

New York Gaming Facility Location Board  
Response to Request for Applications to Develop and Operate a  
Gaming Facility in New York State

**TIOGA DOWNS RACETRACK, LLC**

*Exhibit X.B.3.*

Throughout its history, Tioga Downs has paid close attention to the labor market and unemployment conditions in the region. Recently, in preparation for the large amount of hiring that would occur upon award of a Class III gaming license, Tioga Downs contracted an independent third-party consultant to conduct an in-depth study of the local workforce, employment and unemployment statistics, education levels of unemployed workers, and labor market availability in the Tioga Downs Region. Key labor market findings from this study include:<sup>1</sup>

- **Since 2009, the region has seen a net loss of nearly 14,000 jobs.** The region stands to benefit greatly from job creation, to stem the tide of further job loss and put Tioga region residents back to work.
- **Workers in the most at-risk counties are more likely to commute to Tioga County.** Chemung and Tompkins counties are among the region's most impoverished and both have unemployment rates exceeding the regional and state average. Workers in Chemung County are more than twice as likely to commute to Tioga County than to Broome County, and workers in Tompkins County are 40% more likely to commute to Tioga County than to Broome County. Therefore, presence and expansion of a casino in Tioga County, compared to Broome County, is more likely to benefit the counties in the region that face the greatest amount of hardship and can least-afford another setback.
- **Workers in the Tioga County labor market region are best poised to fill newly created casino jobs.** Compared with Seneca County, workers in Tioga County have more high school and middle-skill education, participate more actively in the labor force (i.e., a larger percentage are either working or looking for work), and already have the hospitality and support skills needed for new jobs at Tioga Downs. The study concluded that Seneca County does not have the labor market to support a new casino and instead would recruit workers from outside the Southern Tier region, competing with existing casino properties and thus failing to fulfill the goal of economic development in the Southern Tier region.

Tioga Downs has always employed local workers and will continue to do so. Tioga Downs maintains a strong working relationship with the region's public workforce system in order to attract as many local unemployed and underemployed residents as possible with the below local Agencies:

- Workforce Investment Boards (WIB):
  - Actively participates as a board member on the Broome-Tioga Workforce Investment Board and Job Service Employer Committee (JSEC);

---

<sup>1</sup> Source: Thomas P. Miller and Associates, 2014, with data from the U.S. Bureau of Labor Statistics Local Area Unemployment Statistics, 2014, and U.S. Census Bureau American Community Survey, 2012 (most recent data available).

## **TIOGA DOWNS RACETRACK, LLC**

### *Exhibit X.B.3 (cont.)*

- Regularly posts job opening using New York States labor exchange system;
- Utilizes existing candidate screening services provided by WIB;
- Participates in on-site Job Fairs at Tioga Workforce; and
- Utilizes state funded On-the-Job Training contracts where possible and appropriate.
- Board of Cooperative Educational Services (BOCES)
  - Tioga Downs Casino executives regularly present to students to better prepare them for potential future job opportunities;
  - Aggressively recruit for Track Maintenance Engineers during our Race Season for the past three years
  - Recruit for other skilled trades (i.e.: Electrician, Prep Cooks and Line Cooks) for job openings;
- ACHIEVE
  - Actively works with Job Coaches to recruit for job openings;
  - On-going communication from Manager and/or HR Staff during the employee's tenure to assist with personal and job skill development;
  - Provide disability awareness training for all Tioga Downs Casino staff and administration.
- Southern Tier Independence Center (STIC)
  - Work with Job Coach to recruit for job openings
- Economic Opportunity Program (EOP)
  - Participate in on-site job fair for job openings
  - Post current job opening for entry level positions
- Veteran Agencies (including Broome Workforce New York Veteran Division, Broome County Veteran's Services Agency, Bradford County Veterans Affairs, Tioga county Veteran's Service Agency and Chemung County Department of Veterans Affairs, Homeless Veterans-Bath VA )
  - Veterans are given preference by offering pre-access at Tioga Downs Job Fair
  - Actively posts job openings with Agencies
  - Participates at job fairs at various locations
- Tioga County Department of Social Services (DSS)
  - Coordinates arrangements to set up interview times during Job Fair

The local representatives of WIB, BOCES, ACHIEVE and Veterans Agencies work closely with Tioga Downs' human resources staff to match appropriate candidates from their database of unemployed and underemployed residents in the region with job opportunities at the casino. Additionally, Tioga Downs has developed and continues to strengthen relationships with the local and regional organizations to identify candidates and provide pre-employment and on-the-job training for new employees. Tioga Downs will continue to enhance their workforce by creating on-going certificate(s) and/or degree program(s) available to professional-level staff (i.e., Information Technology department).