

NYATEP

Voice - Knowledge - Progress
For Workforce Development

STATE OF THE WORKFORCE

2023 Labor Market Snapshot of New York



QUESTIONS RAISED BY THIS BRIEF:

- How can the State and City proactively connect their economic development priorities and investments to train for the emerging sectors?
- What State and City policies can be enacted to expand and align quality job training opportunities for New Yorkers?
- What State and City policies can support removing barriers for low income or underutilized populations?
- What evidence-based practices should be scaled to increase the availability of skilled workers, primarily from non-traditional educational pathways or underutilized labor pools to meet the surging employer demand?
- How is the State and City tracking and measuring resources and programs related to workforce development to understand what is working and where to make improvements?

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Launched in the late 1970s, the New York Association of Training and Employment Professionals (NYATEP) is dedicated to collaborating to increase the effectiveness of federally funded workforce programs. In the last 40 years, the organization has grown to be New York's statewide workforce development association. NYATEP is a membership based, 501c3 non-profit, intermediary that provides leadership, vision, and advocacy for a thriving workforce development network across New York State. Our members help more than a million New Yorkers achieve good or better jobs through job training, education, economic and workforce development.

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A special thank you to our data partners and sources

This report was researched and written by David Jason Fischer of Altior Policy Solutions and designed and produced by NYATEP.



The State of the Workforce Report was the brainchild of Melinda Mack, who served as NYATEP's executive director from 2011 until her passing in November 2023. Melinda led with fierce passion, unmatched insight, and complete commitment to expanding economic opportunity for all New Yorkers. She was a tireless champion for the importance and impact of the workforce system in New York. This report captures public information to present both a snapshot of current data points and working conditions, and a glimpse at

potential opportunities and challenges to come for workers, employers, and policymakers. NYATEP presents this year's report in honor of Melinda, with a humble request that readers engage with the issues raised in the report as active advocates for skills development and economic justice—a fitting legacy for Melinda's life and work.

EXECUTIVE SUMMARY

ABOUT THE REPORT

NYATEP's *State of the Workforce Report* presents an annual snapshot of publicly available data to inform New York State's workforce community about key indicators, data trends, and policy drivers in regional and statewide labor markets. The report is intended to help shed light on who is working and who isn't, what sectors and occupations are growing across the State, and how effectively New York's education and training systems and programs are performing to meet current and projected future workforce needs.

KEY FINDINGS FOR NEW YORK STATE

Employment in New York slightly lags behind the national average

- The state unemployment rate was 4.3 percent, compared to 3.7 percent nationally; 7.9 percent of New Yorkers are un- or underemployed, versus 6.8 percent nationwide
- New York's statewide labor force participation rate of 61.7 percent is the highest in more than a decade
- Six of New York's ten labor market regions saw an increase in their number of available workers between 2013 and 2023
- Only 40 percent of working age New Yorkers with disabilities were employed in 2022, including just 25 percent who were employed full-time

Workers statewide are concentrated in a handful of key sectors and low-wage roles

- The Healthcare and Social Assistance sector provides the most jobs in nine of the state's ten labor market regions
- Eight of the ten occupations that employ the most New Yorkers statewide require a high school degree or less, and pay median wages far below the self-sufficiency threshold
- More than one in eight New Yorkers (13 percent) struggle to use the internet to meet their needs, including those related to work
- The clean energy sector now accounts for more than 165,000 jobs statewide

Nearly half of New York households cannot meet basic monthly expenses

- 14 percent of New York households fall below the federal poverty line, with another 30 percent earning above poverty but less than what's needed to cover bare-bones costs
- New York has the fourth-highest cost of living among the 50 states
- 49 percent of New York families describe their child care situation as "not very workable"
- More than 20 percent of New York jobseekers cited transportation issues as a mild or severe barrier to employment

Education and skills drive labor market outcomes in New York

- New Yorkers with a Bachelor's degree earn an average of 87 percent more than those with only a high school degree
- Economists project that by 2031, 70 percent of jobs in New York will require education and training beyond high school
- Over 500,000 New Yorkers received federally funded Workforce Innovation and Opportunity Act (WIOA) services for Program Year 2021
- Despite high-profile national and state initiatives, New York's number of apprentices stayed relatively flat from 2021-2023

WHO IS WORKING IN NEW YORK

9.8M

WORKERS OVER THE AGE OF 16
IN NEW YORK'S LABOR FORCE

6 out of 10

REGIONS STATEWIDE SAW
LABOR FORCE GROWTH
FROM 2013-2023

7.9%

NEW YORK STATE
UNEMPLOYMENT/
UNDEREMPLOYMENT RATE

As of November 2023, the New York State Department of Labor (NYSDOL) reported that the state had a seasonally adjusted 4.3 percent unemployment rate, slightly up from a rate of 4.1 a year earlier. The rate in New York City was 5.3 percent, compared to 3.5 percent across the rest of the state.¹ The statewide rate is somewhat higher than the national unemployment figure of 3.7 percent, though the gap increases when using a broader measure that includes involuntary part-time work and marginally attached workers, known as U-6. By this figure, New York has a rate of 7.9 percent, compared to 6.8 percent nationally.²

