

## Finger Lakes Wired Scholarship Program

A Summary of Regional Incumbent Worker Training  
from October 2006 through March 2009

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# Finger Lakes Wired Scholarship Program

## A Summary of Regional Incumbent Worker Training from October 2006 through March 2009

### **Scholarship Program Overview**

The Finger Lakes Wired Scholarship program provides up to \$25,000 to businesses in the nine-county Finger Lakes Region (Genesee, Livingston, Orleans, Wyoming, Monroe, Ontario, Wayne, Seneca and Yates counties) to upgrade the skills of their incumbent workforce in order to meet the demands of emerging industries. Emerging Industries are defined as Advanced Manufacturing, Alternative Energy, Bio/Life Sciences, Business Services, Engineering, Food & Agriculture, Health Care (including not-for-profit Health Care organizations), Information Technology, and Optics/Imaging. Training funds are primarily utilized to: 1) Develop management competencies of mid - senior level Managers, 2) Develop technical/occupational skill competencies of their employed workers or 3) Implement process or productivity improvement initiatives (such as Lean, ISO, Six Sigma, Sarbanes Oxley, etc). Funds are awarded through a contract process.

Finger Lakes Wired began funding incumbent worker training in October 2006. The information contained in this report reflects Scholarship contracts awarded from October 2006 through March 2009.

### **Objectives**

This analysis was undertaken to better understand:

- The effectiveness of the Scholarship program
- Utilization of the program by the targeted industry sectors
- The types and categories of training considered “in-demand” by industries
- The impact on the region’s workforce with regard to Finger Lakes Wired’s objective of empowering a globally competitive workforce
- Types of training providers used by business to meet their training needs
- To provide the three Workforce Investment Systems serving the 9 county Finger Lakes region with industry specific information that will enhance their capability to serve unemployed workers

Between October 2006 and March 2009, 318 scholarship contracts were entered into with regional businesses. Of those 318 contracts, 241 were with distinct businesses. See Attachment A for the list of businesses utilizing the program. The duplication is expected as some businesses were awarded multiple contracts and exposed their workforce to several different types of training, while other businesses divided their training sessions on the same subject into multiple events in consideration of on-going operational needs. (Note: Each individual contract had to be completed and closed out before a new contract could be awarded.)

## Technical and Competency Training Categories

Through the Scholarship program, Finger Lakes region businesses invested in training for 6,407 incumbent workers, ranging from front line, hourly staff to company principals including Presidents and CEOs. (Note: As data is represented in graphical form, totals in some areas may exceed this 6,407 as a consequence of individuals participating in multiple trainings.) For the purposes of this analysis, training activities were broken into two categories: technical and competency training.

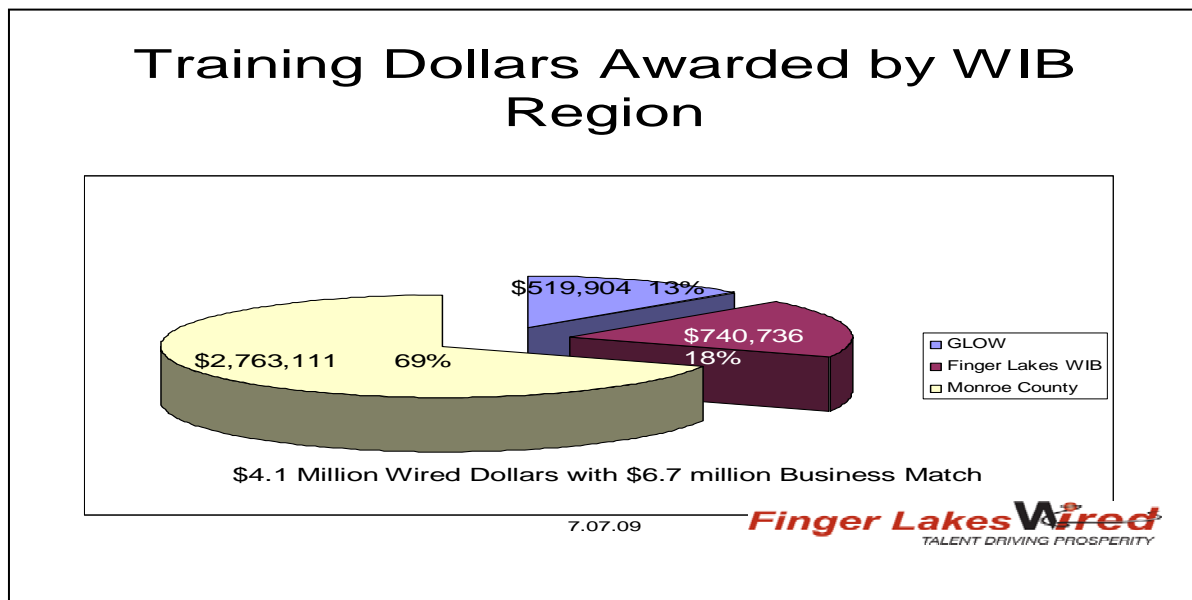
Technical training refers to “hard skill” topics including occupation and industry-specific training, and many types of productivity improvement training including Lean and Six Sigma. The second category of training is referred to as Competency Skills training, often described as “soft skills,” employability skills or skills training identified in Tiers One and Three of the Competencies Pyramid endorsed by the U.S. Department of Labor Employment and Training Administration. Tiers One and Three skills include teamwork, problem-solving and decision-making, interpersonal skills, and leadership training.

