York City	\$350,000	Cleantech and Renewable Energy, Construction
3	MESA Charter High School	Alumni Lab Training Center	New York City	\$667,790	Software and Digital Media

ROUND	GRANTEE	PROJECT NAME	REGIONS	AWARD AMOUNT	PRIORITY INDUSTRIES SERVED
3	Monroe 2 BOCES	Electrical Careers Expansion	Finger Lakes	\$700,000	Advanced Manufacturing and Materials, Construction
3	St. Nicks Alliance	Data Analytics Tech Training 2023	New York City	\$700,000	Software and Digital Media
3	Trocaire College	Jump Start Plus	Western New York	\$753,200	Software and Digital Media
3	Wayne Finger Lakes BOCES	CTE Center Expansion	Finger Lakes	\$1,076,000	Construction
3	Youth Action Programs and Homes	Next Gen Digital Workforce	New York City	\$269,580	Electronics and Optics/Photonics/Imaging (OPI), Software and Digital Media
4	Assembly House 150	SACRA Strategic Workforce Training	Western New York	\$242,893	Construction
4	Erie 1 BOCES	Comprehensive Skilled Trades and Advanced Manufacturing Lab	Western New York	\$146,695	Advanced Manufacturing and Materials
4	ICD Institute for Career Development	ICD OSWD Grant Application - BRT Operating Resubmission	New York City	\$179,685	Construction
4	Long Island Educational Opportunity Center	Mobile Welding Lab	Long Island	\$504,002	Construction
4	Long Island Educational Opportunity Center	Operational Support for Mobile Welding Training Lab for Underserved Populations	Long Island	\$52,455	Advanced Manufacturing and Materials
4	Northland	2023 OSWD Capital Grant	Western New York	\$1,373,000	Advanced Manufacturing and Materials, Cleantech and Renewable Energy
4	Northland	Utility of the Future and Clean Energy Training	Western New York	\$1,000,000	Advanced Manufacturing and Materials, Cleantech and Renewable Energy
4	Pursuit Transformation Company	2023 OSWD Capital Grant	New York City	\$1,500,000	Software and Digital Media
4	Pursuit Transformation Company	2023 OSWD P4P Operating Grant	New York City	\$1,000,000	Software and Digital Media
4	Rockland Community College	Hudson Valley Industrial Maintenance Mechanic Career Pathways	Mid-Hudson	\$933,412	Advanced Manufacturing and Materials
4	Suffolk County Community College	Advanced Manufacturing Training on Long Island	Long Island	\$399,435	Advanced Manufacturing and Materials
4	Suffolk County Department of Labor	Brentwood Center Capital Grant	Long Island	\$3,000,000	Advanced Manufacturing and Materials, Construction

ROUND	GRANTEE	PROJECT NAME	REGIONS	AWARD AMOUNT	PRIORITY INDUSTRIES SERVED
	Licensing Consumer Affairs				
4	Suffolk County Department of Labor Licensing Consumer Affairs	Pay for Performance Operating Grant	Long Island	\$1,000,000	Advanced Manufacturing and Materials
4	SUNY Alfred State College of Technology	Microcredentialing Options to Enhance WNY Workforce - OPERATING	Western New York	\$270,223	Cleantech and Renewable Energy, Construction
4	SUNY Alfred State College of Technology	Microcredentialing Options to Enhance WNY Workforce- CAPITAL	Western New York	\$1,250,000	Cleantech and Renewable Energy, Construction
5	Capital Region BOCES	Career and Technical Education Expansion	Capital Region	\$3,000,000	Advanced Manufacturing and Materials, Construction
5	Orleans County	Orleans County Job Development	Finger Lakes	\$95,250	Advanced Manufacturing and Materials
5	Per Scholas	Per Scholas Buffalo Campus Operating Grant	Western New York	\$1,000,000	Software and Digital Media
5	Rebuilding Together NYC	Careers in Construction Program Operating P4P 2023	New York City	\$555,000	Construction
5	Rochester Laborers Training & Apprentice Fund Local 435	Training Center for Local 435	Finger Lakes	\$164,665	Construction
6	Center for Instruction/Technology & Innovation (CiTi) BOCES	Manufacturing & Automation Lab Expansion	Central New York	\$743,068	Advanced Manufacturing and Materials
6	Central New York Laborers' Training Fund	Training Facility Project	Central New York	\$564,000	Construction
6	Commonpoint Queens	Building Trades Vocational Training	New York City	\$711,680	Construction
6	Eastern NY Laborers – Employers Education and Training Fund	Eastern New York Laborers - Employers Education and Training Fund Facility Renovation and Training Program	Capital Region	\$218,284	Construction
6	Nubian Directions II Inc.	Green Building Technology Pre-apprenticeship	Mid-Hudson	\$653,265	Construction, Cleantech and Renewable Energy

