

Cannabis Workforce Initiative

Cultivating Opportunity in New York's Adult-Use Cannabis Industry

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Cannabis Workforce Initiative

About us

The New York State Cannabis Workforce Initiative (CWI) is a collaboration between the New York State School of Industrial and Labor Relations at Cornell University and the Workforce Development Institute.

Our mission is to promote and support social equity in New York's adult-use cannabis market by providing quality workforce development and legal education. Our work prioritizes diversity, equity, and quality jobs in the emerging cannabis industry through skills training, entrepreneurship services, workforce supports, legal education for employees and employers, and the development of high-road career pathways.

Workforce Opportunities

The New York State legislature passed the Marijuana Regulation and Taxation Act (MRTA) in March of 2021, establishing categories of business licenses.

License Types

- | | |
|------------------------------|------------------|
| 1. Cultivation - Conditional | 6. Retail |
| 2. Cultivation | 7. Microbusiness |
| 3. Processor - Conditional | 8. Cooperative |
| 4. Processor | 9. Delivery |
| 5. Retail - CAURD | 10. Distributor |
| | 11. Nursery |
| | 12. Lab Testing |

Because cannabis remains a schedule-1 substance on the federal level, NYS will contain the entire supply chain from seed to sale, which means the potential for economic benefits and job growth extends from rural areas and small towns, through suburban areas and into our biggest cities.

Workforce Opportunities

- In what many predict will be the country's largest cannabis market, statewide job creation is estimated in tens of thousands; the economic impact is being measured in billions.
- Legal sales have only just begun. Building an industry from the ground up demands a workforce that's ready to go.



MARIJUANA REGULATION AND TAXATION ACT (MRTA)

Training in support of MRTA's social equity goals.

- A significant number of cannabis employers cite lack of awareness of opportunities across the industry as an obstacle to inclusive hiring.
- Justice-involved job seekers need to understand expungement and know their employment rights. Likewise, employers need training on their responsibilities in hiring, including proper evaluation of criminal background checks.
- For NY's cannabis industry to provide opportunities to build generational wealth in under-resourced regions and communities impacted by the war on drugs, cannabis jobs must be high-road jobs. Workers need to know their rights and employers their legal obligations for creating diverse, fair, and equitable workplaces.



CWI has developed a 15-hour pre-employment certificate program, delivered by CWI instructors, as an introduction to the cannabis industry. Our work is funded by a state budget appropriation, and we offer our programs without charge to participants or partnering colleges.

Participants completing the program will gain a general understanding of the cannabis market, processes from seed to sale, jobs available throughout the industry, and worker protections under labor and employment laws and NY's Marijuana Regulation and Taxation Act (MRTA).

The program will help job seekers be better prepared for success in entry level job interviews in the industry.

Supporting Entry into the Industry

Career exploration programming introduces:

- The range of potential jobs across the supply chain and in ancillary businesses.
- An overview understanding of the cannabis plant at the core of the industry.
- The seed-to-sale context for where opportunities can be found.
- The relevance of transferable skills in a new industry with unfamiliar job titles.
- A familiarity with industry processes, terminology, and compliance issues to be better prepared for job interviews.
- A path to future training and education that's the right fit.

Promoting Success on the Job

The new, regulated cannabis industry has great potential to offer good jobs and viable career pathways. We include worker rights training in our programs because we believe people are more likely to find success throughout their working lives when they know their rights and how to enforce them.

Can this be asked on my job application?

Will I be paid if I get sick? What if I get hurt at work?

What can I do if I'm discriminated against or harassed at work?

What if my workplace isn't safe?

Shouldn't I be getting overtime?

Can I be fired for no reason?

What is a Labor Peace Agreement? What does it mean to be in a union?

For business and management programs, we flip the script to provide training on employer responsibilities to support fair and equitable workplaces.

Our goal as well as our mandate is to be a resource for you, and our curriculum is designed as a series of separate modules that can be customized for a target audience or repurposed to best serve institutional needs:

- Selected topics as a workshop or micro-program
- To fill a gap in an existing curriculum

CWI programming, co-branded with partnering colleges, can be offered:

- As an add-on for matriculated students
- As adult continuing education
- As part of community outreach
- As an introduction and recruiting tool for credentialing programs, helping to guide potential students toward the right program for them.