Competency skills training was only funded sporadically during the early months of the Scholarship program in 2006. In the fall of 2008, competency training was formally recognized as a fundable and encouraged type of training under the Scholarship program. The decision was influenced by the growing acceptance of competency models being developed by the business community, and the increasing requests for funding for competency training. In the period reviewed, competency skill training was provided to 1,270 workers across multiple industry sectors.

## Training Dollars Across the Finger Lakes Wired Region

Businesses in Monroe County were awarded 69%, or \$2,763,111, of the total Scholarship funding. Businesses in the GLOW WIB (Genesee, Livingston, Orleans and Wayne) area accounted for 13% of the Scholarship awards, totaling \$519,904. Businesses in the Finger Lakes WIB (Ontario, Seneca, Wyoming and Yates) received 18% of the Scholarship award dollars, totaling \$740,736. (See Figure 1)

Figure 1



This data demonstrates the high density of businesses located in Monroe County. Both the GLOW WIB and the Finger Lakes WIB counties were well represented in the presence of businesses who invested in workforce skills development.

**Worker Populations Impacted**

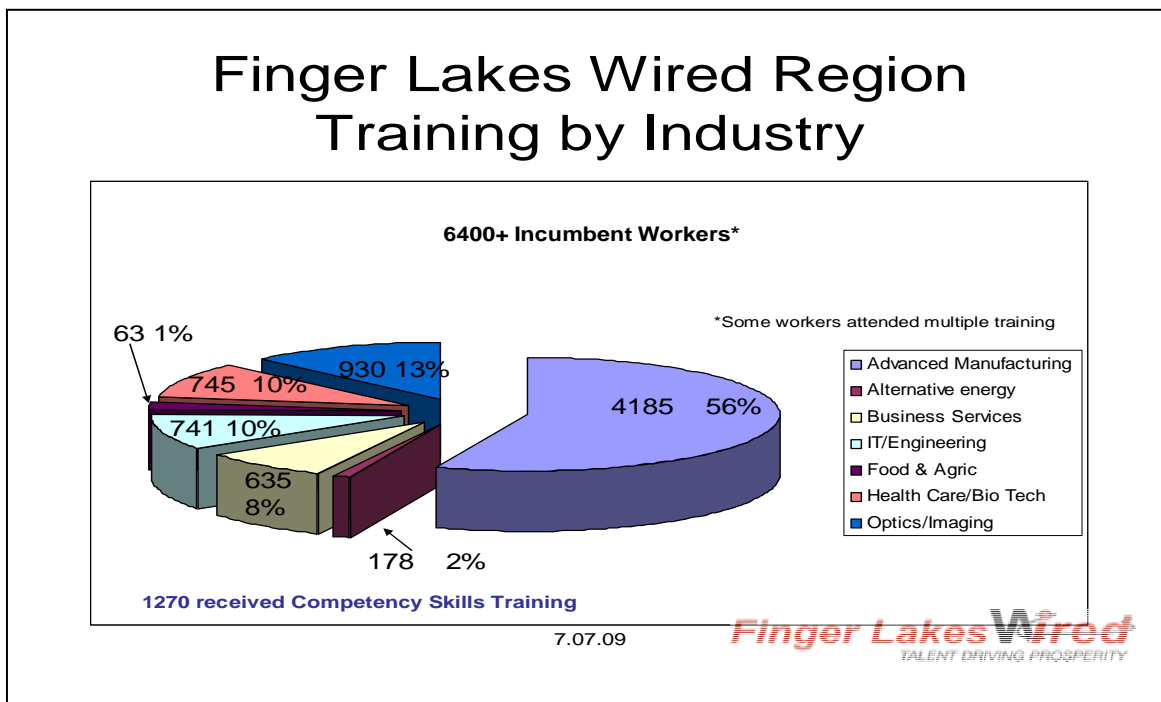
The majority of workers receiving training through the Scholarship program were employed in the Advanced Manufacturing industry. Over 4,000, or 56%, of the 6,400 total workers worked at a business in the Advanced Manufacturing industry.

Optics and Imaging companies had the second highest number of workers, representing 13% of total individuals trained, or approximately 900 workers.

The Health Care/BioTech and the IT/Engineering industries were tied for third, each representing 10% of total workers, with businesses investing in training for 745 and 741 workers, respectively.

Workers in the Business Services industry represented 8% of the workers trained or 635 individuals. Alternative Energy represented 2% with roughly 178 workers receiving training. Approximately 1% of workers receiving training were from the Food & Agriculture industry (See Figure 2).

Figure 2



See Attachment C for breakdowns by individual WIB region.

## **Topics of Interest**

Three hundred and thirty five (335) unique training courses/topics were funded by the Scholarship program (see Attachment B). Popular training topics included productivity and process improvement initiatives such as Lean and Six Sigma. (Note: The amount of training dollars invested in specific training areas was not submitted in a way that would allow clean breakout by concentrated areas.)

Identifying specific training priority topics and/or subject areas was challenging due to the variety of offerings and terminology utilized by the business applicants and training providers. For example, productivity improvement efforts include a variety of names and titles including Lean, Six Sigma, ISO, Kaizen, and a variety of customized names representing productivity improvement efforts.

Process Improvement and Quality Improvement training were the most prevalent training topics across those training providers receiving more than \$40,000 in training funding. Technical topics (e.g. MCSE Certified Engineer, Photoshop, Quickbooks, CNC Operator, etc.) and Supervisory and Team Building were almost equally present across this provider group in frequency; but not necessarily dollars. Taking into consideration that manufacturing accounted for 56% of the workforce trained through the scholarship program alone, the dominance of process and quality improvement training topics should not be a surprise. Overall the investment across all of the region's industry sectors in process and quality improvement training should be a publicized and marketable insight into the quality and attractiveness of the Region's workforce.