NEW YORK'S LABOR FORCE



The small increase in the unemployment rate shows that more New Yorkers were actively looking for work in 2023 than in 2022. The statewide labor force participation rate, measuring what percentage of working age adults are employed or actively looking for work, rose from 60.5 percent a year earlier to 61.7 percent as of November 2023, the highest figure in more than a decade. The labor force participation rate in New York City was 62 percent, compared to 61.4 percent in the rest of the state. The national rate was 62.7 percent.³

Labor force participation showed relatively little variation by race in 2022, the last year for which data is available. 60.9 percent of Asian New Yorkers, 60.8 percent of Hispanic/Latino ethnicity, 60.6 percent of Whites, and 59.0 percent of Black or African-American New Yorkers were in the labor force.⁴

Of New York State's ten labor market regions, six saw growth in the number of available workers between November 2013 and November 2023, while four areas declined. Hudson Valley and Long Island had the most rapid growth, while declines were sharpest in the North Country and the Southern Tier.⁵

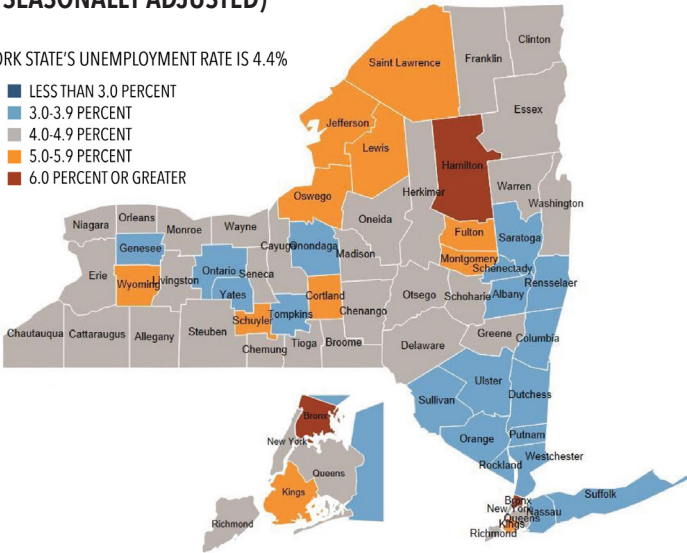
New York's labor force increased to 9.787 million workers as of November 2023, up from 9.619 million in 2022. The total number of private sector jobs in the state rose to 8,260,900, an increase of 79,000 from a year earlier, or 1 percent. The number of national private sector jobs grew by 1.6 percent over the same span.

While the state as a whole has more than regained the jobs lost as a result of the COVID-19 pandemic and the overall unemployment rate suggests a strong labor market, certain groups continue to struggle. According to federal Bureau of

COUNTY UNEMPLOYMENT RATES⁶ (NOT SEASONALLY ADJUSTED)

NEW YORK STATE'S UNEMPLOYMENT RATE IS 4.4%

- LESS THAN 3.0 PERCENT
- 3.0-3.9 PERCENT
- 4.0-4.9 PERCENT
- 5.0-5.9 PERCENT
- 6.0 PERCENT OR GREATER

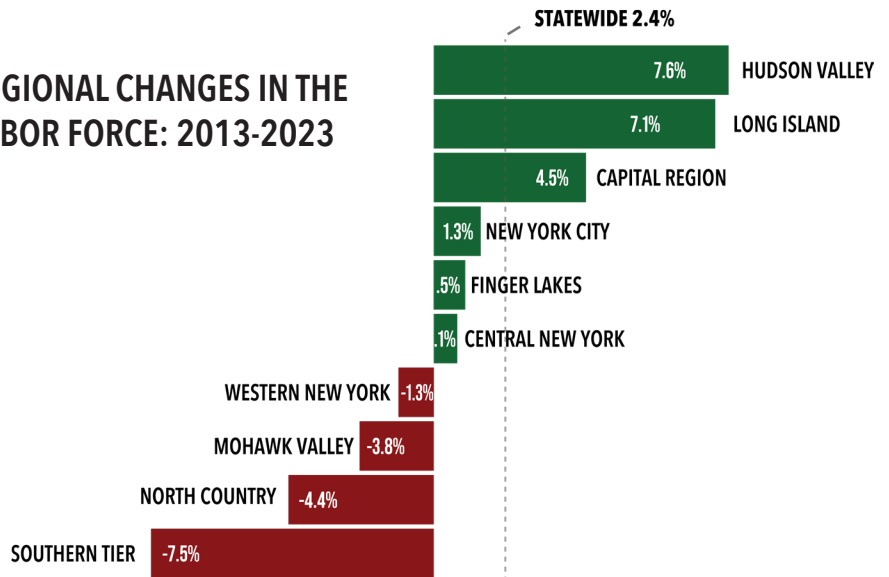


Labor Statistics data, 11.8 percent of New Yorkers ages 16 to 24 in the labor force are unemployed, including 14.3 percent of all 16 to 24 year-old men and a startling 18.8 percent of Black men within that age range. Among all Black workers ages 25 to 34, the rate is 11.7 percent; the figure is 8.7 percent for Black workers of all ages in New York.⁷

