



ANNUAL REPORT

2022 - 2023

Manufacturing Futures, Changing Lives...



A MESSAGE FROM THE PRESIDENT & CEO

A Message From the President & CEO

As the inaugural President & CEO of Northland Workforce Training Center (NWTC), I am pleased to present our Annual Report showcasing our continued growth and impact in Buffalo's East Side and Western New York. As the region's signature workforce initiative designed to prepare local residents for careers in advanced manufacturing and clean energy, NWTC has evolved from an aspirational, theoretical model based on best practices into a thriving, highly respected organization offering a student-first culture with core values of excellence, customer-centric, integrity, and accountability. Since opening our doors in September 2018, we've provided more than 1000 individuals with technical skills leading to careers offering family sustaining wages and pathways to the middle class.

During FY 2022-2023, we solidified our position as a critical asset that will be counted on to build diverse talent pipelines for both the advanced manufacturing and clean energy sectors. Governor Hochul announced funding providing NWTC with financial support for the next 5 years, and we executed an agreement with the City of Buffalo to provide residents with tuition assistance and a variety of supportive services and job placement. And as we look back on our first five years, we have never been more focused on our future - and it is bright. Working alongside the incredible team with Catapult Executive Consulting, we embarked on our new 5-Year Strategic Plan, to be released in January 2024.

While the region continued to rebuild following the tragic mass shooting on Saturday, May 14, we were met yet again with another tragedy; an unprecedented blizzard that took 47 lives. Our resilience was called upon and once again the 'City of Good Neighbors' heeded the call. Buffalo stepped up, helping to provide food, shelter, and assistance to family, friends, and strangers alike. Through tragedy, we continue to witness the collective healing power that comes from our community when we care for one another.

As I present our FY 2022-2023 Annual Report, NWTC is prepared to play a critical role in Buffalo's continued growth and recovery. I'd like to thank Governor Kathy Hochul and Mayor Byron Brown for their vision and support as well as Empire State Development, The Economic Development Group Inc., our Board of Directors, and our funders. I would also like to thank our staff, partners, students, and our community stakeholders for their contributions and continued support.

Stephen D. Tucker

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ABOUT US

Northland Workforce Training Center (NWTC) is an industry-driven, public-private partnership between employers, educational institutions, community and faith-based organizations, and state and local government. NWTC is focused on closing the skills gap of the local labor pool and creating economic on-ramps to training, co-ops, internships, apprenticeships, and permanent employment for Western New Yorkers seeking high-paying advanced manufacturing and energy careers.

NWTC offers a state of the art training center designed to increase the number and quality of local candidates prepared for energy and advanced manufacturing careers. NWTC provides for-credit, certificate and degree programs as core offerings through its educational partners, Alfred State College and SUNY Erie Community College, incorporating evidence-based placement strategies, such as co-ops, apprenticeships and internships, with an emphasis on permanent employment with family sustaining wages and benefits.

OUR VISION

The vision of NWTC is to be the premiere model of a public/private partnership providing education, training and workforce development services that are industry driven and employment focused.

OUR MISSION

The mission of NWTC is to advance the economic well-being of Western New York by developing and maintaining a skilled and diverse workforce to meet the needs of the advanced manufacturing and energy sectors, while providing opportunities to job seekers as well as pathways to gainful employment, career advancement and economic sustainability for Western New Yorkers.

A NEW APPROACH

NWTC is uniquely designed for individuals 18 years or older to reduce all the major barriers that prohibit students from enrolling and completing post-secondary education, such as transportation, childcare, academic readiness, and affordability. Our training approach combines evidence-based best practices regarding awareness, recruitment, assessment, career planning, education and training, job placement and retention services with intensive wraparound support services to ensure student suitability, preparedness, persistence, placement and career advancement. NWTC offers certificate and degree programs at little to no out of pocket expense to students based on need and incorporates job placement strategies such as co-ops, internships, and apprenticeships that lead to permanent employment with family sustaining wages and benefits.

