

Good Morning



Virtual Meeting | Thursday, April 7 | 8:00 to 9:00 am

Thank You To Our Manufacturing Council Sponsors

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nationalgrid



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Bonadio Group
Remedy Intelligent Staffing



Welcome



**Scott Pallotta,
CEO, Zehnder Rittling
Manufacturing Council Chair**



Welcome



**Michael Noah, President
Bank on Buffalo
Manufacturing Council Title Sponsor**



Upcoming Events



Employing Refugees:

How Employers Can Tap into WNY's Growing Talent Pool

Tues., April 12 | 9:00 AM -10:00 AM | Virtual Event



HAPPY HOUR AT THE HAUS

THURSDAY, APRIL 28TH | 5:30 - 7:30 PM

Hofbrauhaus Buffalo
190 Scott Street, Buffalo NY



www.thepartnership.org



Upcoming Events



www.thepartnership.org



Upcoming Events



BNP D&I Symposium
DE&I AT WORK
Thursday, June 16, 2022

Register today!

Keynote:
Melissa Donaldson
Wintrust

A circular portrait of Melissa Donaldson, a Black woman with short grey hair, smiling and wearing a dark jacket and a pearl necklace, is positioned on the right side of the poster. The poster has a light blue border and a decorative geometric pattern in the background.

www.thepartnership.org



Advocacy Update

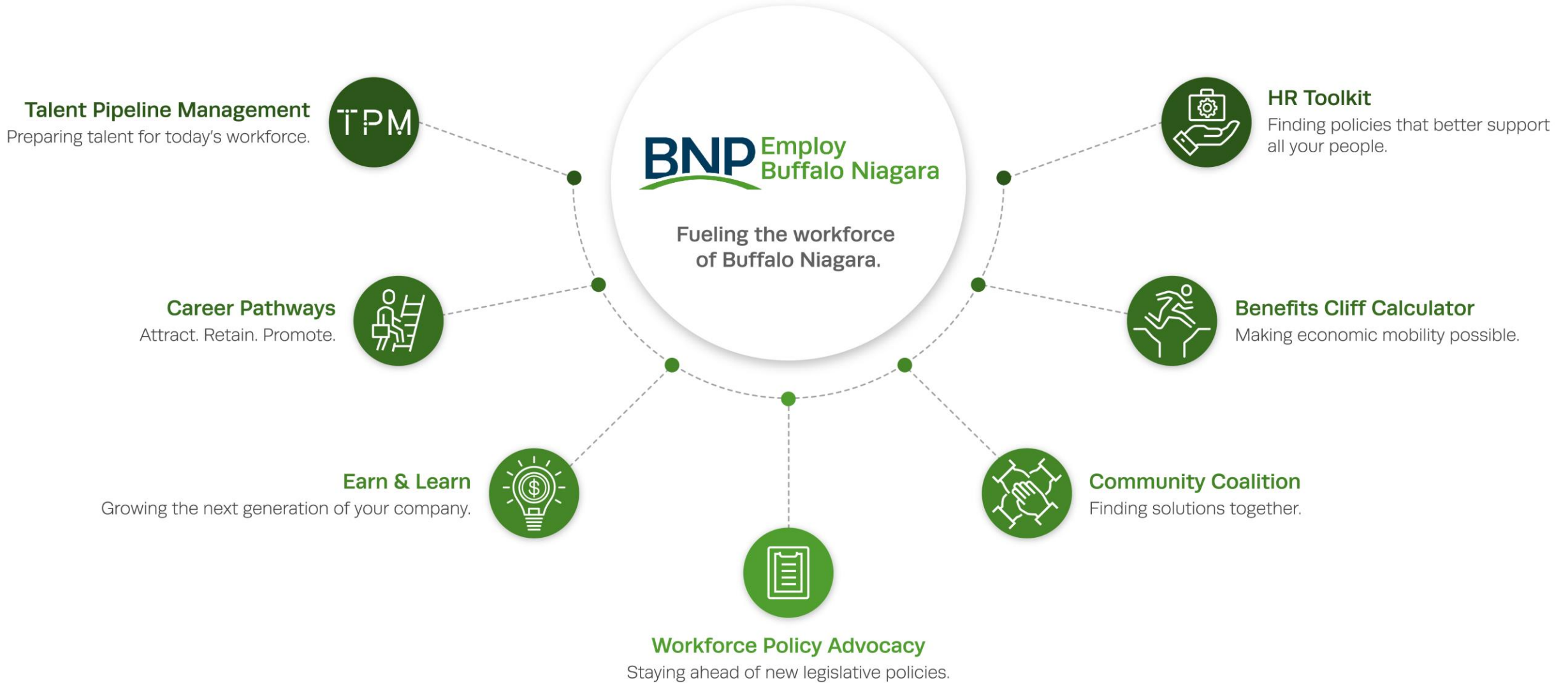
BNP Government Affairs

**Josh Veronica,
Manager, Government Affairs & Economic
Development**



BNP Government Affairs Advocacy Update

- New York State Budget Update
- All-Electric Buildings
- Climate Action Council Scoping Document
- Shovel-Ready Sites
- Unemployment Insurance Relief
- Extended Producer Responsibility Proposal
- Franchise Tax





Benefits Cliff Calculator

April 2022 Manufacturing Council Meeting



Benefits Cliff Calculator

Making economic mobility possible.

Because many low-wage employees are wary of taking promotions for fear of losing other financial supports, this calculator identifies whether certain promotions would disqualify an employee from assistance programs and government services.

This tool works in three main ways:

- Teaches employers the impact their compensation and promotion practices make on low-wage earners
- Shows career advisors the career paths that lead to economic success
- Educates the public sector on the structural issues they can change

The Benefits Cliff



BRIDGING THE GAP TO FINANCIAL INDEPENDENCE
NIA'S STORY



State

New York

County

Erie County

Family Type

One adult with two children

Age of First Child (Under 19)

4

If child is less than 1 year old put 0.

