

# NYATEP

Voice - Knowledge - Progress  
For Workforce Development

# STATE OF THE WORKFORCE



**2024 Labor Market Snapshot of New York**

## QUESTIONS RAISED BY THIS BRIEF:

- How can the City and State help un- and under-employed populations and communities access job training and employment services?
- How can the City and State better support educational attainment and skills mastery in ways that benefit both workers and employers?
- What policies can the City and State enact to improve the quality of the low-income occupations that collectively employ millions of workers?
- How are City and State leaders preparing for the challenge of potential labor shortages driven by demographic shifts?
- How can the City and State raise the performance of its workforce programs and more closely connect them with secondary and postsecondary education?



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 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.

Visit [www.nyatep.org](http://www.nyatep.org) to learn more about becoming a member!

## 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—a fitting legacy for her 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 programs, education and training systems are performing to meet current and projected future workforce needs.

## KEY FINDINGS FOR NEW YORK STATE

### New York's economy is performing roughly as well as the national economy, though disparities remain across different groups

- Jobs in New York state grew in 2024 at a slightly faster rate than nationally, while unemployment in the state was barely higher than the national average.
- The state's labor force participation rate slightly trailed the national average, while its "under-utilization" rate, which captures un- and under-employed workers, was well above the national figure.
- In New York, groups with relatively high unemployment included all Black men in the labor force, all 16-19 year-olds and 20-24 year-olds, and all Black workers ages 25-34.
- New York workers with a bachelor's degree had a much lower unemployment rate and much higher median weekly earnings than workers with just a high school degree or equivalence.

### Human services sectors and jobs continue to dominate New York's economic landscape

- Private Education and Health Services employs both the largest number of New Yorkers and saw the most job growth in 2024.
- Healthcare and Social Assistance employed the most workers in nine of New York's ten labor market regions, with Educational Services first in one region and second in five.
- Eight of the ten job titles that employ the largest number of New Yorkers offer median pay under \$50,000 per year, including six under \$40,000.
- The state has identified and is prioritizing support for seven "target industries," including advanced manufacturing, cleantech, and software & digital media, that are projected for robust growth and typically pay above a living wage.

### New York could be facing a demographics-driven worker shortage within key industries

- Nearly a quarter of New York's workforce is approaching retirement (age 55+), with even larger shares in key industries such as healthcare and construction.
- Over the past decade, student enrollment fell sharply in both K-12 schools and higher education, meaning fewer new workers aging into New York's labor market.
- Economists project that employment growth will dramatically outpace population growth through the early 2030s.
- Foreign-born workers have accounted for most of New York's workforce growth since 2000, and are overrepresented in sectors like construction and healthcare.

### New York's talent development systems are producing mixed results

- The statewide high school graduation rates were slightly down in 2024 compared to a year earlier, but improved significantly and across virtually all groups over the previous decade.
- Enrollment at SUNY and CUNY modestly rebounded in the last two years after a sustained decline, while graduation rates dropped slightly.
- Apprenticeship programs continued to grow in New York, though apprentices remain concentrated in the construction industry and in select areas of the state.
- New York workforce programs are under-performing compared to national outcomes across a range of metrics.