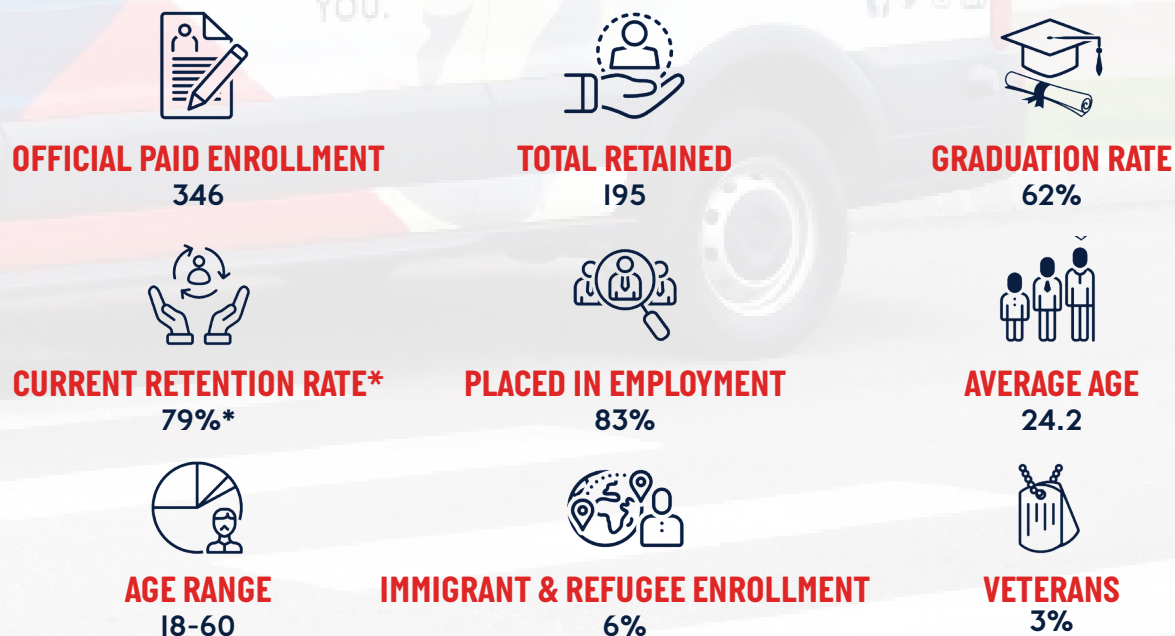
EXECUTIVE SUMMARY

During the 2022-2023 Academic Year, NWTC's official total paid enrollment was 346 students. As such, NWTC successfully exceeded its goal of training more than 300 students annually for the third straight year. Since opening in 2018, NWTC has provided 1,088 individuals the opportunity to overcome personal and societal obstacles by facilitating training for in-demand professions in advanced manufacturing that provide family-sustainable wages with benefits and pathways out of generational poverty.

Our overall graduation rate is 62% with 453 students completing their training, 218 of whom completed SUNY Erie's 1-year Mechatronics certificate or Mechanical Engineering Technology Associates of Arts degree and 235 of whom completed Alfred State's three Associates of Occupational Science programs, namely Electrical Construction and Maintenance Electrician (106 graduates), CNC Manufacturing and Machining (36 graduates), and Welding Technology (93 graduates). It should be noted that our program completion rate of 62% is more than double the national average for community colleges.

NWTC is also consistently exceeding its benchmark of 75% of graduates placed into employment opportunities. Of the 453 graduates to date, 377 (83%) have been placed in employment earning an average salary of \$41,662.40 per year. These placements have a combined economic impact of more than \$15 million in wages added to the local economy. In addition to wages and benefits, NWTC graduates now have career pathways that lead to the middle class and economic stability.