Age of Second Child (Under 19)

1

If child is less than 1 year old put 0.

Public Assistance

Select a custom list

Select Public Assistance Programs

Supplemental Nutrition Assistance Program (SNAP)

Free or Reduced Price School Meals

Women, Infants and Children Nutrition Program (WIC)

Temporary Assistance for Needy Families (TANF)

State-Funded Pre-Kindergarten Section 8 Housing Voucher

Medicaid for Children/CHIP Earned Income Tax Credit (EITC)

Welcome

Results

For Policymakers

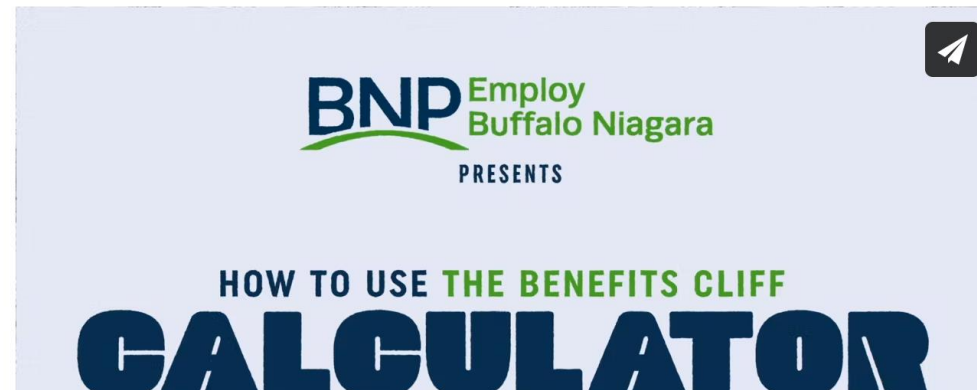
FAQ

Welcome to the Employ Buffalo Niagara Benefits Cliff Calculator. Created in partnership with the Federal Reserve Bank of Atlanta, this tool will help determine if a new job, a raise, or additional hours will push someone up against a Benefits Cliff.



How to get started.

We have created a video walking you through how to use the Employ Buffalo Niagara Benefits Cliff Calculator.



Target Occupation

Broad Occupation Group

Production Occupations

Select occupation

Computer Numerically Controlled Tool Programmers

Duration of Education or Training Program

Use typical duration required for occupation

Occupation for Comparsion

☐ Near-minimum wage job

☒ Other

Broad Occupation Group

Production Occupations

Select occupation

Helpers--Production Workers

Duration of Education or Training Program

No education or training required

Calculate Results



Or you can use our quick reference guide:

Step 1: Complete ALL fields to the left.

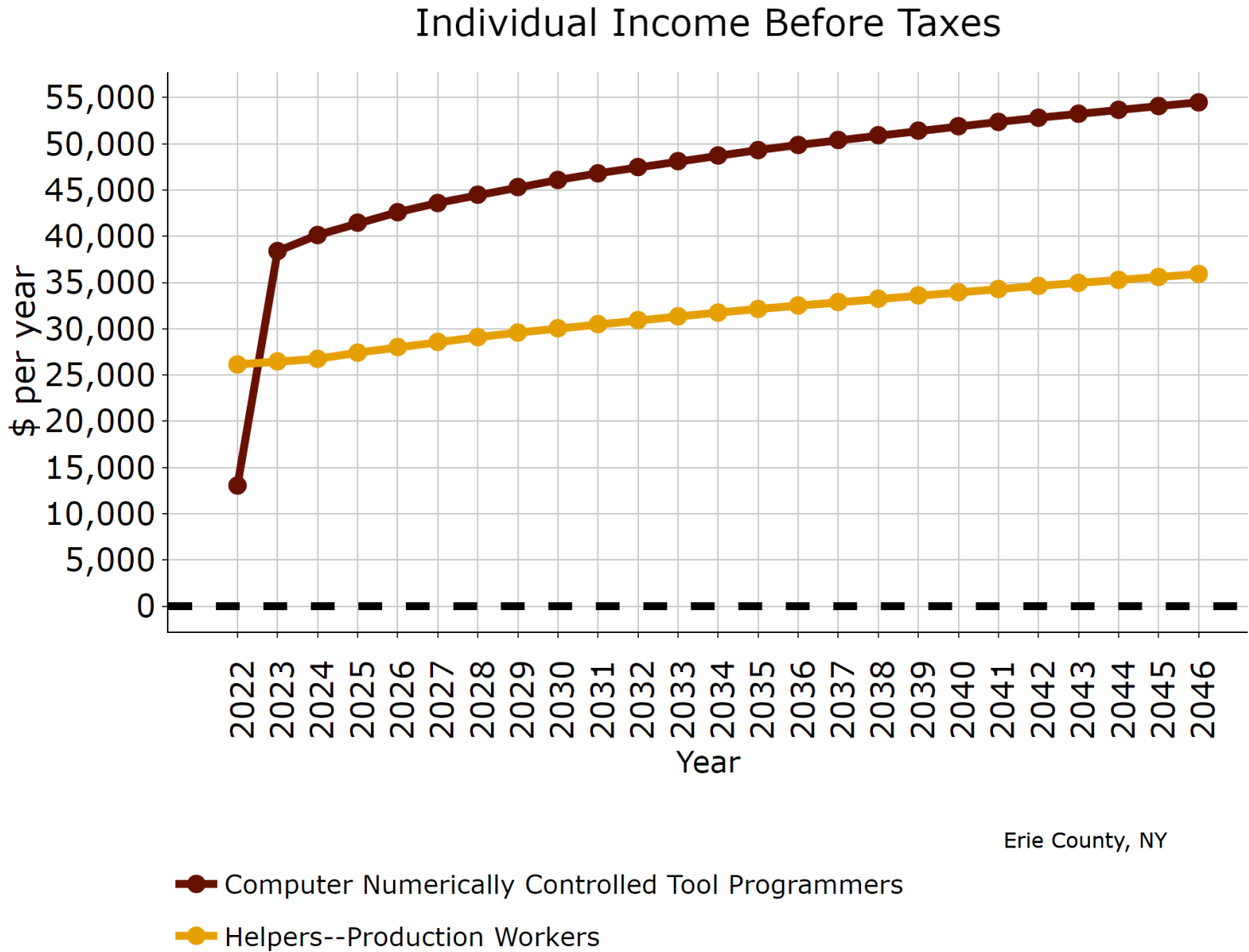
Step 2: Click the 'Calculate Results' button that appears once all the fields to the left are complete.