Another group facing significant labor market challenges are New Yorkers with disabilities. The New York State Department of Labor defines a disability as any physical or mental impairment that substantially limits one or more of a person's major life activities, such as breathing, seeing, hearing, walking, sitting, standing, sleeping, caring for yourself, lifting, or learning.⁸

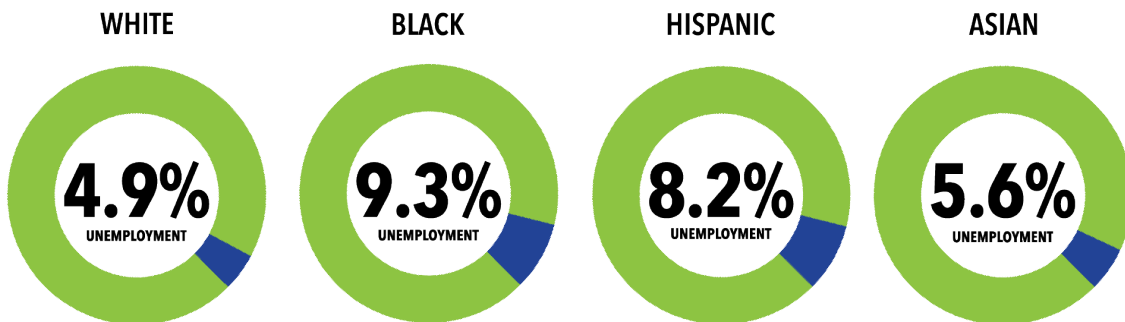
According to a report from Cornell University, only 40 percent of working age (21 to 64 years old) New Yorkers with disabilities were employed in 2022, compared to 79.9 percent of working age New Yorkers without disabilities. Just over 25 percent of New Yorkers with disabilities were employed full-time for the full year of 2022, with median annual earnings of \$53,200. Among all working age New Yorkers with disabilities, 29.9 percent were living in poverty during 2022.⁹

REGIONAL CHANGES IN THE LABOR FORCE: 2013-2023



Among the current adult workforce, 88 percent have at least a high school degree or equivalency. 63 percent have at least some college education, including 9 percent who have an Associate's degree. 40 percent have at least a Bachelor's degree, and 18 percent have a graduate degree¹⁰. Workers with a Bachelor's degree or higher have significantly lower unemployment rates and higher earnings compared to those with no educational attainment beyond high school.

UNEMPLOYMENT RATE BY RACE/ETHNICITY¹¹



NEW YORK'S ECONOMIC LANDSCAPE

7.3M

JOBS IN TEN LARGEST SECTORS STATEWIDE

9 out of 10

REGIONS STATEWIDE HAVE HEALTHCARE AS LARGEST EMPLOYMENT SECTORS

29%

OF LOW-INCOME HOUSEHOLDS DO NOT HAVE INTERNET ACCESS AT HOME

Many of the largest economic sectors in the state continued to add jobs over the course of 2023. Private education and health services, already the biggest industry both statewide and in nine of the ten labor market areas of the state, saw a net increase of 126,400 jobs, or 5.7 percent, from November 2022 through November 2023. Other sectors showing employment increases included Leisure & Hospitality and Government. Sectors that saw substantial job losses included Trade, Transportation & Utilities (-30,500, or -2.0 percent), Information (-26,500, or -8.9 percent), Construction (-8,700, or -2.2 percent), and Manufacturing (-6,100, or -1.4 percent).¹²

Of the approximately 9.3 million jobs in New York State, nearly 7.3 million of them are in the ten largest economic sectors in terms of employment. The Health Care and Social Assistance sector employs more New Yorkers than any other industry statewide, accounting for almost twice as many jobs as Education Services. Health Care and Social Assistance is also the largest employment sector in nine of New York's ten labor market regions, with the Southern Tier the only exception.