In some cases, training classes funded by the Scholarship program represent specific subsets of a broader training effort that was begun prior to the availability of or a company's knowledge of the Scholarship program. For example, worker participation in a Lean training class might represent one in a series of courses to help a business achieve ISO certification.

Analysis is further complicated by the distinctions between Lean programs operating in manufacturing and non-manufacturing industries. It is difficult to distinguish whether Lean courses should be classified as competency or technical training, as Lean training in any industry can encompass culture change and leadership training which are identified as competency skills.

Regional employers and employees both benefit from the investment in Lean-like process improvement and productivity training. Lean certifications benefit business operations, while also providing the existing regional workforce with additional skills and making them more marketable to future employers.

## **Sources of Training in the Finger Lakes Wired Region**

Scholarship training for regional businesses was generally facilitated by two types of providers: post-secondary education institutions and third party providers. See Attachment D for a list of training providers.

Third-party providers include specialty training companies, individual training specialists, and consulting companies providing certification in specialized content areas. The post-secondary education providers consist of colleges, community colleges and universities and include six

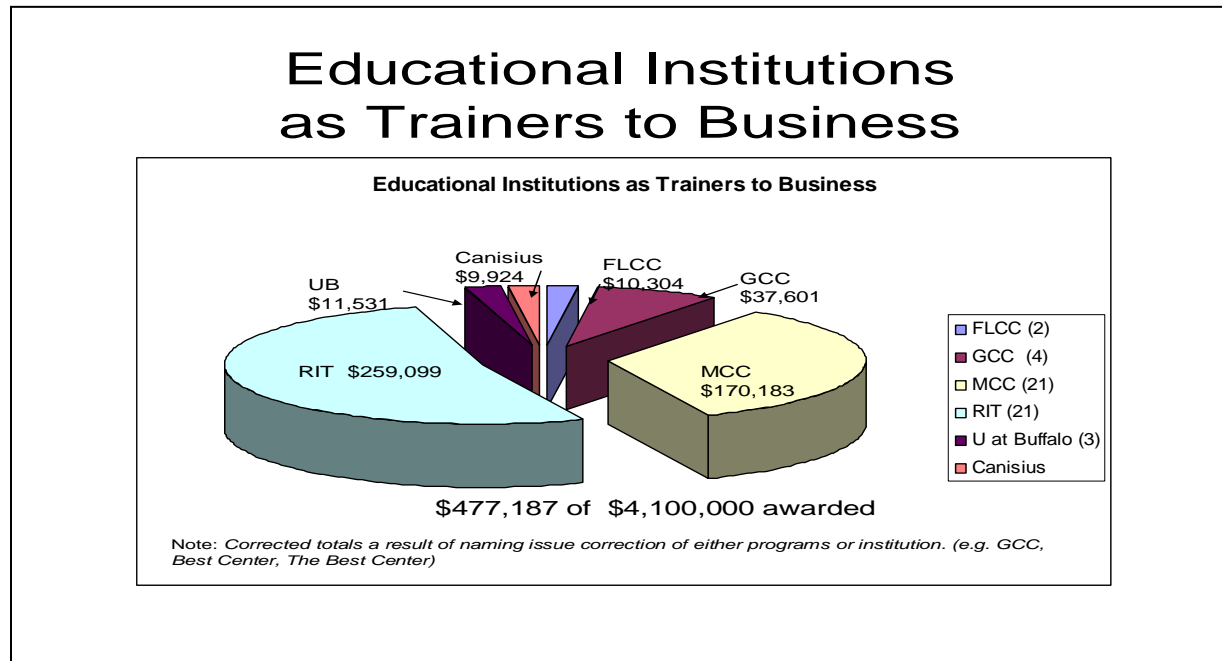
institutions: Monroe Community College, Genesee Community College, Finger Lakes Community College, Rochester Institute of Technology, University of Buffalo and Canisius College (note: Out of state providers not included).

The training dollars paid by employers to training providers and then reimbursed by the Wired Scholarship program breaks down as follows:

- Post-secondary education providers received 12%, or \$477,187, of the \$4.1 million dollars awarded (see Figure 3).
- Third-party providers accounted for 88%, or \$3,622,813, of the \$4.1 million.

These results suggest that the business community is currently seeking training services that can be delivered quickly, and over shorter periods of time, than the lengthier, more traditional offerings currently available through post-secondary education institutions.

Figure 3



## Conclusions

From October 2006 through March 2009, the Scholarship program provided training for over 6,400 employed workers in the Finger Lakes region, allowing them to benefit from the investment by 241 businesses as they partnered with Finger Lakes Wired. These skill upgrades impacted all levels of the workforce, from front line staff to the highest levels of upper management.

Scholarship program staff observed that interest in the program in the final months of 2008 through the present (May 2009) remains strong. Thirty-five (35) first-time businesses applicants were approved for funding in the first quarter of 2009. This data suggests that the number of applications has accelerated rather than abated in response to the economic downturn. One conclusion to be drawn is that regional businesses are willing to invest in training as part of their

strategy to grow their businesses and stay locally, regionally, nationally and globally competitive in tough economic times.

In addition, the data indicating that area community colleges, colleges and universities received only 12% of the training dollars awarded would seem to warrant exploration. Has the business community sent a message to the educational institutions of the region about the nature, type and urgency with which they approach the subject of investing in worker training? Is there an opportunity for the region's educational institutions to better serve both business and workforce? Is information and skills training needed in faster delivery models? Is cost a factor? Are institutions pricing themselves out of the market?