Step 3: Select the 'Results' tab at the top of this page to see how much a typical individual in the career path selected may expect to earn over time, how those earnings may impact public assistance, and how those earnings compare to the local cost-of-living.

Step 4: Adjust the dropdown menus to the left to customize your results further. Click 'Recalculate' to update your results.

PROJECTED PAY ALONG YOUR CAREER PATH

The chart below compares income before taxes for the target career path and a comparison occupation. If the occupation requires training, income will be low in the beginning of the career path because we assume you are working part-time to allow time for training.

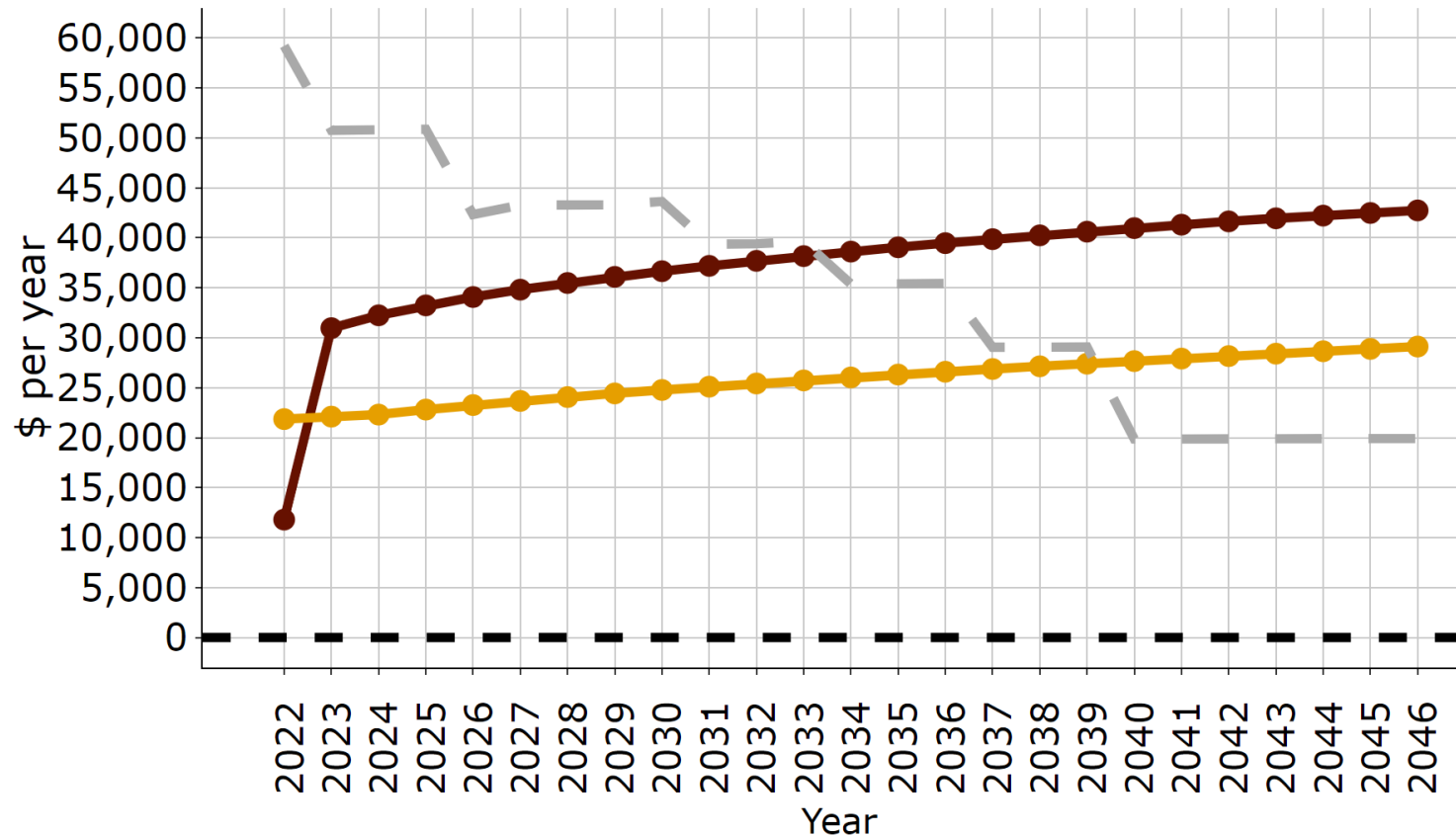


SELF-SUFFICIENCY TARGET INCOME

The dashed gray line in the chart below shows the cost of basic expenses (the 'Self-Sufficiency Target'). When family take-home pay reaches the amount indicated by the dashed gray line, the family has achieved economic self-sufficiency.

The red and gold lines on the chart differ from the lines in the chart above in two ways: 1) the chart below includes your income plus income earned by a spouse (if applicable) and 2) the chart below shows income after taxes (or 'Take-Home pay').

