

What is STEM?

STEM stands for a cluster of careers in the fields of:

- **S**cience
- **T**echnology
- **E**ngineering
- **M**ath

STEM Jobs are:

- Found in all industries
- In demand
- Often hard to fill
- "Middle Skills" based



4 Local Workforce Investment Areas:

- **Capital Region:**
(Albany-Schenectady-Rensselaer);
- **Columbia-Greene;**
- **Fulton-Montgomery-Schoharie; and**
- **Saratoga-Warren-Washington**

Links to the
Greater Capital Region Career Centers

www.capreg.org

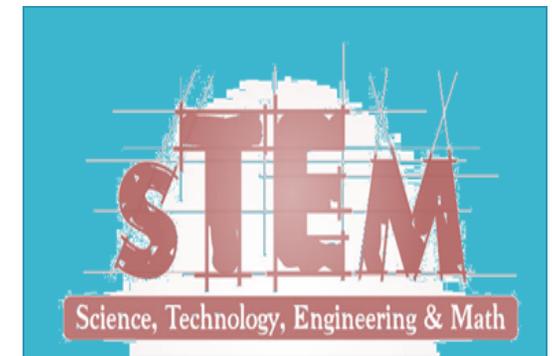
www.columbiagreeneetworks.org

www.fmsworkforcesolutions.org

www.thejoblink.org

USDOL Workforce Innovation Fund

Equal Opportunity Employer/Program



**Career Pathways
Lead to
Good Business**

**Help Solve Your
STEM
Skills Gap Crisis
One Step at a Time**

The Skills Gap Solution:

Does your business struggle with finding new employees that have all the technical skills you are looking for? What if there was help to offset the cost of training your new employees? Would you consider promoting your new employees if they showed a commitment to advancing their technical skills? If the answer to these questions is "Yes," then the Steps Up to STEM program could be right for you.

Steps Up to STEM Program:

- Up to **\$6,000** in funding is available to help train each new employee you hire that lacks certain technical skills needed to perform the job they were hired for. (New hire must meet Workforce Investment Act Eligibility).
- A Two Step Career Plan will be developed for each new hire that outlines the employment and training objectives that need to be met to in order to reach Step Two of their Career Plan.

BENEFITS of STEPS Up to STEM:

- It will lower employee recruitment costs
- Reduce employee turnover
- Higher employee satisfaction/loyalty
- Custom trained employees

Funding Career Pathways

The Greater Capital Region Workforce Investment Boards have a federal Workforce Innovation fund grant that works directly with businesses in order to provide career pathway training for new hires working towards science, technology, engineering, or math (STEM) careers.

This highly flexible grant is designed to help individuals move up a career ladder while also training them in skills your business needs.

This grant can provide businesses with everything from wage reimbursement for on-the-job training, to tuition payments for classroom instruction, to preparation for required industry credentials or mandated state licensing.

**For more information, contact your
Business Services Representative
at your local Career Center
TODAY!**

Here are some sample training plans local businesses have used with this grant.

Manufacturing Company:

- **First step** was 50% wage reimbursement (OJT) as a welder trainee. The **second step** was also OJT, as a welder/fitter with MIG certification. Pay started at \$10.00 per hour and will increase to \$13.00.

Nursing Home:

- **First step** was pre-hiring training as a Certified Nurse Assistant. The **second step** is tuition for Licensed Practical Nursing. Pay started at \$11.00 per hour and will increase to \$15.00.

Energy Company:

- **First step** was 50% wage reimbursement (OJT) as a solar energy consultant. The **second step** was classroom training for industry certification in PV Sales. Pay started at \$12.50 per hour and increased to \$15.00 + commission.