The Finger Lakes Wired Scholarship program is currently active and additional workers and businesses will be impacted by the close of the program on October 31, 2009. Based on the current pace and volume of applications by business, the Scholarship program may serve a total of 7,000-7,500 of the region's workforce before it concludes.

The technical, personal and workplace competencies of over 6,400 of the Finger Lakes region's have been strengthened through the Finger Lakes Wired Scholarship program.

The volume of Competency category training will be watched through the balance of Finger Lakes Wired. Early indications are that employers believe "competency skills" are of significant importance to overall business and worker success.

## ATTACHMENT A

### Businesses Awarded Scholarship Funding

5 Linx Enterprises  
Accede Mold & Tool Co.  
Acro Industries, Inc.  
Advanced Interconnect Mfg, Inc.  
Advanced Interconnect Mfg, Inc.  
AdviStor, Inc.  
AJL Manufacturing  
Allen Associates  
AllenBailey Tag & Label, Inc.  
Alton Manufacturing  
Amdex Computer, Inc.  
American Packaging Corp.  
American Red Cross Blood Services  
Ameritherm, Inc.  
APD Engineering  
& Architecture LLC  
Applied Business System, Inc.  
ARKEMA, Inc.  
Arkema, Inc.  
Arnold Magnetic Technologies  
ASP Industries  
Automotive Corporation, Inc.  
Badge Machine Products, Inc.  
Bailey Carr & Co.  
Bank of Castile  
Barilla America NY, Inc.  
Benefit Link, LLC  
BioWorks Inc.  
Blue Tie, Inc.  
BMP America, Inc.  
Brabon Justice International, LLC  
Brand Cool/Marketing, Inc.  
Brinkman Precision, Inc.  
Brite Computers  
Business Projection Specialists  
Canadaigua Quick Print  
Car Engineering & Mfg.  
Casa Larga Vineyards  
Catalyst Direct Inc.  
CatPrint.com  
CB Richard Ellis, LLC  
Children's Institute, Inc.  
Clifton Springs Hospital & Clinic  
Coler Natural Insulation  
Comella Orthodontics  
Commodore Technology, LLC  
Complemar Partners, Inc.  
CONCENTRIX  
Hampson Corporation  
Harbec Plastics, Inc.  
Conlon & Company  
Connection Technology Center  
CooperVision  
CP Rochester  
Crane Dental Lab  
Crosman Corporation  
CY Farms, LLC  
D4, LLC  
DataPac  
David Cooper Associates, Ltd.  
Delphi Corporation  
Diamond Packaging  
Distech Systems  
Doyle Security Systems  
EEP Quality Group  
Elderlee, Inc  
Eldre Corporation  
Electro Surgical Instrument Co.  
Empire Coating, Inc.  
Erdman, Anthony & Assoc.  
ET Precision Optics, Inc.  
Express Press(Clarson Corp dba)  
Finger Lakes Credit Union  
Finger Lakes Tech Group  
Finger Lakes Visiting Nurse  
Fisher Associates  
Five Star Tool Company, Inc  
Flex Enterprises, Inc.  
Flower City Printing, Inc.  
forteq North America  
FTT Manufacturing  
Function5 Technology  
Galvin Design Studio  
Garlock Sealing Technologies  
General Code, LLC.  
Genesee County ARC  
Genesee Global Group, Inc.  
Genesee Group  
Geospatial Systems, Inc.  
German Machine, Inc.  
GermanowSimon Corp  
Gillespie Associates  
Gleason Works  
Gorbel, Inc  
Great Lakes Controls of NY  
Griffith Energy, Inc.  
Halcyon, Inc.  
Media Methods  
Medina Memorial Healthcare Sys

## ATTACHMENT A

Harris RF Communications  
Heirloom Designs, LLC  
Heirloom Designs, LLC  
Heritage Packaging  
Hilltop Industries  
Home Care of Rochester(HCR)  
Hurricane Technologies  
IEC Electronics  
Impact Technologys  
Inergex, Inc.  
Inergex, Inc.  
Info Directions, Inc.  
Infotonics Tech Center  
Infotonics Technology Center, Inc.  
Innovative Data Processing Solutions  
Innovative Solutions  
Isaac Heating & Air Conditioning  
ITX Corp.  
JK Jewelry  
JML Optical Industries,Inc.  
K&H Precision Products, Inc.  
Klein Steel Service, Inc.  
Koch Container  
Koike Aronson, Inc.  
Kriterium, LLC  
Kroner Gamble & Co CPA  
L.Woerner Inc. (HCR)  
LaBella Assoc, P.C.  
Lake Immunogenics, Inc.  
Lakeland Equipment  
Lapp Insulators, LLC  
Larsen Engineers  
Layer 3 Technologies  
Lifetime Care  
Linden Oaks Internal Medicine  
Litron Laboratories  
Long Pond Pediatrics  
LPA Systems, Inc.  
Lumarc Computer Corp  
Lumetrics, Inc.  
Magna Products Corp  
Magnus Education  
Magnus Precision Manuf.  
Markin Tubing, LP  
Mastro Graphic Arts  
Mayzon Corporation  
McAlpin Industries  
McAlpin Industries  
Select Fabricators, Inc.  
SenDec Corporation  
SimPore, Inc.  
Southco, Inc.