NWTC is an extension campus for Alfred State College and SUNY Erie Community College and offers SUNY Certificates and Degree Programs. NWTC's student enrollment for the Fall 2022 and Spring 2023 semesters were as follows;



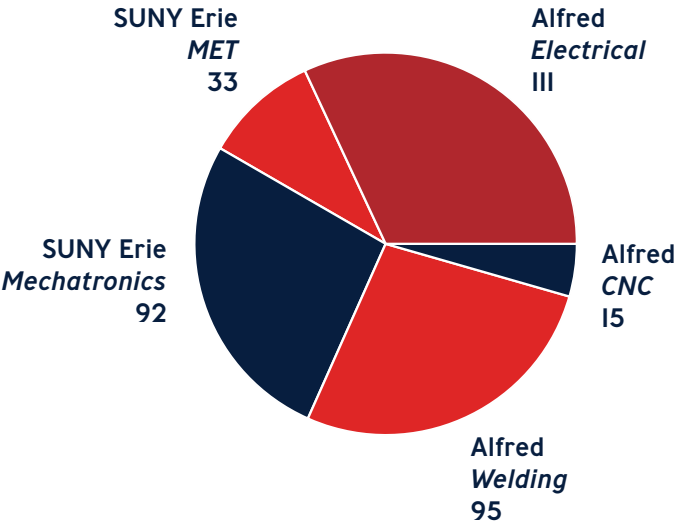
**Please note: This figure is based upon the returning 60 of the 89 original Fall 2022 SUNY Erie students and 135 of the 158 Fall 2022 Alfred State students that did not graduate (F21: 45/47, S22: 24/26, F22: 66/85), totaling a retention of 195 of the 247 students (78.9%) at Northland from the Fall 2022 semester to the Spring 2023 semester.*

In addition, NWTC once again partnered with Mayor Brown's Summer Internship Program and Buffalo Public schools to offer a fully paid six-week immersion experience for youth interested in high tech careers in advanced manufacturing and clean energy. Sixty (60) area youth ages 16-21 participated by rotating through six weeklong modules representing the programs offered at NWTC as well as OSHA 10 Safety Training. Each weekly module concluded with a worksite tour at an applicable local manufacturing and clean energy company. Students were paid \$1,500.00 each for participating.