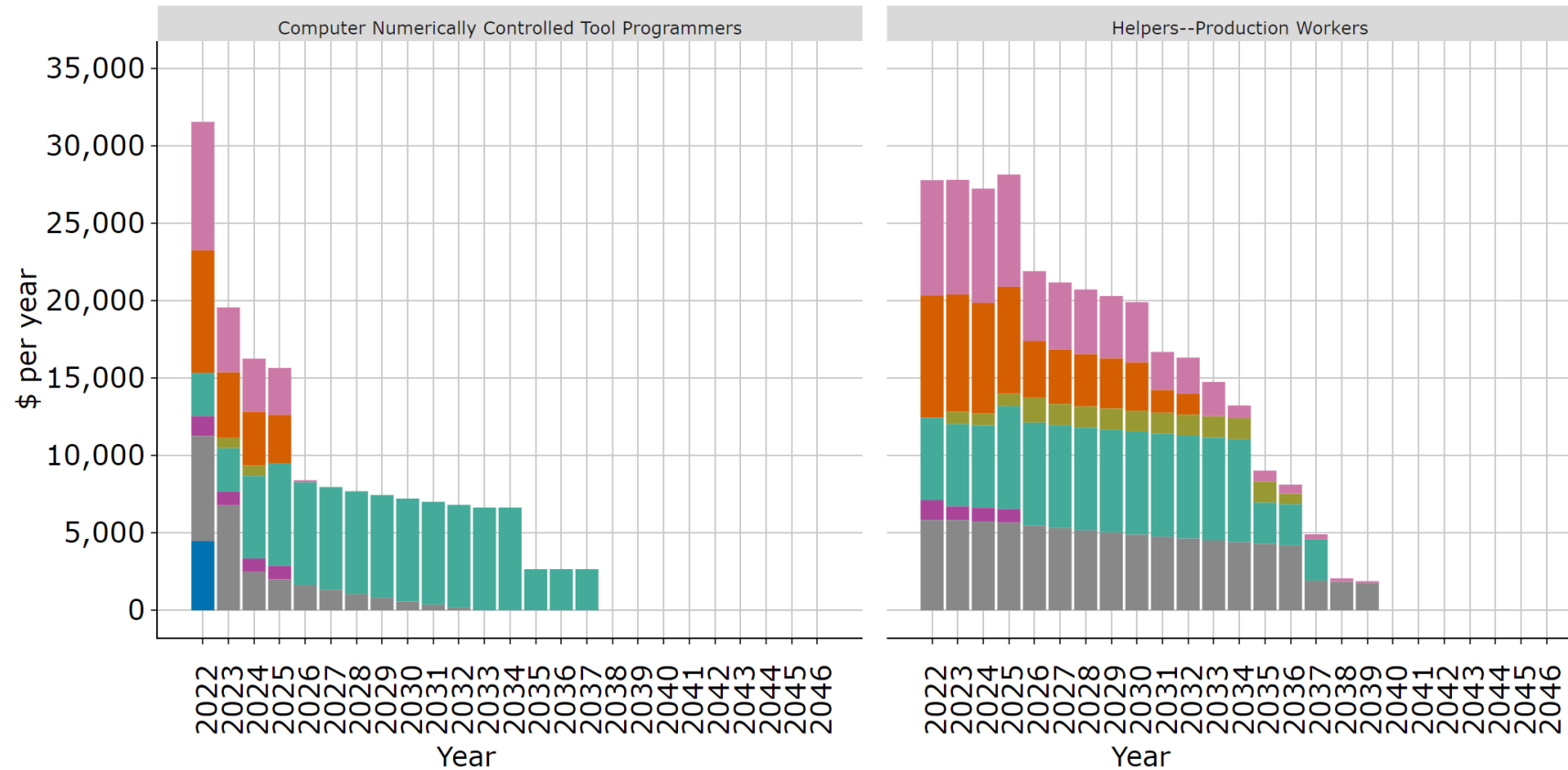
Annual Family Take-Home Pay and Self-Sufficiency Target



PUBLIC ASSISTANCE

The chart below shows the dollar value of public assistance in each year, given family income.