TOP 5 SECTORS BY REGION¹³

CAPITAL REGION					
CENTRAL NY					
FINGER LAKES					
HUDSON VALLEY					
LONG ISLAND					
MOHAWK VALLEY					
NEW YORK CITY					
NORTH COUNTRY					
SOUTHERN TIER					
WESTERN NY					
STATEWIDE					

- ACCOMMODATIONS & FOOD
- ADMINISTRATIVE AND WASTE SERVICES
- CONSTRUCTION
- EDUCATIONAL SERVICES
- FINANCE AND INSURANCE
- GOVERNMENT
- HEALTHCARE
- MANUFACTURING
- PROFESSIONAL SERVICES
- RETAIL

ONE YEAR CHANGE IN JOBS BY SECTOR (NOV. 2022- NOV. 2023)

PRIVATE EDUCATION & HEALTH SERVICES	+126,400
LEISURE & HOSPITALITY	+22,500
GOVERNMENT*	+21,200
OTHER SERVICES	+3,700
NATIONAL RESOURCES & MINING	-100
PROFESSIONAL & BUSINESS SERVICES	-400
FINANCIAL ACTIVITIES	-1,300
MANUFACTURING	-6,100
CONSTRUCTION	-8,700
INFORMATION	-26,500
TRADE, TRANSPORTATION & UTILITIES	-30,500

*Government includes public education and public health services.

Health Care and Social Assistance and Educational Services are among the three largest employment sectors in all ten of the state's labor market regions. The next most common sectors are Retail Trade, the third or fourth largest sector in every region but New York City; and Accommodation and Food Services, which is the fourth or fifth largest sector for employment in all ten regions. Outliers in local employment are Public Administration in the Capital Region, home to most state government offices; Professional & Technical Services and Finance & Insurance in New York City, a world center of finance and media; and Construction in the Hudson Valley region.

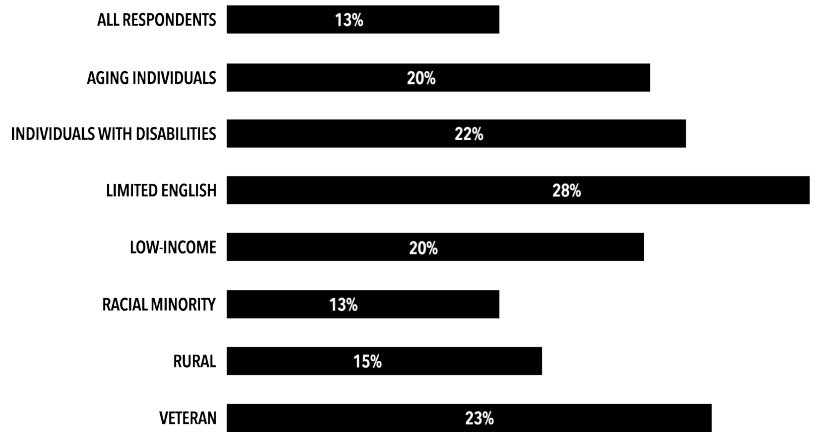
Turning from sectors to occupations, eight of the ten occupations that employ the most New Yorkers statewide typically require a high school diploma or less. All eight offer median annual compensation far below the level at which a family of four could meet modest expenses every month. In fact, five of the ten pay less than half that level, meaning that

even if two adults were employed full-time in those roles, their family would still fall short of meeting basic expenses.

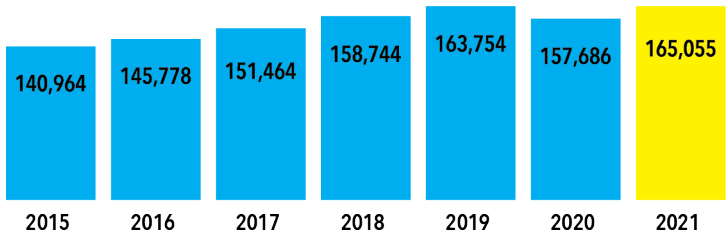
One increasingly universal expectation across nearly all sectors is for workers to be familiar and comfortable with a wide range of computer-based applications. One analysis from some years ago found that 53 percent of jobs in New York could be automated with current or near-future technology, compared to 56 percent of jobs nationally.¹⁴

Meanwhile, NYSDOL's 2023 Job Seeker Survey found that 37 percent of respondents cited not having enough "modern/digital skills" as a barrier to employment.¹⁵ The state's Digital Equity Plan found that 87 percent of New York households have internet access, but 29 percent of households with annual incomes under \$35,000 per year do not have access. Further, 13 percent of New Yorkers report that they "struggle to use the internet to meet their needs," with rates substantially higher for high-need groups such as those with limited English, veterans, people with disabilities, older New Yorkers, and members of low-income households.¹⁶

PERCENTAGE OF RESPONDENTS WHO FIND IT DIFFICULT TO NAVIGATE THE INTERNET TO DO WHAT THEY NEED, STATEWIDE, AND BY COVERED POPULATION



ANNUAL CLEAN ENERGY EMPLOYMENT IN NEW YORK



Another field that continues to see employment growth is clean energy. By the end of 2021, the last year for which data are available, the New York State Energy Research and Development Authority (NYSERDA) reported a record high of over 165,000 clean energy jobs statewide. The largest subfield, accounting for three-quarters of the total, is Building Electrification and Decarbonization (123,000 jobs), followed by Renewable Electric Power Generation (25,000) and Clean and Alternative Transportation (11,000).¹⁷