Mengel, Metzger, Barr & Co.  
Metro Cartridge, LLC  
Micro Instruments, Corp  
Micron Industries of Rochester  
MKS Instruments  
Nacca & Capizzi, LLP  
Navint Consulting  
Newport Corporation  
Newtex Industries  
Nexus ISR, LLC  
Nothnagle Realtors  
Nukote International  
O'Connell Electric Company, Inc.  
Ohmcraft, Inc.  
Optimax Systems, Inc.  
Orcon Industries  
ORMEC Systems, Inc.  
Oser Press  
PAETEC Communications  
Parlec, Inc.  
Partners & Napier, Inc.  
Passero Associates  
PCORE Electric Co.  
PEKO Precision Products  
Performance Technologies  
Pfaudler, Inc.  
Pharos Systems Int'l  
Pictometry International Corp  
Precise Tool & Manufacturing, Inc.  
Preferred Care  
Protocall Marketing Services, Inc.  
ProValue Services dba QES  
Qualicoat, Inc.  
Qualitrol Company, LLC  
Ravi Engineering & Land Surveying  
Reflexite Precision Technology  
Rel Comm Inc.  
Retrotech, Inc.  
RF Communications Division  
Rochester Brain & Spine  
Rochester Chiropractic Group  
Rochester General Hospital  
Rochester Midland, Corp.  
Rochester Precision Optics, LLC  
Rochester Rehabilitation Center, Inc.  
Romold, Inc.  
Ronco Communications & Electronics, Inc.  
Salon Technologies, Inc.  
Special Care Systems, LLC  
Spectracom Corporation  
Steel & O'Brien Manufacturing  
Streamteam

## ATTACHMENT A

Summit Lubricants, Inc  
Surmotech, Inc.  
SV Moffett Company  
Tabronics, Inc.  
TelTru Manufacturing Co.  
Terphane, Inc.  
The Episcopal Church Home  
The Feltner Group  
The Rivers Organization  
The Riverside Group  
Thomas Electronics of New York, Inc.  
Trek, Inc.  
Trident Precision Mfg.  
Ultrafab Inc.  
Ultralife Batteries  
United Memorial Medical Center  
University of Rochester  
Unlimited Coaching Solutions, Inc.  
Upstate Door, Inc.  
Upstate Roofing & Painting, Inc.  
USA Payroll  
ValveTech, Inc.  
VanDamme Associates  
Veramark Technologies  
Victor Insulators  
Vincent Associates  
Wadhams Enterprises, Inc.  
Web Seal, Inc.  
Weco Manufacturing  
Williams & Son Heating Contractors  
Wilmac Business Equipment Co.  
Woods Oviatt Gilman, LLP  
WWW Enterprises, Inc.  
Wyoming County Hospital Foundation  
XLI Corporation  
Xpedx / International Paper  
XPS USA, Inc.  
York Animal Hospital  
Zotos International, Inc.

241 unique businesses; 318 contracts

## ATTACHMENT B

### Distinct Training Topics

PMC Process  
(MCSE) MS Certified Sys Eng.  
2262 Supporting Windows XP  
3D Powercivil Training I  
5S/ Kaizen  
A/E/C Essentials  
A+ and Network  
A+ Essentials  
Accounting (Mapics)  
Accubid Training  
Act Admin Training  
Action Based Training  
Administrative Professionals  
Adobe Illustrator CS2  
Adobe InDesign CS2  
Adobe InDesign CS3  
Adobe Photoshop CS  
Adobe-Flash Training  
Adv Optical Design ZEMAX  
Adv Standard Work  
Advanced Ultrasonics  
Aerospace Quality  
Agile Training  
Agilent 3070 Training  
Air Conditioning & Refrig.  
Anti Fraud  
Apple Platform Training  
Apple Program Testing  
Applied Decryption  
Asbestos Mgt Certification  
ASP.NET  
Auditor Course  
Auditor Training  
AUI Nat'l Users Conference  
AutoCAD  
AutoCad LT 2009  
Autodesk Inventor  
Basic PC-DMIS CAD  
Basics of Energy Mgt  
Billing/Reimbursement Review  
BioBased Applicator Training  
Biogenic Tech - Laser Training  
Blue Print Reading  
Bobst/Steuer Foiljet Stamper  
Boiler Operation & Main.  
BPM Software Training  
Building Codes  
Business Analysis  
Business Mgt  
Business Writing Basics  
CCNA Boot Camp  
Cell Phone & Sim Card Analysis  
Cellular /GPS Signal Analysis  
Cellular Mfg.  
Certification-Check Point  
Certified Alarm Tech  
Certified Computer Examiner  
Certified IPC Trainer  
Certified IPS Training (CIT)  
Certified Java Developer  
Certified Manager of Housing  
Certified Pay per Click Marketer  
Change Control  
Cisco Sales Expert (CSE)  
Cisco Training  
Citrix Access Suite 4  
Civil 3D Fundamentals  
Clinical Patient Care Program  
CMM - MeasureMind Software  
CNC Operator Training  
Code Assess & Solutions Dev.  
Cognos 8-Designing Metadata  
Combine Parts - Sales  
Commercial Sales & Training  
Communication Skills  
Comp-Dock technical training  
Computer Aided Design  
Computer Forensics Tools  
Concordance Software Training  
Conformances /DMRs  
Continuous Improvement  
Coorective Action System  
Corporate Cash Management  
Cost of Quality  
Creator Pro Training  
Crystal Reports  
Custom SharePoint  
Customer Service Training  
Data Analysis  
Data Management  
Debits & Credits / Accounting  
Dentsply, Intro to Removable  
Design of Experiments  
Developing & Mnging Workflow  
Developing Your Sales Team  
Development of Action Items  
Development of Processes  
Die Casting Defects  
Die Stamp Operator Training  
Diesel Engine Technology