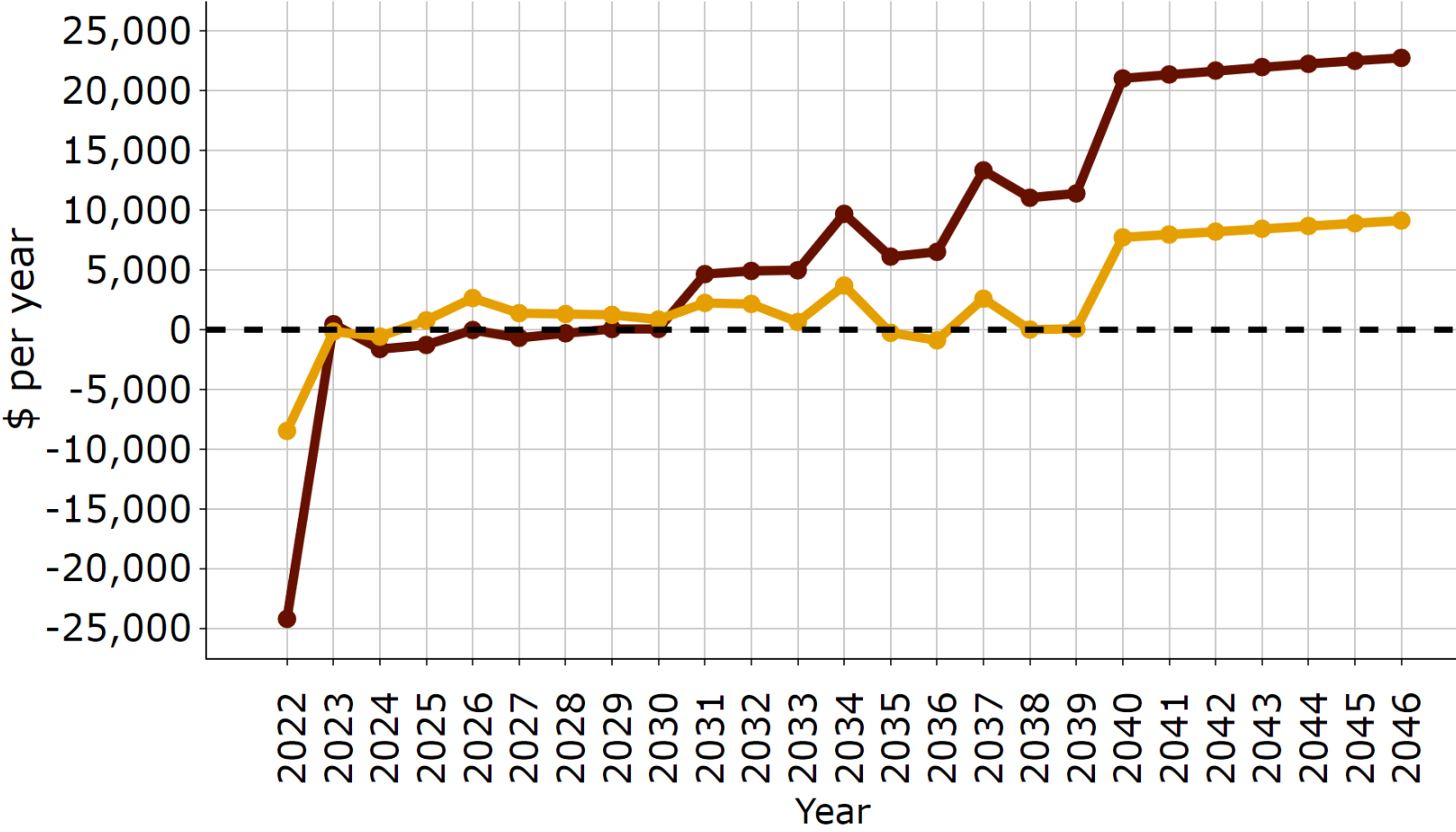
Public Assistance on Chosen Career Path



Erie County, NY

■ Housing Voucher ■ SNAP ■ Free or Reduced Price School Meals ■ CTC ■ WIC ■ EITC
■ TANF

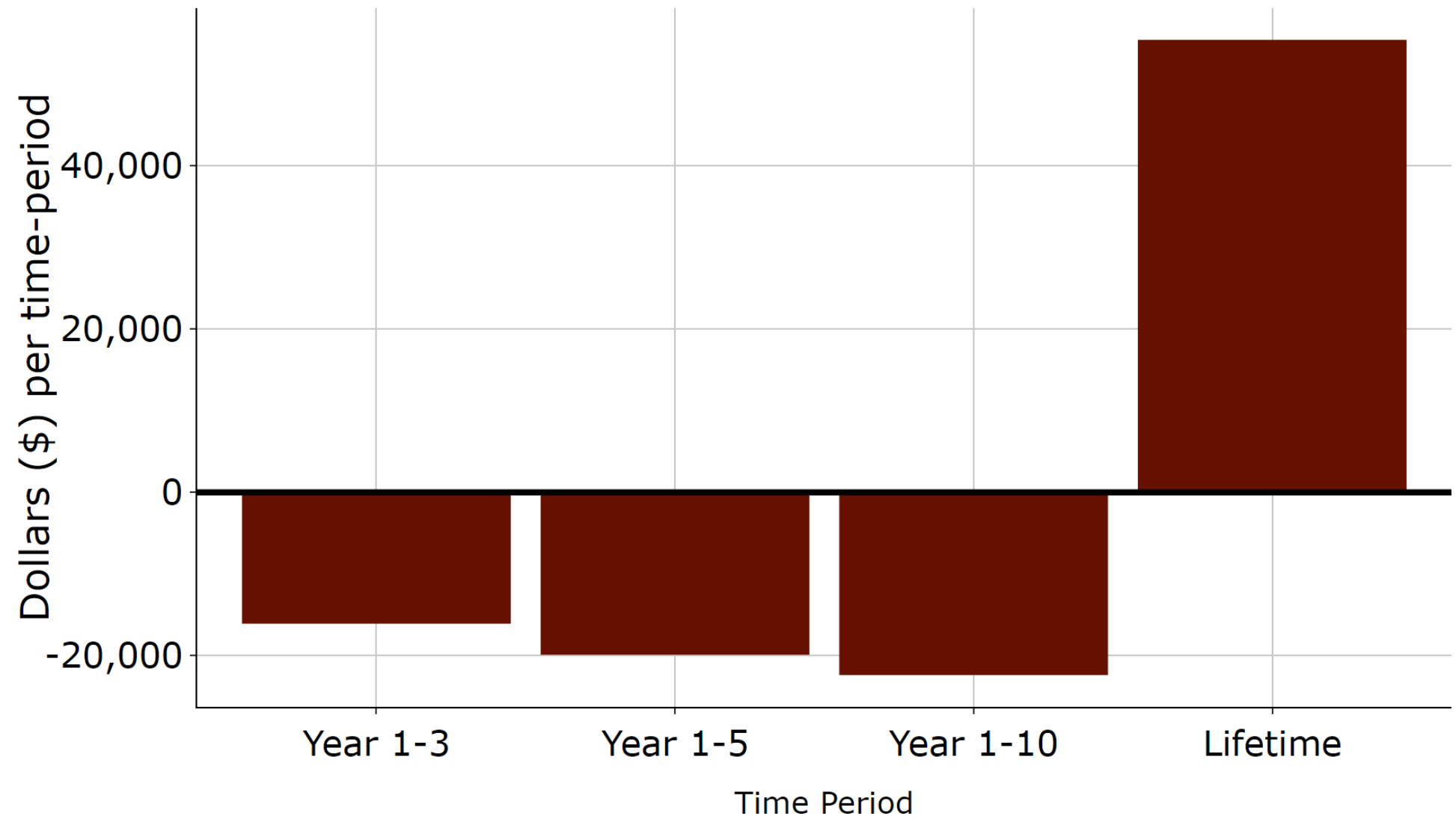
Annual Net Financial Resources on Chosen Career Path