# WHO IS WORKING IN NEW YORK

**10M**

TOTAL JOBS IN NEW YORK STATE

**54 of 62**

NEW YORK STATE COUNTIES WITH UNEMPLOYMENT BELOW 4 PERCENT

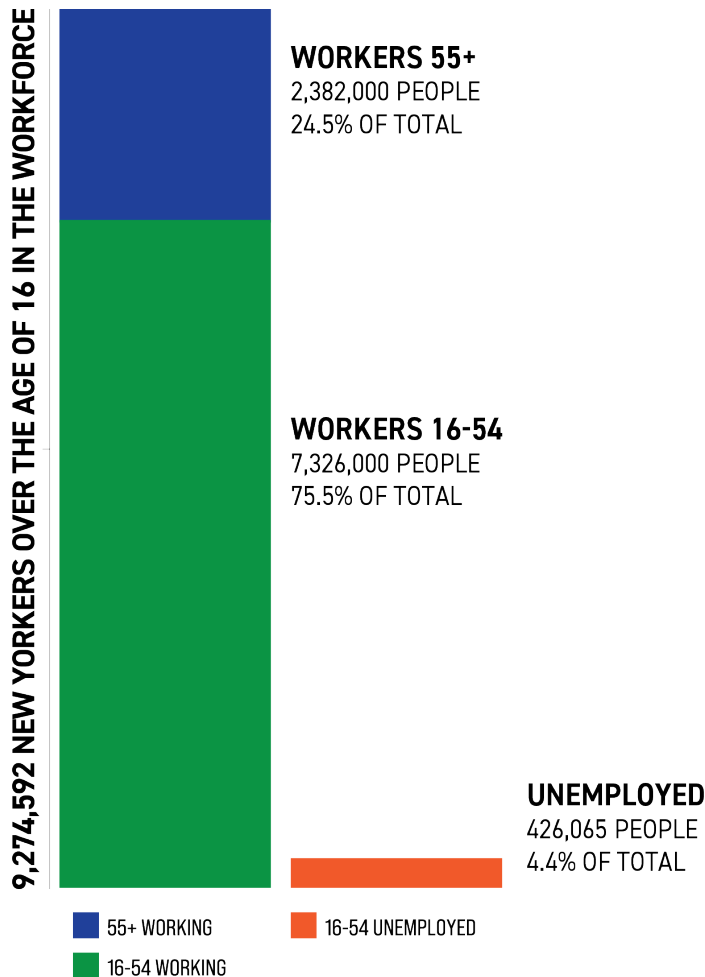
**8.2%**

OF LABOR FORCE UN- OR UNDER-EMPLOYED

Over the balance of 2024, New York’s economy grew at a slightly faster rate than the U.S. economy as a whole. Between November 2023 and November 2024, the state gained 123,000 private sector jobs, a 1.5 percent increase that outpaced the national rate of 1.3 percent growth during the same period<sup>1</sup>. New York counted a total of 8.48 million private sector jobs, while the sum of private plus public sector jobs reached 9.99 million, an increase of 153,000 from one year earlier. The state additionally reported that, nearly five years after the February-April 2020 recession prompted by the onset of the COVID-19 pandemic, New York had recovered 114.1 percent of non-seasonally adjusted jobs lost during that downturn<sup>2</sup>.