10 LARGEST OCCUPATIONS STATEWIDE AND EDUCATION FOR ENTRY¹⁸

	# OF JOBS	ENTRY PAY	MEDIAN PAY	EXPERIENCED PAY
HOME HEALTH AND PERSONAL CARE AIDES ^H	504K	\$31K	\$33K	\$38K
RETAIL SALESPERSONS ^N	232K	\$31K	\$34K	\$39K
GENERAL AND OPERATIONS MANAGERS ^B	212K	\$78K	\$124K	\$206K
REGISTERED NURSES ^B	190K	\$81K	\$100K	\$108K
JANITORS AND CLEANERS, EXCEPT MAIDS AND HOUSEKEEPING CLEANERS ^N	188K	\$32K	\$37K	\$47K
FAST FOOD AND COUNTER WORKERS ^N	183K	\$31K	\$33K	\$34K
CASHIERS ^N	180K	\$30K	\$32K	\$35K
CUSTOMER SERVICE REPRESENTATIVES ^H	145K	\$36K	\$45K	\$56K
OFFICE CLERKS, GENERAL ^H	141K	\$32K	\$40K	\$50K
SECRETARIES AND ADMINISTRATIVE ASSISTANTS, EXCEPT LEGAL, MEDICAL AND EXECUTIVE ^H	139K	\$37K	\$46K	\$52K

EDUCATION FOR ENTRY
^B BACHELOR'S DEGREE ^H HIGH SCHOOL DIPLOMA OR EQUIVALENT ^N NO FORMAL EDUCATIONAL CREDENTIAL

2023-2024 FEDERAL INCOME GUIDELINES IDENTIFY NEW YORK'S POVERTY LEVEL FOR A FAMILY OF FOUR AT \$30,000

WORKING TO MAKE ENDS MEET

44%

OF NEW YORK HOUSEHOLDS
CANNOT MEET BASIC
MONTHLY EXPENSES

\$41.59

HOURLY PAY FOR A SINGLE PARENT
TO EARN A "LIVING WAGE" FOR SELF
AND ONE CHILD

49%

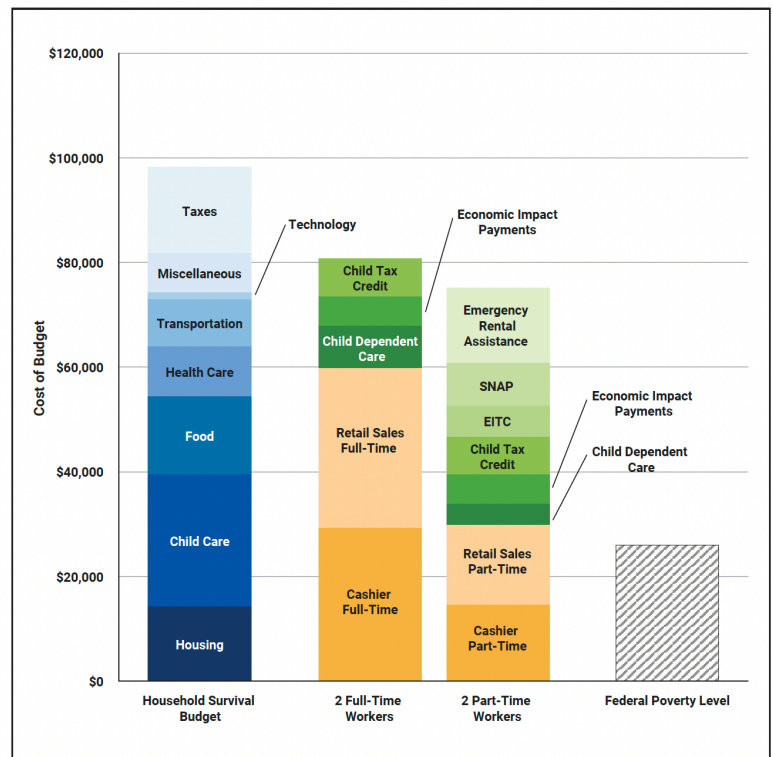
OF NEW YORK FAMILIES
DESCRIBE THEIR CHILD CARE AS
"NOT VERY WORKABLE"

By one recent measure, New York has the fourth-highest cost of living of any state in the U.S.¹⁹ The steep prices of housing, child care, food, and more leave many families struggling to meet monthly expenses even when one or more household members have steady work. The high inflation rates of recent years have exacerbated this challenge, with prices rising by 7.5 percent in 2021 alone.²⁰ In the face of stubbornly high prices, millions of low-income working families in New York report that they are unable to meet regular expenses.

The United for ALICE (Asset Limited, Income Constrained, Employed) Coalition measures the share of families in New York that could not afford "the basics" where they lived. The Coalition estimated that a family of two adults and two school-age children would need an annual income of \$75,864 to meet a "household survival budget."