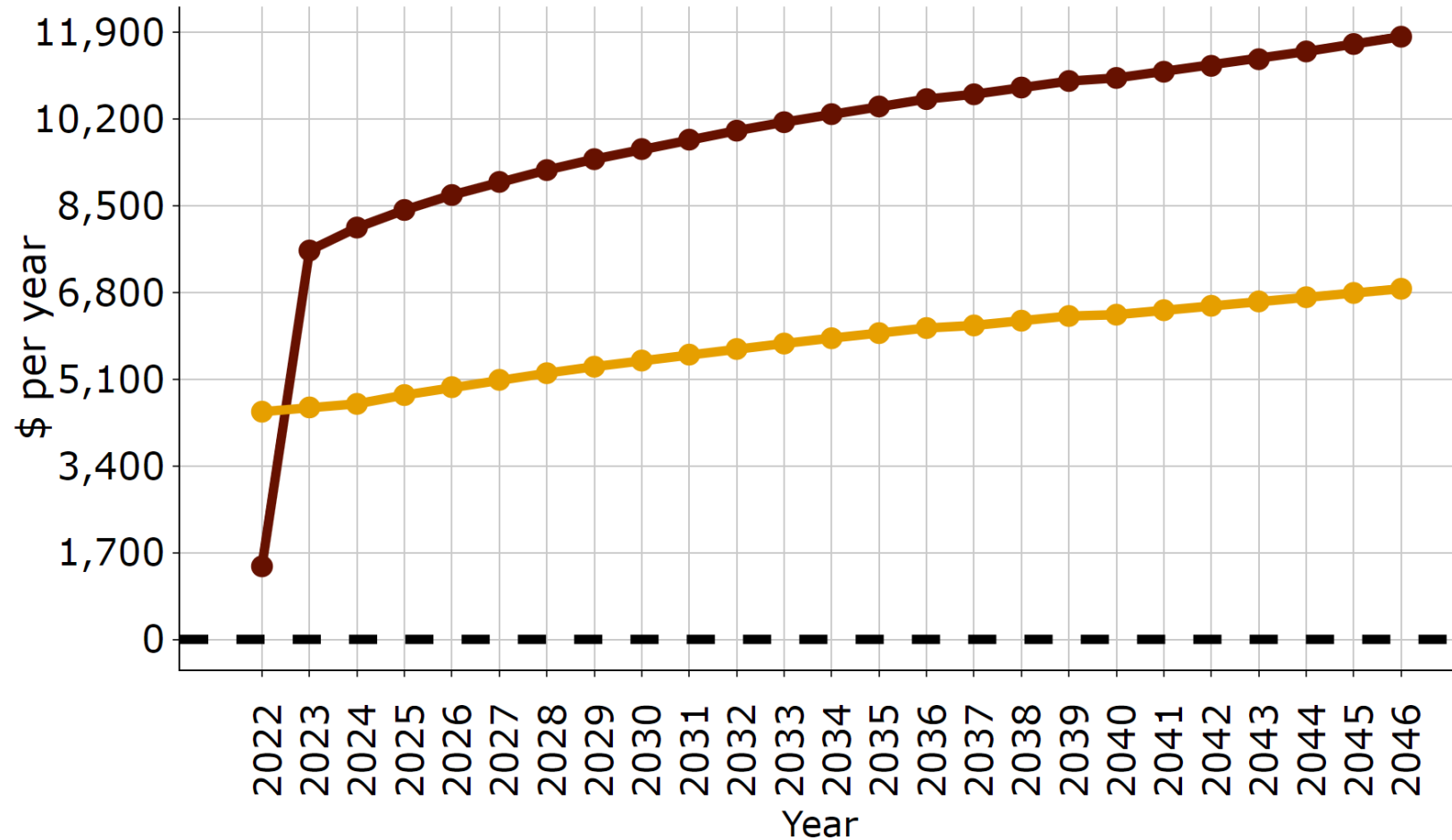
Erie County, NY

- Computer Numerically Controlled Tool Programmers
- Helpers--Production Workers
- Break-even line