## ATTACHMENT B

Cascading Style Sheets	DISC Certification
Caterease Software Training	
Document Control	IPC Standard #610
Document Control (Databases)	IPC-610/J-STD-001
Documentation Dev. Workshop	IPC-A-610D Certified Specialist
Doing Deals 2009	IP-DECT Basic
E2-Shoptech	ISO 9001:2000
Effective Channel Mgt	ISO Training
Effective Negotiating	IT Audit & Controls
Electrical Training	J&L Operator Training
Electrical Troubleshooting	JD Edwards
Electricity & Safety Training	Job Costing and Accounting
Electronic Medical Records	Job Management
Embedded Customization	Kaizen Training
EMC Storage & Infrastructure	Labview
Employment Law Seminar	Laser Jet Testing
Engineering Course	Lead Free Hand Soldering
ENSPIRE Business System	Lean
Ethernet Fundamentals	Lean / 5S Training
EVO-ERP Training	Lean / Six Sigma
Exchange Server 2003	Lean For the Office
Fair Value Measurements	Lean Manufacturing
FileMaker Pro V8.5 Training	Lean Office
Financial Management	Lean Overview
Finite Element Analysis	Lean Six Sigma Training
Flash 8:Advanced Design	Lean Techniques
Flow Cytometry Training	Leica Cyclone Software
Folder/Gluer Operator Training	Lubrication fundamentals
Forensic-Handheld	M630 Install & Maint.
Fundamentals of Marketing	Macintosh Forensics
Fundamentals of MEMS Design	Macromedia Dreamweaver MX
Gap Analysis	Macromedia Flash MX
Gap Analysis & Reporting	Maintaining a MS SQL Server
Google Applications Platform	Management System
Grant Writing Basics	Managing China Bus Effectively
Great Plains Software Training	Managing Workflow Seminar
Halftone Printing	Marketing - Communication
Heat Exchanger Experts	MAS90 ERP Training
HIPPA Training	Master Cam
HP Indigo Training	Mastercam Mill Training
HP Lenticular Training	Material Flow and Layout
HRMS Bar Code- Inventory Sys	Math for Machinists
Human Resources Training	Maxwell 2D FEA Training
IC Design & Fabrication	Maya Fast Track Program
iGen Operator Training	MCCT.Net Framework
ImproMed Infinity	MCDBA
Information On Demand	MCSA Windows 2003
Ink Jet Testing	Measurement & Analysis
Ink Technician Training	Mechanical Assembly
Installing & Configuring VISTA	Microstation V8 2004
Internal Audit Training	Mill-Haas Mill Programming
Internal Auditing Refresher	Mistake Proof/Failsafe

## ATTACHMENT B

Intro to Codification	MS Office
IP Multicast	MS Outlook
IP Routing	MS PowerPoint
MS Project	Quality Management System
MS Publisher	Quality Techniques
MS Server 2003	Quickbooks for Finance Mgrs.
MS SQL Server	Quote Course
MS Tech Ed 2007	Quote Management
MS Visio	RABQSA CERTIFIED AS9100
MS Windows Server 2003	Refrigeration Troubleshooting
MS Windows XP	Report Generator
MS Word	Review GAAP
MS Word	Root Cause Analysis
NCE1/NCE2	Sales / Warehousing
Negotiations	Sales Advantage
Network +	Sales Training
Network Security Essentials	Sarbanes Oxley
New Foil Training	Scheduling
New User e-sentials	Screen Press Training
New York Employment Law	Screw Compressor Tech
OASIS Training	Secure Coding for.NET
On site Training-73" press	Security +
Optical Elements & Ray Optics	Security Assessment Training
Optician Training	Seeding Solutions Essentials
Optimus Core Module	Server 2003
OrCAD Layout	Server Training
Order Management	Servers Best Practices
OSHA Certification	Sharepoint 2007 (Implementing)
OSHA Construction Safety	Shipping, Receiving, Inventory
Overall ISO Training	SHL Assessment Training
Packaging	SHRM Certificate Program
Partial Discharge Detection	Software Development
Pasta-Quality Defects	Software Tester Certification
Payroll Law	Soldering
PC Maintenance	Solid Works Essentials
PC-DMIS CAD Software	Solidworks
PC-DMIS Pri Training	SQL 2005
Phase Gate Process	SQL Programming
Photoshop	SQL Server
PowerPrinter Training	Standard Work
Powerway Document Manager	Statistical Process Control
Precision Measurement	Std. Work Practices-Shop
Presentations	Strategic Planning
Press Brake Training	Striker
Private Placements 2009	Summation Software Training
Process Mapping	Supervising Print Production
Processing Theory	Technical Admin
Product Realization	Technical Math Training
ProE Training	The Audit Process
Professional Selling	The Paperless Office
Profit Key Quality Training	The Sales Process
Project 2003	Timberline Project Mgt

## ATTACHMENT B

Project Management  
Public Safety Logger/CLS  
Purchasing (Mapics)  
Quality Assurance  
UV Dryer/Ink Transition  
Value Stream Mapping  
VHDL Course  
VISSIM-Traffic Eng Software  
VISTA & Data Collection  
VISTA & Order Management  
VISTA & Quote Management  
VISTA / EPICOR  
Visual Stream Mapping  
VMWare Capacity Planner  
Vmware Infrstructure 3  
Water-Air Service  
Windows Forensics  
Windows Server 2003 Network  
Windows Training  
Wire Transfer Processing  
WLAN Technologies  
Workforce Deployment  
Xerox iGen Customer Training