In 2021, 44 percent of the state's 7.64 million households—approximately 3.4 million homes—fell below this "ALICE threshold." This included 14 percent below the federal poverty line, with another 30 percent earning above poverty level but short of what they need to meet bare-bones expenses. New York's 44 percent share of ALICE families is above the national average of 41 percent and the tenth-highest among the 50 states.²²







INCOME AND EXPENSES, FAMILY OF FOUR, NEW YORK, 2021²¹



Note: Full-time income is calculated based on 40 hours per week; part-time income is based on 20 hours per week.
Sources: ALICE Threshold, 2021; Bureau of Labor Statistics—Occupational Employment Statistics, 2021; Internal Revenue Service, tax credits – CTC, CDCTC, EITC, 2021; USDA, SNAP 2021; U.S. Treasury, 2022

The percentage of households below the ALICE threshold varied by location and composition. Across the five counties of New York City (Bronx, Kings, New York, Queens, and Richmond), fully 54 percent of households fell below the threshold. In the surrounding counties (Dutchess, Nassau, Orange, Putnam, Rockland, Suffolk, and Westchester), the share was 32 percent, with the figure across the rest of the state at 39 percent. Households headed by individuals under age 25 and individuals 65 and older had the highest rates among age groups, at 68 percent and 56 percent respectively. Black (60 percent) and Hispanic (61 percent) households were more likely to fall below the ALICE threshold than Asian (45 percent) or White (36 percent) households.²³

LIVING WAGE THRESHOLD BY FAMILY TYPE²⁴

FAMILY TYPE		HOURLY PAY PER WORKER NEEDED FOR LIVING WAGE
	1 ADULT, 1 CHILD	\$41.49
	1 ADULT, 2 CHILDREN	\$54.39
	2 ADULTS (1 WORKING), 1 CHILD	\$37.82
	2 ADULTS (1 WORKING), 2 CHILDREN	\$42.70
	2 ADULTS (BOTH WORKING), 1 CHILD	\$22.75
	2 ADULTS (BOTH WORKING), 2 CHILDREN	\$29.03

Among working New Yorkers below the ALICE threshold, 49 percent worked full-time, with 51 percent working part-time. It is likely that a sizable share of the part-time workers would prefer full-time work. As noted in Part 2 of the report, many work in relatively lower-paying sectors such as Retail Trade or Accommodation and Food Services, or have lower-paying jobs within sectors such as Health Care and Social Assistance, Educational Services, and Transportation and Warehousing.²⁵ United for ALICE projects the full-time hourly wage needed to support a family of two adults, one infant and a preschooler at \$37.93,²⁶ while the MIT Living Wage Calculator estimates that in a household of two working adults with two children, each parent must earn \$29.03 per hour. For one parent with one child, the hourly pay needed for a living wage is \$41.49.²⁷

Low-income workers in New York and elsewhere find their employment options limited, or even lose the jobs they currently have, as a result of challenges in their lives beyond work. Among the most common of these challenges are finding an affordable place to live, accessing affordable and reliable child care, and transportation.

New York has the fourth-highest average housing costs among the 50 states.²⁸ The owner-occupied housing rate in the state is 54.3 percent, compared to 64.8 percent.³⁰ In New York City, the rate is 32.9 percent. For homeowners with a mortgage, average monthly costs statewide are \$2,441, more than 20 percent higher than the national average of \$1,828.³⁰ Renters in New York pay an average of \$1,507, nearly \$250 more per month than the national average of \$1,268.³¹ On an annual basis, rent at that level would cost more than \$18,000 per year—accounting for more than half the median income in four of the ten occupations that employ the most New Yorkers.

Child care issues also continue to be a top challenge for working families in New York. One recent survey from the advocacy coalition Raising New York found that 49 percent of respondents described their child care situation as “not very workable.” More than half of families, including 73 percent of Black and 69 percent of Latinx families, reported that the commute to their child care program took at least 10 minutes. And 41 percent of all respondents reported that challenges related to child care have negatively affected their ability to get to work, school, or other commitments at least two times in the previous 30 days.³²

Transportation is another obstacle to the economic security of low-income working families. Researchers have found that the length of the commute to one’s job is the single strongest factor in whether a working person can rise out of poverty. Unfortunately, New York State has the longest average commute of the 50 states, at 33.4 minutes.³³ While the average commute for New York City residents is even higher, at 34.7 minutes, eight counties reported average commutes longer than a half-hour.³⁴ In NYSDOL’s 2023 Job Seeker Survey, 15 percent cited not having access to reliable transportation as a “mild” barrier to employment, with another 7 percent characterizing it as a “severe” barrier.³⁵