ROUND	GRANTEE	PROJECT NAME	REGIONS	AWARD AMOUNT	PRIORITY INDUSTRIES SERVED
6	Opportunities for a Better Tomorrow	Renewable Energy & Sustainable Construction (RESC) Training	New York City	\$675,450	Construction, Cleantech and Renewable Energy
7	Buffalo Educational Opportunity Center (UBEOC)	Buffalo Build	Western New York	\$1,997,413	Construction
7	Callahan Management Training	RLR and A2A Expansion	Capital Region, Finger Lakes, Western New York, Southern Tier	\$6,546,459	Advanced Manufacturing and Materials
7	Center for Employment Opportunities (CEO)	Upstate NY Union Pre-Apprenticeship Support	Finger Lakes, Western New York	\$1,028,026	Construction
7	CVES BOCES (Clinton-Essex-Warren-Washington BOCES)	CV-TEC Facility	North Country	\$3,000,000	Advanced Manufacturing and Materials, Construction, Software and Digital Media
7	Questar III BOCES	Kline CTE Center Modernization	Capital Region	\$3,000,000	Construction
8	NYC Small Business Services (SBS)	P2A Construction Pre-apprenticeships	New York City	\$691,239	Construction
8	Plumbing Contractors Association of LI	Service Industry Plumbing Training Program	Long Island	\$354,050	Construction
8	Rochester Educational Opportunity Center (REOC)	REOC Building Trades	Finger Lakes	\$1,610,500	Construction
8	Rochester Institute of Technology	Veteran and Underemployed Electronics Manufacturing Employability Skills Training	Finger Lakes	\$718,662	Advanced Manufacturing and Materials, Electronics and Optics/Photonics/Imagining (OPI)
8	SMART Local 71 - Sheet Metal Contractors	CAD Lab Installation	Western New York	\$100,000	Construction
8	SMART Local 71 - Sheet Metal Contractors	CAD Lab Training	Western New York	\$177,927	Construction
8	St. Nicks Alliance	Green Trades - Electrical & Plumbing Training	New York City	\$1,001,089	Construction, Cleantech and Renewable Energy

Completion and Demographic Data (OSWD Projects)

ALL OSWD PROGRAMS	#
Enrollees	5724
Completions	3713
Placements	1544
Average Wage	\$20.00

AGE GROUP	#	%
Adult (25-54)	3528	62%
Older Adults (55+)	273	5%
Youth (<=24)	1918	34%
Unreported	5	0%

VETERAN/ACTIVE MILITARY	#	%
Yes	159	3%
No	5565	97%

GENDER	#	%
Female	1553	27%
Male	4021	70%
Non-binary	19	0%
Not Disclosed	98	2%
Unreported	33	1%

DISABILITY STATUS	#	%
Disabled	380	7%
Not Disabled	3024	53%
Not Disclosed	2277	40%
Unreported	43	1%

HISPANIC OR LATINO	#	%
Yes	1105	19%
No	3769	66%
Not Disclosed	850	15%

MULTIRACIAL	#	%
Yes	629	11%
No	3641	64%
Not Disclosed	1454	25%

RACIAL GROUP	#	%
Black (Alone)	2092	37%
Black + Hispanic or Latino	223	4%
Total Black	2315	40%
White (Alone)	1176	21%
White + Hispanic or Latino	209	4%
Total White	1385	24%
Alaskan or American Indian (Alone)	47	1%
Asian/Pacific Islander (Alone)	323	6%
Hispanic or Latino (Alone)	597	10%
Not Disclosed	857	15%
Other Multiracial Combination	200	3%

LEVEL OF EDUCATION	#	%
Less Than High School	724	13%
High school diploma or equivalency	2571	45%
Some College	871	15%
Associate Degree	449	8%
Bachelor's Degree or higher	831	15%
Vocational Degree	54	1%
Not Disclosed	224	4%