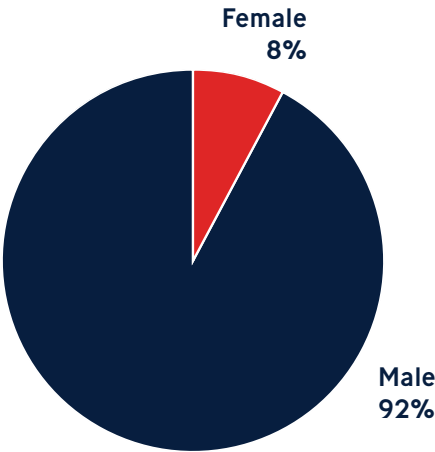


NWTC BY THE NUMBERS

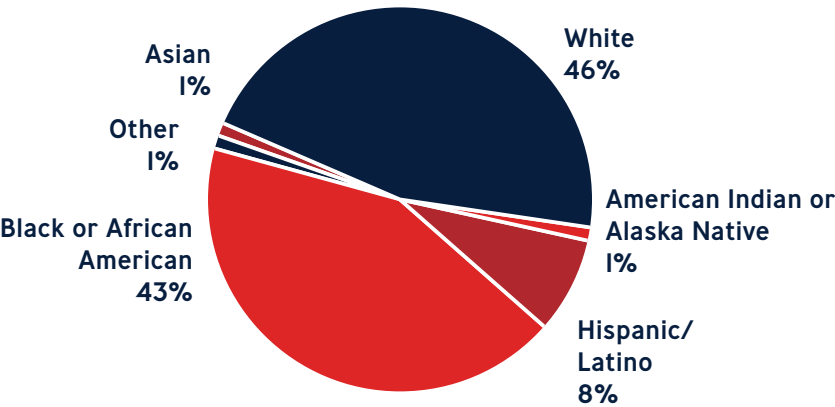
OFFICIAL PAID ENROLLMENT



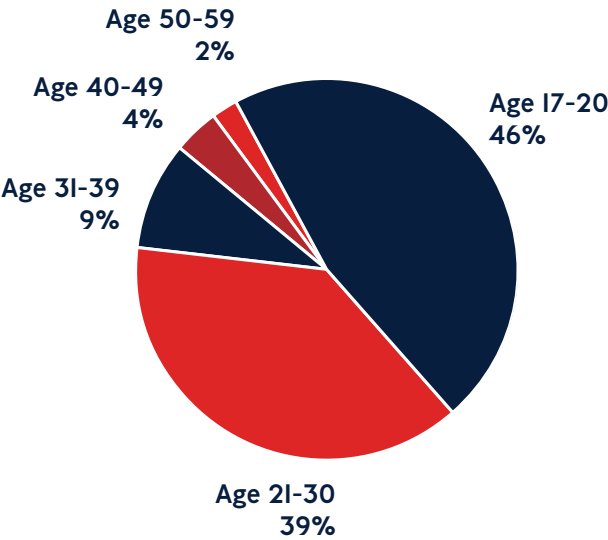
GENDER



RACE ETHNICITY



AGE



STUDENT SUPPORT SERVICES

NWTC assists students with applying for college, financial aid, and external scholarships. Overall, on average 67% of NWTC students received financial aid in a given semester.

NWTC STUDENTS THAT RECEIVED FINANCIAL AID

	Fall 2022	Spring 2023
Totals	292	249
Alfred State College	189	168
PELL	127 students (67%)	116 students (69%)
TAP	90 students (48%)	89 students (53%)
Say Yes	14 students (7%)	17 students (10%)
Excelsior	18 students (10%)	23 students (14%)
NWTC Grant	39 students (21%)	49 students (29%)
SUNY Erie Community College	103	81
PELL/TAP Eligible	67 students (65%)	51 students (63%)
Say Yes	5 students (5%)	4 student (5%)
Excelsior	0 students (0%)	0 students (0%)
NWTC Grant	25 students (24%)	30 students (37%)

NWTC provides tuition assistance for students with financial need. During FY 2022/2023 NWTC awarded 143 students with the Northland Grant to cover their cost of tuition totaling \$283,978.45.

NWTC GRANT INFORMATION

	Fall 2022		Spring 2023		Totals	
	Students	Tuition Payments	Students	Tuition Payments	Students	Tuition Payments
Alfred State	39	\$76,704.48	49	\$77,340.89	88	\$154,045.37
SUNY Erie	25	\$61,693.44	30	\$68,239.64	55	\$129,933.08
Total	64	\$138,397.92	79	\$145,580.53	143	\$283,978.45

STUDENT SUPPORT SERVICES (CONT.)

NWTC is committed to providing for-credit education at little to no out of pocket expense to all students with financial need. Nevertheless, the cost of books, tools, and consumables continue to present a major barrier for prospective students. The average cost of books and tools is \$3,000.00, and the average cost of consumables is \$500.00. In addition, all Alfred State incoming students are now required to have a laptop computer in order to complete their program of study. All of these requirements present an additional financial burden for low-income students.

To address these barriers, NWTC offers a Lending Library, Tool Chest, and Laptop Loan Programs. NWTC's Tool Chest, Laptop Loan Program, and Lending Library are resources available to students that have exhausted all available financial aid funding and do not have the financial means to purchase the required books, laptop, or tools. Students can now borrow books, tools and a laptop to support their education and training at NWTC. In addition, NWTC assists students with the purchase of required consumables as needed.

NWTC also provides intense wraparound services such as transportation, childcare and a Student Emergency Support Fund. NWTC's Student Emergency Support Fund is an emergency resource available to NWTC students on a case-by-case basis to mitigate unexpected expenses that may affect program completion. The Student Emergency Support Fund provides students with a one time grant and students are not required to reimburse the organization for this support.