Gains to Career Advancement



Total Tax Paid

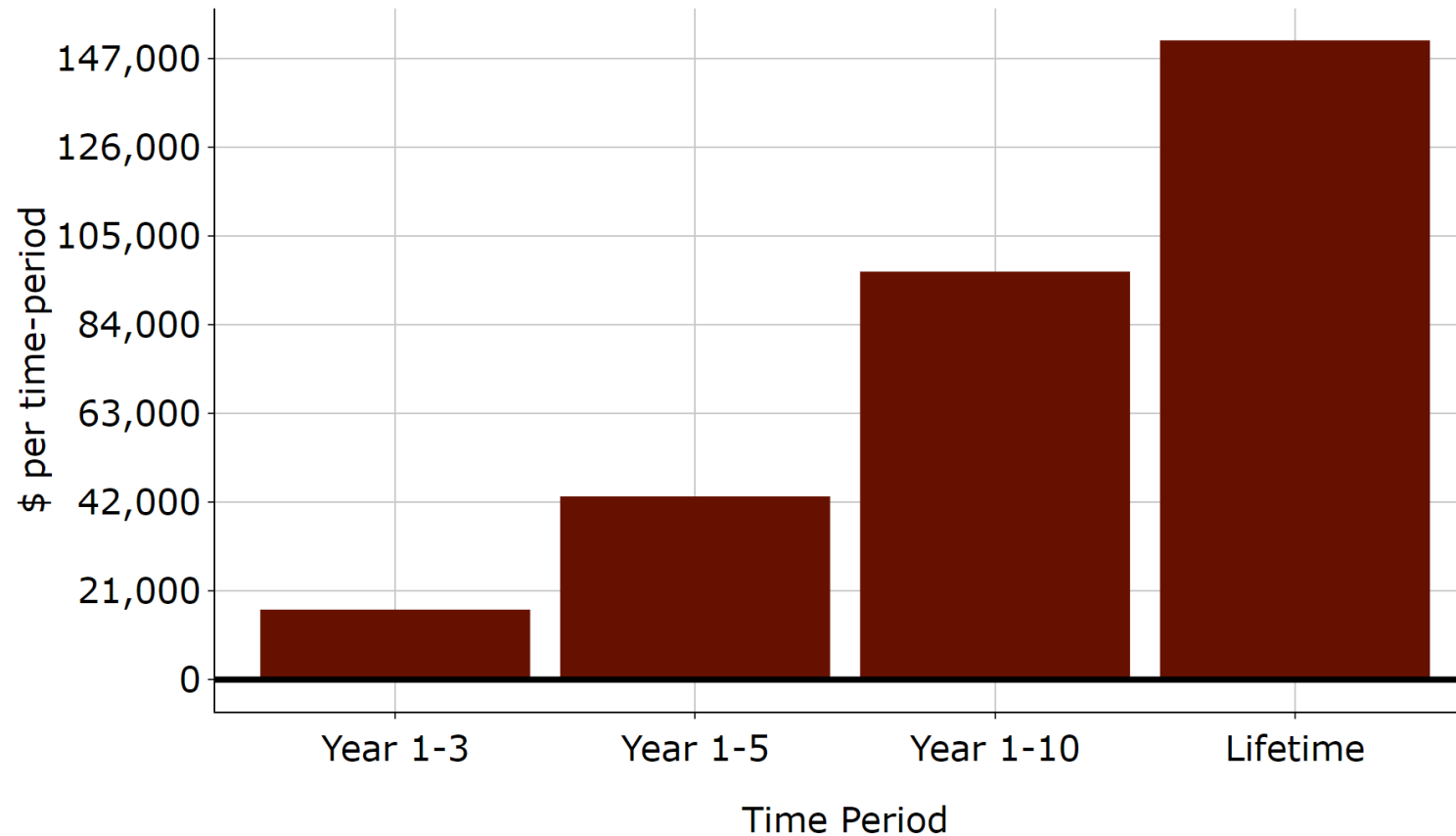


Erie County, NY

- Computer Numerically Controlled Tool Programmers
- Helpers--Production Workers

The bar chart below shows short-term (1-3 years), medium-term (1-5 and 1-10 years) and long-term (lifetime) gains or losses to the government (federal and state) that arise when switching from the comparison occupation to the target occupation. The chart shows the difference in net taxes, calculated as taxes received minus public assistance disbursements.

Difference in Net Taxes of Target and Comparison Occupation



■ Computer Numerically Controlled Tool Programmers

Erie County, NY

The Benefits Cliff Calculator- Employer Specific Tool

Age of Employee's First Child (Under 19)

If child is less than 1 year old put 0.

Age of Employee's Second Child (Under 19)

If child is less than 1 year old put 0.

Select Public Assistance Package

All programs ▼

ANALYZE FINANCIAL IMPLICATIONS OF A WAGE RAISE

	Current	New Values
Hourly Wage	<input type="text" value="\$15.00"/>	<input type="text" value="\$20.00"/>
Weekly Working Hours	<input type="text" value="40"/>	<input type="text" value="40"/>
Annual Cash Bonuses*	<input type="text" value="\$0.00"/>	<input type="text" value="\$0.00"/>
<small>*Include all cash bonuses that you receive during the year. Ex: Performance bonus, signing bonus, holiday bonus, etc.</small>		
Monthly Transportation Stipend	<input type="text" value="\$0.00"/>	<input type="text" value="\$0.00"/>
Monthly Childcare Stipend	<input type="text" value="\$0.00"/>	<input type="text" value="\$0.00"/>
Other Stipends (Monthly)	<input type="text" value="\$0.00"/>	<input type="text" value="\$0.00"/>
Employer Includes Health Insurance?	<div><input checked="" type="radio"/> No <input type="radio"/> Yes</div>	<div><input checked="" type="radio"/> No <input type="radio"/> Yes</div>

Recalculate

The Benefits Cliff Calculator- Employer Specific Tool

Total Budget	Estimated Yearly Value BEFORE Change	Estimated Yearly Value AFTER Change	Change in Yearly Value
Your Employee's Net Resources	9897	9724	-173

Public Assistance	Estimated Yearly Value BEFORE Change	Estimated Yearly Value AFTER Change	Change in Yearly Value
Health Insurance Marketplace Subsidy	5863	0	-5863
Medicaid for Adults	0	0	0
Medicaid for Children/CHIP	6094	5878	-216
Section 8 Housing Voucher	1724	0	-1724
Head Start/Early Head Start	6814	6814	0
State-Funded Pre-Kindergarten	0	0	0
Child Care Subsidy (CCDF)	8630	6330	-2300
Supplemental Nutrition Assistance Program (SNAP)	0	0	0
Women, Infants and Children Nutrition Program (WIC)	876	876	0
Temporary Assistance for Needy Families (TANF)	0	0	0
Free or Reduced Price School Meals	682	682	0
Child and Dependent Care Tax Credit (CDCTC)	1330	2078	748
Child Tax Credit (CTC)	5320	5320	0
Earned Income Tax Credit (EITC)	11096	9326	-1770

The Benefits Cliff Calculator



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Benefits Cliff Calculator

Employ Buffalo Niagara Home | Community Coalition | Talent Pipeline Management | HR Toolkit | Workforce Policy Advocacy | Career Pathways | Earn & Learn



Making economic mobility possible.
BNP Employ Buffalo Niagara

It's the promising employee who has to turn down a promotion. The employee who accepts a raise, only to find themselves worse off. The employer desperate to hire who sees offer after offer rejected. These problems are impacting thousands of your neighbors across Buffalo Niagara, and they all have the same hidden cause: the Benefits Cliff.