15 - Hour Core Curriculum

- History of Cannabis Laws & Industry Overview
- The Cannabis Plant & Cultivation Opportunities
- What the Legalization of Cannabis Means for You: Impact of the War on Drugs – NYS Cannabis Law – Privacy & Drug Testing – Criminal Records & Expungement under MRTA
- Working in a Dispensary: Retail Opportunities – The Art of Budtending
- Jobs in Extraction & Manufacturing
- Health & Safety in the Cannabis Industry
- Your Rights at Work
- Seed-To-Sale Compliance
- How are you Protected from Discrimination & Harassment?
- Opportunities in Ancillary Industries

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Jobs Overview

EDUCATION

Opportunities at every level

The cannabis industry provides opportunities for varying education levels. Entry-level roles can lead to management positions, while accounting, marketing, and human resources require traditional degrees. Specialized positions may need certifications or advanced degrees. The fast-growing industry offers diverse career opportunities for people with varying education and experience.

REQUIRED EXPERIENCE

Entry level and beyond

The cannabis industry has many opportunities that do not require previous experience. Entry-level positions, such as trimming or packaging, provide on-the-job training, and many employers offer career advancement. Additionally, some companies offer apprenticeships or training programs to provide individuals with the skills needed for specialized roles. The industry provides numerous paths for individuals to enter and grow in the field.

RELEVANT SKILLS

Apply your skillsets

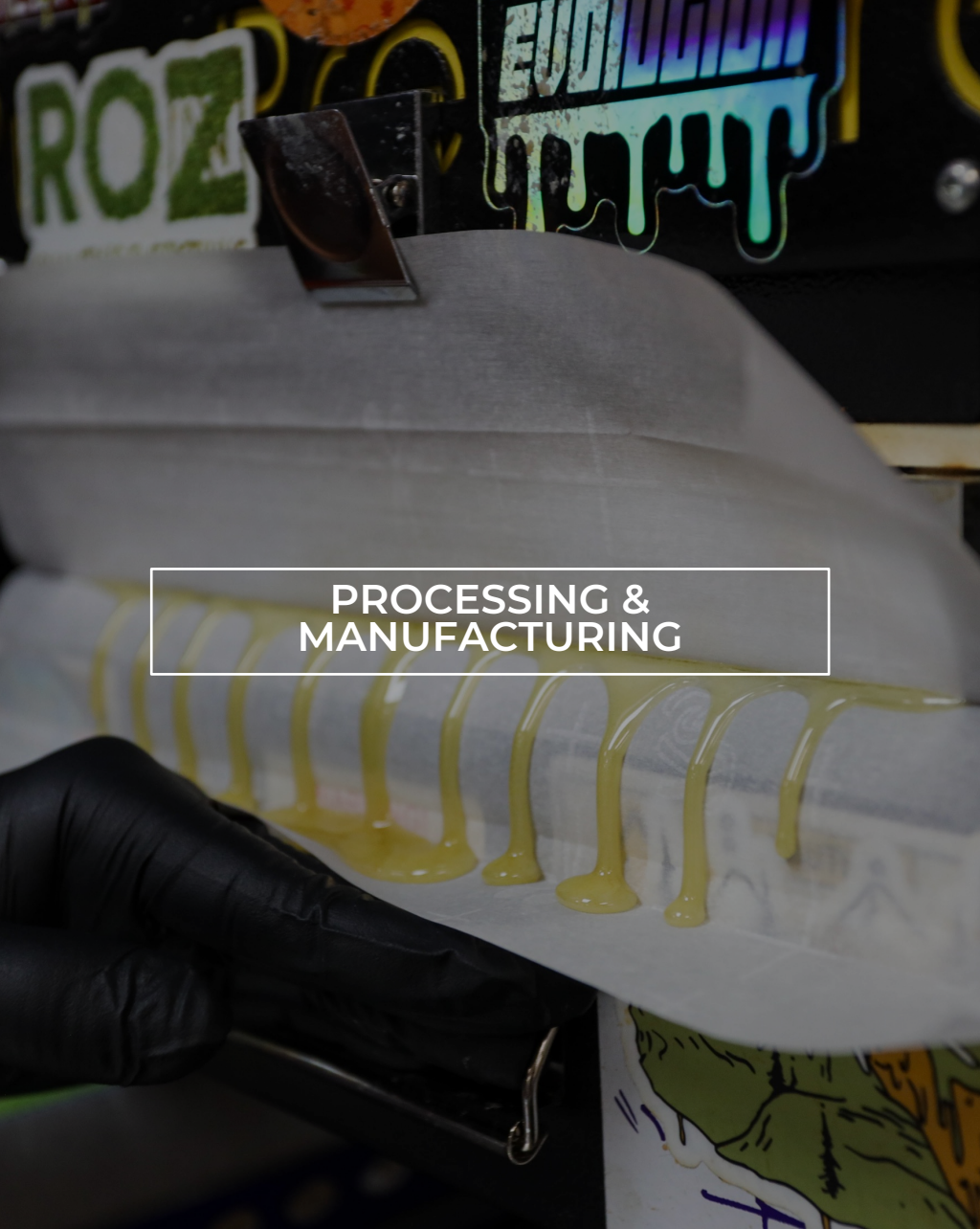
Cannabis job opportunities cover a wide range of skill sets, from hands-on roles such as cultivation and packaging, to precise scientific work like extraction and quality assurance, to creative marketing roles. The industry offers a diverse range of career paths, making it accessible for individuals with varying interests and skill sets.