In addition, NWTC provided the following supportive services and financial assistance:

STUDENT FINANCIAL SUPPORT SERVICES

Support Type	Funds Dedicated
Books	\$11,196.53
Software	\$48,163.98
Laptops	\$49,931.00
Tools and Consumables	\$65,678.93
Transportation Services, Bus Passes, NWTC Shuttle, Uber & Lift	\$39,593.61
Emergency Student Support	\$21,511.85
Total	\$134,194.24

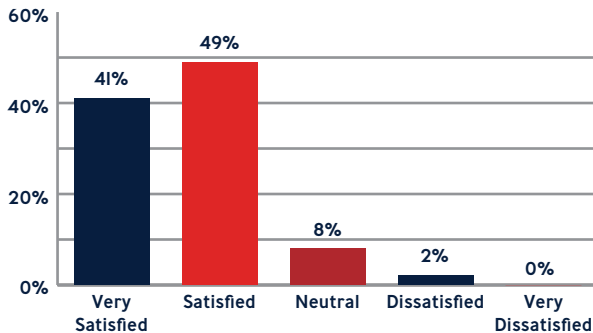
STUDENT SURVEY

In April 2023, NWTC administered its annual survey to students to ascertain student satisfaction of their educational experience. There were 207 respondents that completed the survey in its entirety (84% of the 246 enrolled at NWTC as of April 2023). Respondents reported the highest level of satisfaction with the NWTC's facilities at 90%. Eighty-seven percent (87%) of respondents reported satisfaction with the admissions and enrollment process and 82% of respondents were satisfied with NWTC supportive services.

FACILITIES (overall)

90% of all respondents reported that they were "satisfied" or "very satisfied" with the NWTC's facilities.

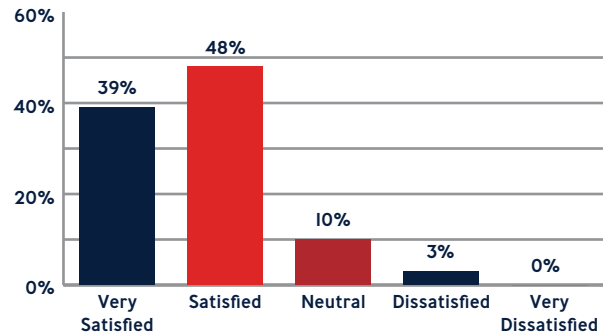
Source: NWTC Student Experience Survey (April 2023)



ENROLLMENT PROCESS (overall)

87% of all respondents reported that they were "satisfied" or "very satisfied" with the enrollment process.

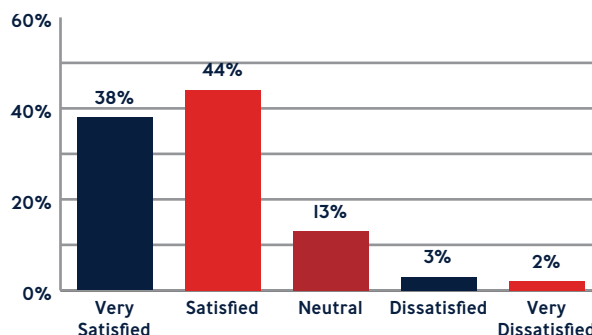
Source: NWTC Student Experience Survey (April 2023)



QUALITY OF SUPPORT SERVICES (overall)

82% of all respondents reported that they were "satisfied" or "very satisfied" with the quality of support services at NWTC.

Source: NWTC Student Experience Survey (April 2023)



INDUSTRY SPONSORS

During FY 2021, NWTC launched its industry sponsorship program, which provides business partners with a tax-deductible opportunity to invest in NWTC and take ownership of their talent pipelines. Industry Sponsors participate in the professional development of NWTC students, deepening their connection with future talent and the broader Western New York Community. Sponsors participate in two hiring events annually, facilitate “lunch and learns” to recruit prospective talent, and host onsite workplace tours for both youth and NWTC students.

“Our first event at Northland Workforce Training Center (NWTC) was a huge success! It’s been less than a week since the career fair and we have hired one student and are interviewing another. We found the students to be professional, engaging, and thoughtful with their questions. We look forward to our continued partnership and future events with NWTC. - Laurie Brinkerhoff, Director, Human Resources at Calspan.

Since the program’s inception in 2021, 35 Industry Sponsors and counting have contributed over \$316,000.00 in support of our workforce efforts.

INDUSTRY SPONSORS 2022 - 2023



NORTHLAND MANUFACTURING

Jamaica native Oswald Love enrolled in the CNC Manufacturing and Machining program at NWTC in the Fall of 2021. Jon Sieminski, Director of Manufacturing Operations at Northland Manufacturing, saw Love's potential, hired him, mentored him, and helped build his confidence.