## NEW YORK’S LABOR FORCE

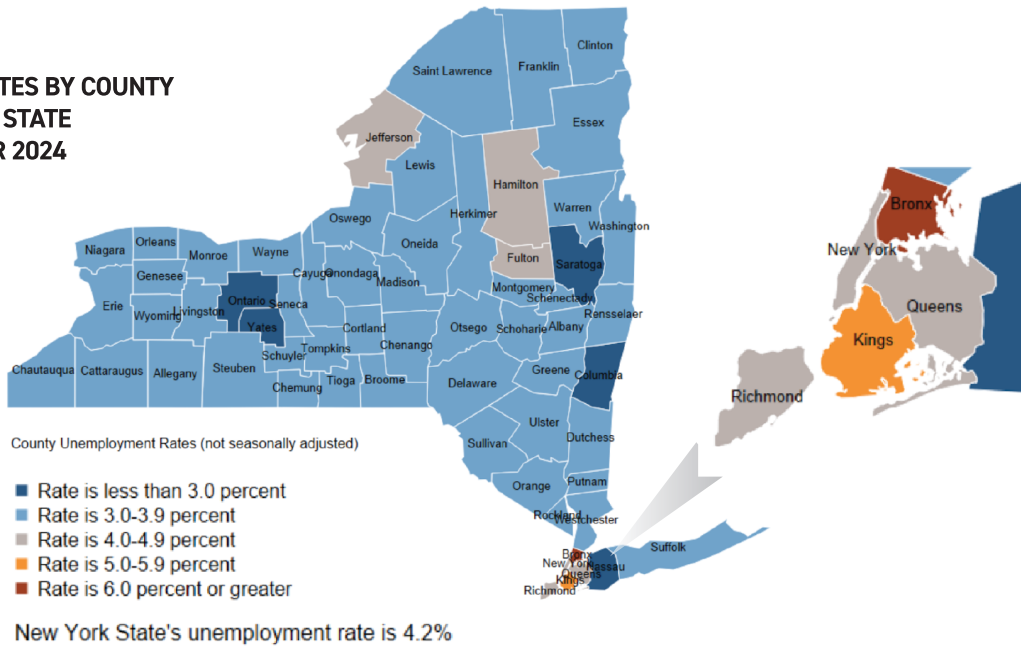
<sup>3</sup>



New York’s unemployment rate as of November 2024 was 4.4 percent, down from 4.6 percent a year earlier and barely above the national figure of 4.2 percent; a year earlier, the state rate had been nearly a full point higher. New York City’s 5.4 percent jobless rate in November was substantially above the 3.6 percent average across the rest of the state<sup>4</sup>. Indeed, 54 of New York’s 62 counties— all but the five that comprise New York City, plus Fulton, Hamilton, and Jefferson Counties—reported unemployment rates below 4 percent<sup>5</sup>.

At 61.1 percent, New York’s labor force participation rate—the share of working-age residents either employed or actively looking for work—slightly trailed that of the U.S., at 62.5 percent. New York City’s rate for November 2024 was 62.7 percent<sup>6</sup>, just off its all-time high of 62.8 percent set in September<sup>8</sup>. At the same time, New York continued to struggle compared to the country in its share of under-utilized workers: unemployed jobseekers, plus those marginally attached to the labor market, plus part-time workers who wished for full-time employment. The statewide figure of 8.2 percent was well above the national rate of 7.4 percent and tied with Kentucky as the fifth highest among the 50 states, behind only California, Illinois, Nevada, and West Virginia. New York City’s under-utilization rate was 9.6 percent<sup>9</sup>.

**UNEMPLOYMENT RATES BY COUNTY  
NEW YORK STATE  
NOVEMBER 2024**



New York's overall low unemployment rate masks some important differences by group. Over the course of 2023, the jobless figure for all working age Black men was 8.4 percent, while 16.4 percent of all 16-19 year olds were unemployed. The figure remained high for 20-24 year olds at 9.0 percent, and for all Black workers ages 25-34 (8.9 percent). New Yorkers with disabilities continued to struggle as well: in 2022, only 25.4 percent of New Yorkers reporting a disability were employed full-time over the full year. This rate badly trailed the national average of 30.1 percent, and was fourth-lowest—ahead of only Alaska, Kentucky, and West Virginia—among the 50 states.

**EMPLOYMENT IN NEW YORK BY RACE/ETHNICITY (2023 ANNUAL AVERAGES)**

POPULATION GROUP	UNEMPLOYMENT RATE	LABOR FORCE PARTICIPATION RATE
Asian	3.2%	61.3%
Black/African-American	7.5%	58.9%
Hispanic/Latino	6.4%	62.2%
White	3.7%	61.7%

In New York, as elsewhere, workers with higher levels of educational attainment enjoyed lower unemployment rates as well as higher median earnings. Workers with less than a high school degree were unemployed at more than twice the rate of bachelor's degree holders, and made less than half as much money. Overall, 88.4 percent of New Yorkers 25 and over had at least a high school degree or equivalency, and 40.7 percent had a bachelor's degree or higher<sup>12</sup>. Nationally, those figures are 89.8 percent and 36.2 percent respectively<sup>13</sup>, meaning that New York had more residents at both the lowest and highest education levels. Along with other important factors, New York's disparity in educational outcomes contributes to the state's worst-in-the-nation income inequality<sup>14</sup>.