CULTIVATION

Jobs by Vertical

- Cultivation Technician
- Grower
- Master Grower
- Trimmer
- Integrated Pest Management (IPM) Specialist
- Irrigation Technician
- Harvesting and Processing Associate
- Greenhouse Manager
- Director of Cultivation
- Seed Production Specialist
- Genetics Specialist
- Propagation Manager
- Soil and Nutrient Specialist
- Facility Maintenance Technician
- Production Manager
- Compliance Specialist



PROCESSING & MANUFACTURING

Jobs by Vertical

- Extraction Technician
- Edibles Chef
- Quality Control Technician
- Compliance Officer
- Packaging Associate
- Laboratory Director
- Manufacturing Manager
- Equipment Maintenance Technician
- Formulation Scientist
- Research and Development Specialist
- Compliance Specialist



DELIVERY

Jobs by Vertical

- Delivery Driver
- Dispatch Coordinator
- Operations Manager
- Customer Service Representative
- Compliance Specialist
- Fleet Maintenance (Mechanics)



Jobs by Vertical

- Budtender
- Dispensary Manager
- Assistant Manager
- Sales Associate
- Security Personnel
- Procurement Specialist
- Inventory Control Specialist
- Marketing Manager
- Compliance Specialist



Jobs by Vertical

- Delivery Driver
- Fleet Maintenance (Mechanics)
- Supply Chain Manager
- Inventory Control Specialist
- Logistics Coordinator
- Compliance Specialist

Learning Management System

EVERY VERTICAL. COVERED.

Start your career in cannabis today!

[View Full Course](#)



CULTIVATION EXPLORATION

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EXTRACTION EXPLORATION

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RETAIL EXPLORATION





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Features & Benefits

Features

-  Fully Interactive
-  Save your progress
-  Learn in "Focus" mode
-  Video and Written Topics

Benefits

-  Get Certified
-  Learn all the industry verticals
-  Learn at your own pace
-  Learn at no-cost!



- Learner Progression Tracking
- Surveying
- Learner Dashboard
- Live Q/A's
- 100% Free
- No Prerequisites requires
- CWI Produced On-Demand Training Videos

Our Work and Future Plans

- CWI Cannabis Career Exploration and Worker Rights Certificate Program
- Workshops and topic-specific trainings to support community education.
- On-demand video training and toolkit learning resources.
- Train-the-trainer sessions to extend reach and keep the sharing of knowledge grounded in communities.
- Provision of resources and wraparound support for CBOs
- Know-your-rights workshops for workers, including training for justice-involved job seekers to understand their legal employment rights and the expungement process to improve employment outcomes.
- Employer education for creating fair and equitable cannabis workplaces.
- Participation in conferences and other events to demystify the legal cannabis industry, emphasizing the range of job opportunities and career paths from seed to sale.





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Questions?

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[Cannabisworkforce.org](https://cannabisworkforce.org)