NEW YORK HAS THE FOURTH-HIGHEST AVERAGE HOUSING COSTS IN THE UNITED STATES



OWNER-OCCUPIED HOUSING RATES

64.8% NATIONAL
54.3% STATEWIDE
32.9% NEW YORK CITY



COST OF RENTING PER MONTH

\$1,286 NATIONAL AVERAGE
\$1,507 STATEWIDE AVERAGE

PATHWAYS TO EMPLOYMENT

70%

OF NYS JOBS IN 2031 WILL REQUIRE POSTSECONDARY EDUCATION/TRAINING

18K

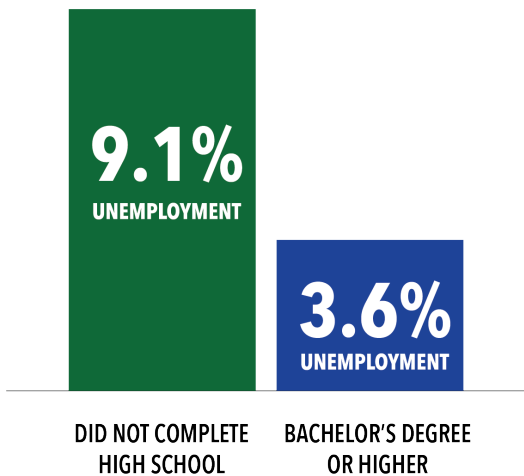
ACTIVE APPRENTICES IN NEW YORK

69%

HIGH SCHOOL GRADUATION RATE FOR STUDENTS WITH DISABILITIES

Educational attainment is a major driver of labor market outcomes. Workers who completed more education and training enjoy lower unemployment and higher earnings than workers with less education and training. Over the five-year period from 2018-2022, New Yorkers ages 25-64 who did not complete high school had an unemployment rate of 9.1 percent, more than twice as high as New Yorkers with a Bachelor’s degree or higher (3.6 percent).³⁶

UNEMPLOYMENT RATES OF NEW YORKERS AGES 25-64, 2018-2022



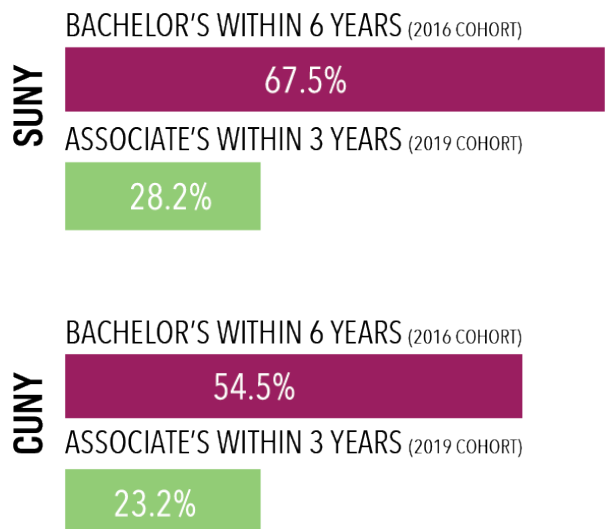
The “college premium” is more pronounced in New York than elsewhere: one report from several years ago found that the earnings difference between Bachelor’s degree holders in New York and those with only a high school diploma was the largest in the U.S. New York also had the second-largest earnings difference between Bachelor’s and Associate’s degree holders.³⁷ In 2022, the difference in median earnings between workers with a Bachelor’s and those with no education beyond high school was 87 percent.

At the high school level, the state’s four-year graduation rate for the Class of 2022 was 87 percent, a 1 point improvement from a year earlier. Some subgroups fell well short of the overall mark, including students with disabilities (69 percent), Black students (82 percent), Hispanic students (81 percent), economically disadvantaged (82 percent), English Language Learners (65 percent), and students in foster care (51 percent).³⁸

New York’s two public systems of higher education, the State University of New York (SUNY) and City University of New York (CUNY), have both faced a gathering crisis of student enrollment that began before the COVID-19 pandemic but accelerated during and after the crisis. SUNY enrollment fell by more than 20 percent between 2013 and 2022, declining every year during that period, before slightly rising in fall 2023.³⁹ At CUNY, total enrollment fell by nearly 17 percent just between 2019 and 2022⁴⁰ before increasing by about 2 percent in fall 2023.⁴¹

Beyond enrollment, both SUNY and CUNY must continue to improve the share of students who successfully complete degrees. SUNY reported a six-year Bachelor’s graduation rate of 67.5 percent and a three-year Associate’s graduation rate of 28.2 percent.⁴² At CUNY, the figures were 54.5 percent and 23.4 percent respectively.⁴³