IT ALL STARTED AT NORTHLAND

"Northland created this rich education that allowed me to meet API Heat Transfer, and API had the confidence to hire me based on what I knew because of Northland. "

- Oswald Love

During FY 2020/2021, NWTC successfully launched its contract manufacturing social enterprise called Northland Manufacturing. Northland Manufacturing is a machine shop within Northland Workforce Training Center (NWTC) offering business-to-business (B2B) contract manufacturing services while providing students with real work experiences aligned with their education and training at NWTC. By partnering with Northland Manufacturing on machining projects, firms can contribute to the development of the talent pipeline for the advanced manufacturing sector while in return receiving a quality fair-priced product. Revenue generated by Northland Manufacturing supports NWTC's organizational sustainability while contributing to the redevelopment of Buffalo's East Side and the overall economy of Western New York. M&T Bank provided financial support to fund this initiative.



"Over the past few years, the relationship that Liston Manufacturing has built with Northland Manufacturing has been invaluable. The quality of work plus the ability to maintain production schedules has allowed Liston to help our customers keep shipments on time or ahead of schedule. We look forward to growing our business alongside Northland Manufacturing, its students, and staff."



LISTON MANUFACTURING
Babbitt Bearing SpecialistsSM

ROB SENEAL

Outside Service Manager/Safety Manager
Liston Manufacturing

STUDENT PROFILES



MAKELL HUNLEY

I heard about Northland Workforce Training Center (NWTC) because my brother was already a student at Northland. Mechatronics was exactly what I wanted to pursue. The course work was not too difficult and the schedule allowed me to work part-time and have free time. NWTC provided hiring events and lunch and learns that eventually led me to get hired by Motivair as an Assembly Technician. I am enjoying my position and have been able to use the skills taught during Mechatronics to give me the confidence and ability to be a technician right out of school. I have the opportunity for a career due to being able to move up within a company at this time.



JONISHA SCOTT

After receiving a \$20K quote to rewire and update my home's outdated electrical system, I was completely stunned. Instead of putting that money into my home's electricity, I put it into my electrical education so I can do the work myself, as well as help people in my community. Thanks to Northland (NWTC) recognizing the importance of student support, I was awarded a grant each year. I was also able to utilize NWTC's lending library, allowing me to check out tools, equipment, and textbooks needed for the electrical program. This helped to cover my entire school tuition. Saving the best for last, the staff at Northland is GREAT! The support that the NWTC staff offers a student is individualized and comprehensive. When attending here, you're not just a number like other colleges.



JASON RADZIKOWSKI

Northland Workforce Training Center helped me to not only learn a new trade, but I gained fantastic experience. The ability to work in my field while still in school was an added bonus to my development. My instructors were veterans in their field and I learned a lot from them, both in lecture and in the lab. I am currently working at Roberts Gordon and although my title is "Welder", I am able to use the vast knowledge that I received at NWTC to grow and take on extra duties and responsibilities.

ANNUAL AWARDS CELEBRATION

NWTC's Annual Awards Celebration is our signature fundraising event recognizing organizations and leaders who go above and beyond in support of our mission: To advance the economic well-being of Western New York by developing and maintaining a skilled and diverse workforce to meet the needs of the advanced manufacturing and energy sectors, while providing opportunities to job seekers as well as pathways to gainful employment, career advancement, and economic sustainability for Western New Yorkers.

The theme for our third annual celebration was, "A Salute to Our Funders" which featured an unforgettable evening of cocktails, cuisine, casino gaming, and fun. President Award Honorees included National Grid, M&T Bank, and Five Star Bank. The night also included an exciting Silent Auction with all event proceeds to support the community and workforce development in Western New York.