Time Reporting, A/P & Billing  
Toolmaker  
Traffic Control Technician  
Ultrasonic Plastic Welding

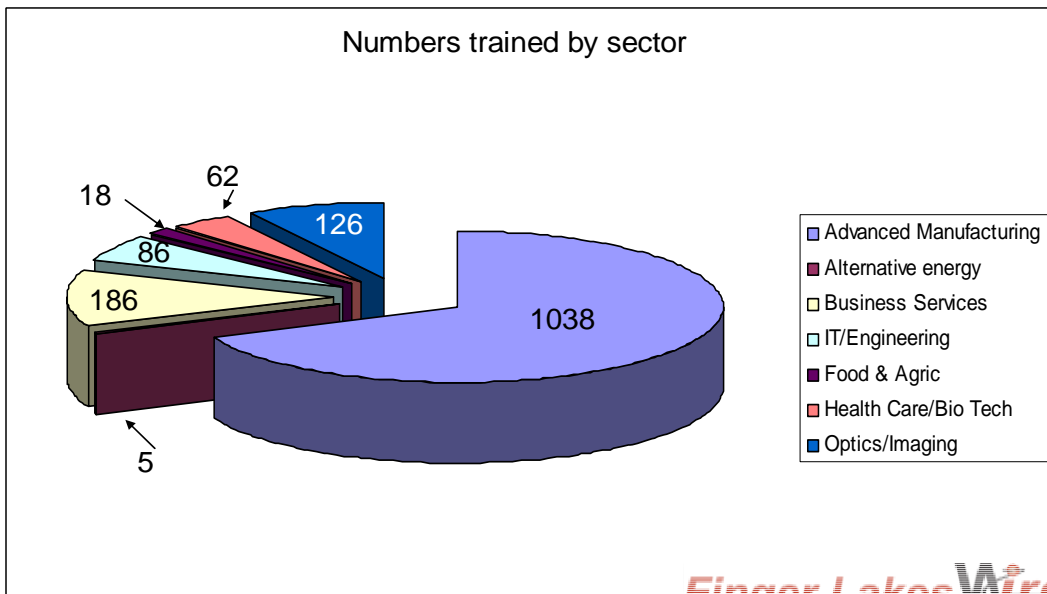
335 unique training topics

## GLOW Region Training by Industry



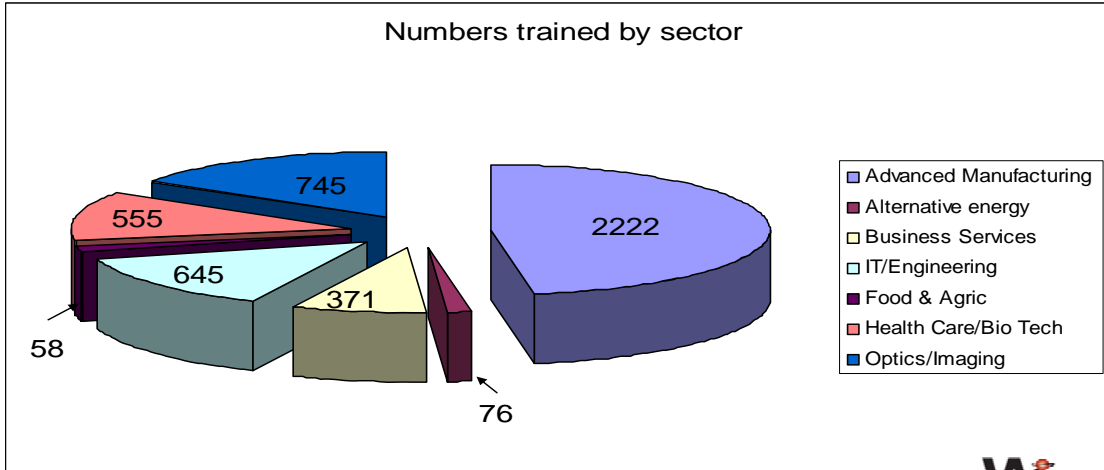
**Finger Lakes Wired**  
TALENT DRIVING PROSPERITY

## Finger Lakes WIB Region Training by Industry



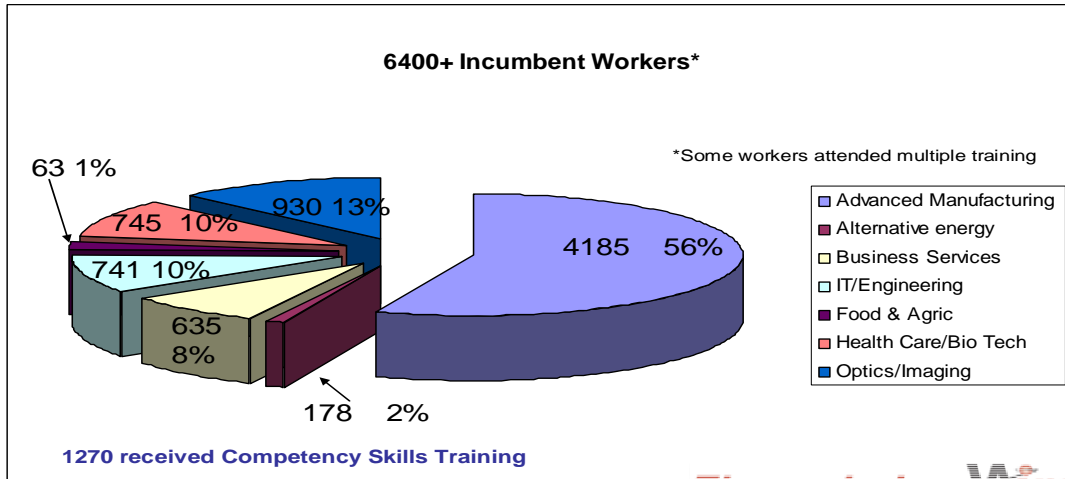
**Finger Lakes Wired**  
TALENT DRIVING PROSPERITY