**UNEMPLOYMENT AND EARNINGS BY EDUCATIONAL ATTAINMENT, NEW YORK (AGE 25+)<sup>13</sup>**

EDUCATION LEVEL	SHARE OF POPULATION (NATIONAL SHARE)	UNEMPLOYMENT RATE	MEDIAN WEEKLY EARNINGS
Less than HSD/HSE	11.6% (10.2%)	6.3%	\$731
HSD/HSE	24.2 (25.9%)	5.0%	\$950
Some college	14.4% (18.9%)	3.6%	\$1,000
Associate degree	9.0% (8.8%)	3.6%	\$1,040
Bachelor's degree	22.6% (21.8)	2.9%	\$1,540
Graduate degree	18.1% (14.3%)	1.7%	\$1,731

# NEW YORK'S ECONOMIC LANDSCAPE

# 1.9M

HEALTHCARE AND SOCIAL ASSISTANCE JOBS STATEWIDE

# 8 of 10

LARGEST OCCUPATIONS PAY BELOW A LIVING WAGE

# 22%

INCREASE IN CLEAN ENERGY JOBS IN NEW YORK STATE SINCE 2016

While New York saw net job growth in 2024, the data suggests that industries where employment increased offer lower pay than sectors that lost jobs<sup>15</sup>. Private Education & Health Services, which gained 123,000 jobs last year-- the largest employment increase by far--paid an average weekly wage of \$960. Leisure and Hospitality, which added 17,500 positions statewide, paid an average of just \$720 per week. Among the sectors that gained jobs, only Professional and Business Services paid an above-average weekly wage at \$1,700, and it added just 4,300 new positions. Meanwhile, sectors losing employment included Information (-11,300 jobs), paying average weekly wages of \$1,950; Construction (-5,600 jobs), at \$1,750 per week; and Manufacturing (-3,200 jobs), offering average weekly pay of \$1,360<sup>16</sup>.

## FIVE LARGEST SECTORS BY EMPLOYMENT ACROSS NEW YORK'S 10 LABOR MARKET REGIONS

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. 2023 - NOV. 2024)

EDUCATION & HEALTH SERVICES	+122,800
GOVERNMENT*	+30,000
LEISURE & HOSPITALITY	+17,500
PROFESSIONAL & BUSINESS SERVICES	+4,300
OTHER SERVICES	+3,600
NATIONAL RESOURCES & MINING	0
FINANCIAL ACTIVITIES	-500
MANUFACTURING	-3,200
TRADE, TRANSPORTATION & UTILITIES	-4,600
CONSTRUCTION	-5,600
INFORMATION	-11,300