The Benefits Cliff is when an increase in pay results in a sudden loss of support. Many underemployed workers are stuck in jobs they are overqualified for, or ready to be upskilled — yet stay in their current position due to the threat of the Benefits Cliff. The better pay does not compensate for the resulting sudden loss of their benefits. When this happens, businesses lose out on recruiting or growing talent, employees lose the opportunity to advance their career, and our entire community loses out on hundreds of thousands of taxpayer dollars over the course of a lifetime.

Learn more about the Benefits Cliff through Nia's story.



To overcome these challenges, we must first know where the Benefits Cliff is — and that number is different for every individual. That's why Employ Buffalo



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Get started with the Employ Buffalo Niagara Benefits Cliff Calculator

Spread the word with our free Communications Kit!

From businesses to workforce entities to policymakers, awareness is the critical first step in overcoming the challenges of Benefits Cliffs. We're pleased to provide these free assets, from explainer videos to ready-to-post social posts, that you can display at your workplace, share on your channels, and send to all your contacts.

Download the Employ Buffalo Niagara Benefits Cliff Communication Kit

Dig deeper into the Benefits Cliff with these resources.

Understanding the Results

Understanding Results for Policy Makers

Federal Reserve Bank of Atlanta: Benefits Cliff and the Financial Incentives for Career Advancement

Federal Reserve Bank of Atlanta: What are Benefits Cliffs?

The Welfare Trap: two mothers, two choices, and two struggles for self-sufficiency

Have additional questions about the Benefits Cliff Calculator or want to learn more about Employ programs or initiatives?

Click here

BNP Employ Buffalo Niagara



Career Pathways Project

April 2022 Manufacturing Council Meeting

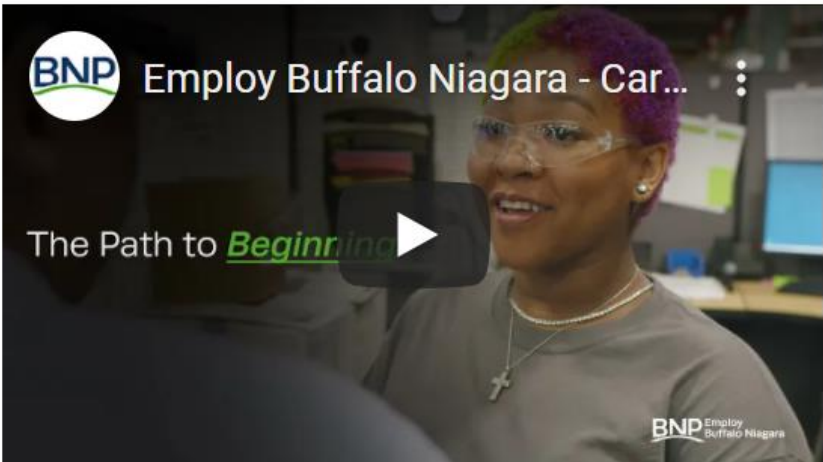


Career Pathways

Attract. Retain. Promote.

A program that develops a custom career progression for companies to attract and retain talent and allows the BNP to work with education and training providers to properly build a talent pipeline.

Company: Zehnder Rittling | Job: Manufacturing Support



Laquisha Ross is putting her training to work at Zehnder Rittling and is on her way to a leadership position. She’s proud to be a part of a team that looks out for each other and a company that values her professional growth. Learn how to start your own career pathway at Zehnder Rittling by watching this short video and clicking on the job description tab.

[Manufacturing Support Job Description PDF](#)

Company: AAA | Job: Roadside Assistance Technician



Dan Fisher has always cared about helping people. Becoming a AAA Roadside Technician allowed him to put his passion to work and grow into an exciting managerial position. Learn how to start your own career pathway at AAA by watching this short video and clicking on the job description tab.

[Roadside Assistance Technician Job Description PDF](#)

Moog Finisher

Cleared for Export Purposes

Tapecon Machine Operator

career series create:

BNP Employ
Buffalo Niagara

YOUR PATH TO A CAREER AT

SoPark

SoPark is an electronic contract manufacturer serving high tech companies and medical device manufacturers.

Wave Solder Machine Operator

Hourly pay

\$15.00+

Description

Use new technical skills to control the wave-soldering machine and create circuit boards.

Your path to growth

Here's where you can go in less than five years.

\$15.00+/hr. - \$28.00/hr.



Your path to beginning

- High school diploma or GED
- Three to six months related experience and/or training
- Beginner level computer proficiency

Physical Requirements

- Lift up to 100 pounds
- Sit, stand or bend for extended periods of time
- Specific vision abilities

Your path to new possibilities

Enjoy benefits that can improve your entire life.

- Wellness program
- Paid time off
- Medical, dental and vision insurance
- Employee Bonus Plan

Your path to getting started

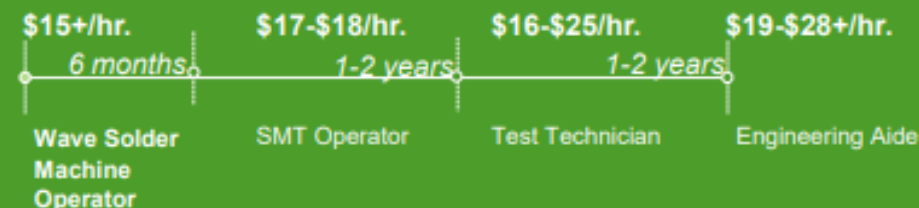
Fill out an application at sopark.com

For more career information and resources visit thepartnership.org/initiatives/employ-buffalo-niagara/

Your path to growth

Here's where you can go in less than five years.

\$15.00+/hr. - \$28.00/hr.



Manufacturing Council Meeting



Ann Brooker
Manager, Member Engagement
abrooker@thepartnership.org



Question and Answer



Virtual Meeting | Thursday, April 7 | 8:00 to 9:00 am

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Thank You



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