## Monroe County Worker Training by Industry



**Finger Lakes Wired**  
TALENT DRIVING PROSPERITY

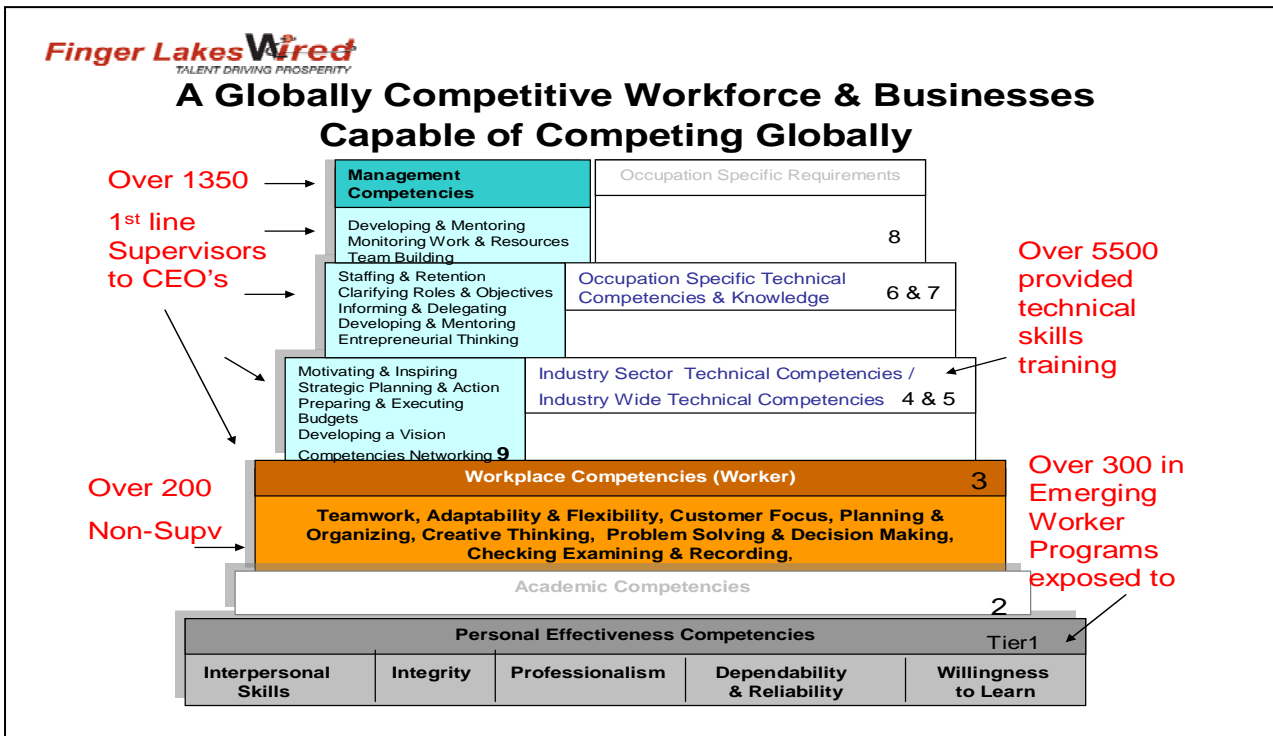
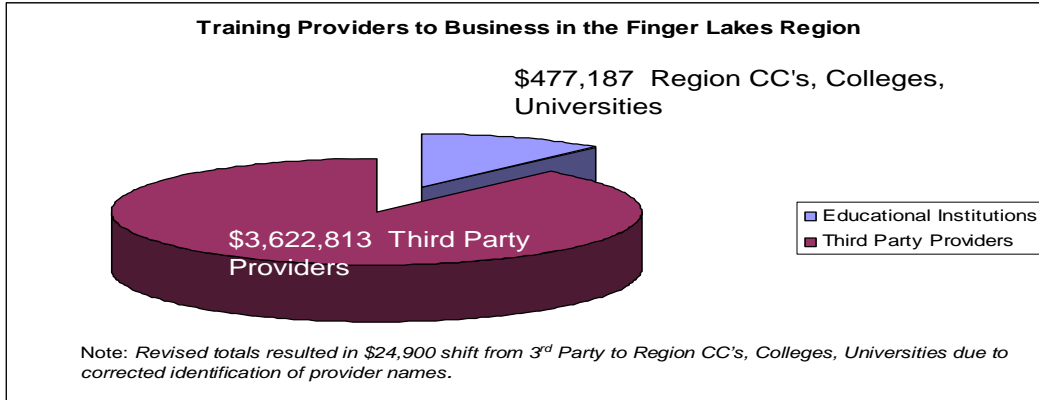
## Finger Lakes Wired Region Training by Industry



**Finger Lakes Wired**  
TALENT DRIVING PROSPERITY

ATTACHMENT C

# Training Providers to Business in the Finger Lakes Region



## 2009 to date

Evidence that the region's businesses value a trained workforce as part of the answer to surviving and succeeding in the current economy:

- **\$1,554,512** has been awarded to businesses for incumbent worker training.
- Proof that investing in worker training is seen as a win-win formula.