HONOREES

nationalgrid **M&T Bank**



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AUDITED FINANCIAL STATEMENTS

THE ECONOMIC DEVELOPMENT GROUP, INC. d/b/a NORTHLAND WORKFORCE TRAINING CENTER
STATEMENTS OF FINANCIAL POSITION
JUNE 30, 2023 AND 2022

	2023	2022
ASSETS		
Cash and cash equivalents	\$ 2,926,700	\$ 1,507,657
Grants and other receivables	56,170	958,591
Prepaid expenses	165,738	201,419
Inventory	6,818	11,009
Property and equipment, net of accumulated depreciation and amortization	530,841	649,448
TOTAL ASSETS	<u>\$ 3,686,267</u>	<u>\$ 3,328,124</u>
LIABILITIES AND NET ASSETS		
LIABILITIES		
Accounts payable	\$ 76,831	\$ 64,972
Accrued liabilities, including lease liabilities	121,794	121,305
Deferred revenue	998,317	1,054,847
TOTAL LIABILITIES	<u>\$ 1,196,942</u>	<u>\$ 1,241,124</u>
NET ASSETS		
Net assets without donor restrictions	\$ 2,437,982	\$ 1,987,000
Net assets with donor restrictions	51,343	100,000
TOTAL NET ASSETS	<u>\$ 2,489,325</u>	<u>\$ 2,087,000</u>
TOTAL LIABILITIES AND NET ASSETS	<u>\$ 3,686,267</u>	<u>\$ 3,328,124</u>

THE ECONOMIC DEVELOPMENT GROUP, INC. d/b/a NORTHLAND WORKFORCE TRAINING CENTER
STATEMENTS OF ACTIVITIES
FOR THE YEARS ENDED JUNE 30, 2023 AND 2022

	Net assets with donor restrictions	Net assets without donor restrictions	2023	2022
SUPPORT AND REVENUE				
Grants and contributions	\$ 3,650,920	\$ 291,800	\$ 3,942,720	\$ 3,641,443
Paycheck Protection Program loan forgiveness	-	-	-	250,000
Program service revenue	272,830	-	272,830	168,069
Tuition sharing revenue	511,015	-	511,015	398,449
Fundraising income	171,431	-	171,431	127,337
Store sales	23,099	-	23,099	18,672
Other revenue	78,257	-	78,257	155,274
Net assets released from restriction	340,457	(340,457)	-	-
TOTAL SUPPORT AND REVENUE	<u>5,048,009</u>	<u>(48,657)</u>	<u>4,999,352</u>	<u>4,759,244</u>
EXPENSES				
Program	3,326,472	-	3,326,472	2,830,510
Management and general	1,135,512	-	1,135,512	871,198
Fundraising	135,043	-	135,043	100,022
TOTAL EXPENSES	<u>4,597,027</u>	<u>-</u>	<u>4,597,027</u>	<u>3,801,730</u>
INCREASE IN NET ASSETS	450,982	(48,657)	402,325	957,514
NET ASSETS - BEGINNING OF YEAR	<u>1,987,000</u>	<u>100,000</u>	<u>2,087,000</u>	<u>1,129,486</u>
NET ASSETS - END OF YEAR	<u>\$ 2,437,982</u>	<u>\$ 51,343</u>	<u>\$ 2,489,325</u>	<u>\$ 2,087,000</u>

FUNDING PARTNERS

TRANSFORMATIONAL PARTNERS



Empire State
Development



RALPH C. WILSON, JR.
FOUNDATION



MAYOR BYRON W. BROWN

ECMC
Foundation

PARTNERS

nationalgrid
Foundation



Five Star Bank
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M&T Bank



SUPPORTERS

Seymour H. Knox Foundation

Garman Foundation



StanleyBlack&Decker





NORTHLAND
WORKFORCE TRAINING CENTER

TRAIN FOR WHAT'S NEXT.



"There is no success in Buffalo without success on the East Side, and the Northland Workforce Training Center is ensuring everyone is part of Buffalo's comeback. The education and skills learned here are transforming people's lives making good paying jobs and opportunity accessible, and graduating students are making their mark at advanced manufacturing companies across Western New York helping power our 21st century economy."

GOVERNOR KATHY HOCHUL



OUR PARTNERS



Northland Workforce Training Center is operated by the Economic Development Group, a 501 (c)(3) nonprofit organization.

NORTHLANDWTC.ORG
(716) 436-3229