COLLEGE GRADUATION RATES



NEW YORKERS SERVED IN PROGRAM YEAR 2021

462,518

UNDER WIOA ADULT, DISLOCATED WORKER,
YOUTH AND WAGNER PEYSER PROGRAMS

48,761

UNDER WIOA TITLE II ADULT
EDUCATION PROGRAMS

WIOA FUNDED TRAINING MOST COMMON OCCUPATIONS NATIONALLY, 2021⁴⁴

- | | |
|--|---|
| 1. HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS | 12. CONSTRUCTION LABORERS |
| 2. LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES | 13. PHARMACY TECHNICIANS |
| 3. MEDICAL ASSISTANTS | 14. PRODUCTION WORKERS, ALL OTHER |
| 4. WELDERS, CUTTERS, SOLDERERS, AND BRAZERS | 15. HELPERS--PRODUCTION WORKERS |
| 5. DENTAL ASSISTANTS | 16. WELDING, SOLDERING, AND BRAZING MACHINE SETTERS, OPERATORS, AND TENDERS |
| 6. ELECTRICIANS | 17. BOOKKEEPING, ACCOUNTING, AND AUDITING CLERKS |
| 7. SECURITY GUARDS | 18. COMPUTER AND INFORMATION SYSTEMS MANAGERS |
| 8. HEATING, AIR CONDITIONING, AND REFRIGERATION MECHANICS AND INSTALLERS | 19. INDUSTRIAL ENGINEERING TECHNICIANS |
| 9. CUSTOMER SERVICE REPRESENTATIVES | 20. AIRCRAFT MECHANICS AND SERVICE TECHNICIANS |
| 10. TEAM ASSEMBLERS | |
| 11. MEDICAL SECRETARIES | |

Higher education outcomes matter in the context of a New York State labor market in which economists project that by 2031, 70 percent of all jobs (6.89 million) will require at least some postsecondary training. In all, New York is projected to see an average of 1.145 million vacant jobs per year between 2021 and 2031. More than a quarter of them will require a Bachelor's degree, the 7th highest share among the 50 states plus Washington, DC.⁴⁵

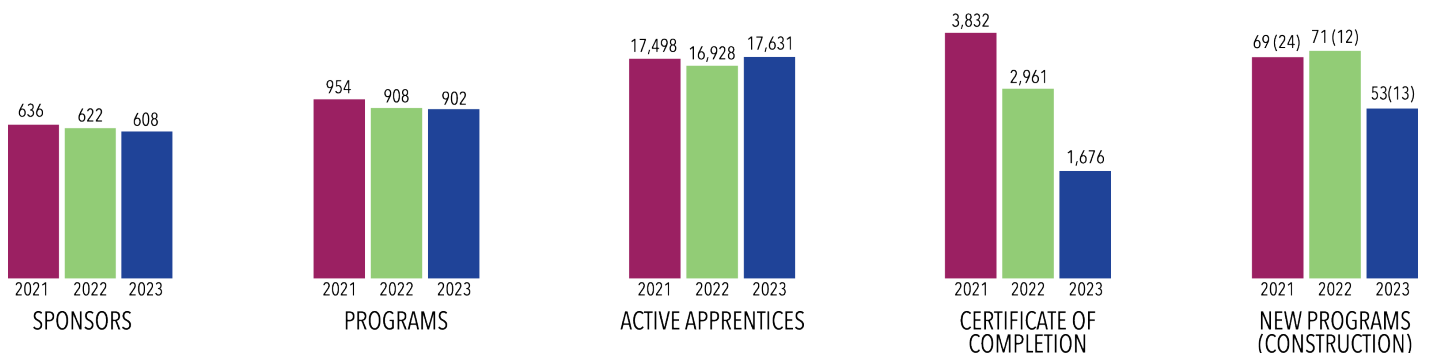
The publicly funded workforce development system, particularly the federal Workforce Innovation and Opportunity Act (WIOA), delivers job training and employment services to workers and jobseekers. In Program Year 2021 (July 2021-June 2022), 462,518 New Yorkers received services under the WIOA Adult, Dislocated Worker, Youth, and Wagner Peyser programs⁴⁶, with an additional 48,761 receiving WIOA-provided adult education services.⁴⁷ The majority of those who receive WIOA services are age 30 or older.

In New York State and nationally, policymakers and employers increasingly have looked to apprenticeship as a compelling option for jobseekers and workers looking to get on a path to career success and economic security. As of federal program year 2021, the U.S. had added more than two million total new apprentices since 2012, with over 593,000 apprentices active that year. Yet New York reported only 17,221 apprentices that year, fewer than smaller states such as Michigan, Indiana, and Ohio, and less than a quarter as many as California.⁴⁸

Nor have the numbers risen significantly since then. In fact, according to NYSDOL's own figures, over the last three years apprenticeship in New York has either stayed level or trended slightly down.

Traditionally, apprenticeship has been strongest in the building trades. While the majority of new apprenticeship programs over the last several years, including 40 of 53 new programs through the first nine months of 2023, were in industries other than construction, nearly 84 percent of all apprentices in 2023—14,793, from a total of 17,631—were in construction.

APPRENTICESHIP INDICATORS IN NEW YORK, 2021 - 2022⁴⁹ - 2023⁵⁰ (THRU 9/30)



SOURCES

1. <https://dol.ny.gov/system/files/documents/2023/12/nys-private-sector-employment-up-5500-jobs-in-november-2023.pdf>
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