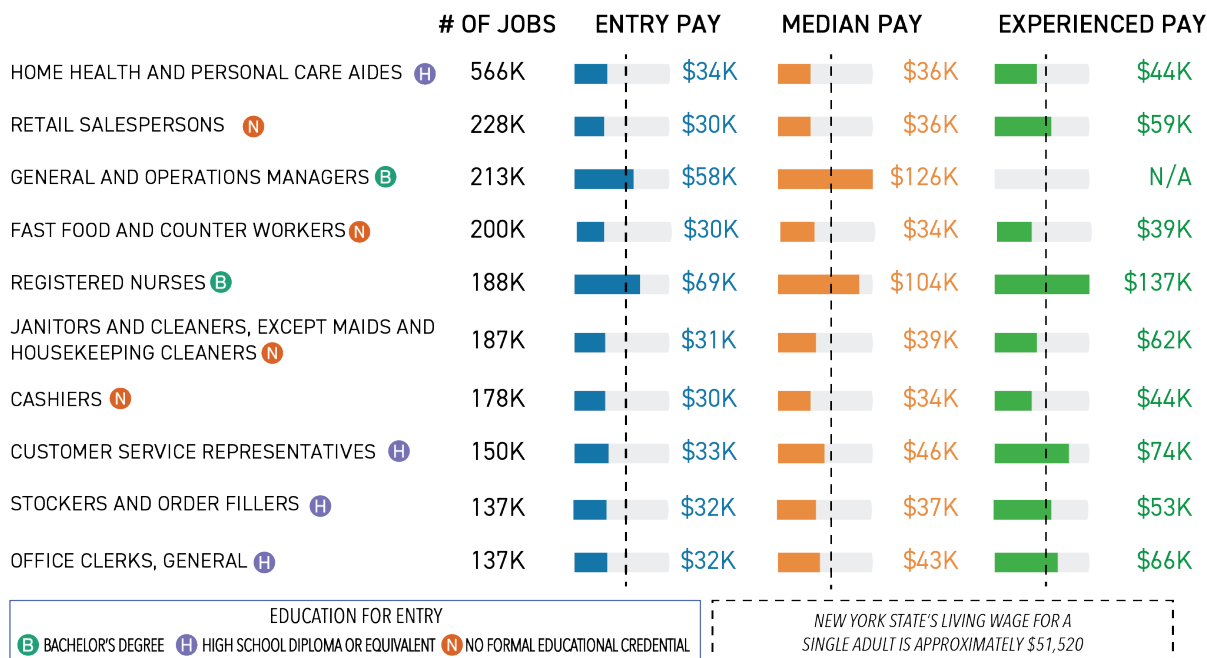
\*GOVERNMENT INCLUDES PUBLIC EDUCATION AND PUBLIC HEALTH SERVICES.

Healthcare & Social Assistance accounts for the most jobs in nine of New York's ten labor market regions, totaling 1.93 million jobs statewide. Educational Services employs the second-most workers in five of the ten regions. They are the two largest employment sectors statewide, followed by Retail Trade (among the top four sectors in all regions other than New York City), Accommodation and Food Services (represented in all ten regions), and Professional and Technical Services (second in New York City, not among the top five in any other region)<sup>17</sup>.

In terms of job titles, among the ten occupations in which the most New Yorkers work, eight—employing nearly 1.8 million workers combined—offer low wages and limited career prospects. Six of the ten most common positions pay median wages under \$40,000 per year, with another two reporting a median between \$40,000 and \$50,000 annually. Only two of the ten, Registered Nurses and General and Operations Managers, pay above New York's living wage of approximately \$51,520 for a single adult<sup>18</sup>. Workers in



### TEN LARGEST OCCUPATIONS STATEWIDE AND EDUCATION FOR ENTRY



these two roles typically have at least a bachelor's degree, while the other eight usually do not require a formal educational credential<sup>19</sup>.

Looking to strengthen industries and occupations that offer higher wages and stronger growth potential, the state's Office of Strategic Workforce Development has identified seven "target industries" to support with investments and new programs. Selected for their size, projected hiring demand, and prevalence of "accessible" jobs—those that pay above a living wage but do not typically require a four-year degree—these seven fields already employ roughly one of every eight working New Yorkers, and represent nearly a third of new jobs created since 2011<sup>20</sup>.

Two areas of specific focus are clean energy and advanced manufacturing. Spurred in part by New York's Climate Act, a measure passed in 2019 that commits the state to sharply cutting carbon emissions by mid-century, New York has seen clean energy employment increase by 22 percent since 2016. The clean energy sector gained 7,700 jobs in 2023 alone, bringing the total to 178,449. Roughly two-thirds of those jobs are located in or around New York City, including Long Island and Westchester and Rockland Counties<sup>21</sup>.

Perhaps the highest-profile economic development initiative in the state is the emergence of a semiconductor production hub in Central New York, which is projected to create more than 50,000 new jobs by the middle of the century. Industry leader Micron has pledged \$100 billion to build a semiconductor fabrication facility near Syracuse, while state government has secured additional billions in public and private commitments to support related job training. A major focus of these investments has been to ensure equitable access to job and career opportunities, including support for a number of Syracuse-based initiatives to prepare jobseekers from historically underserved populations for roles in construction and advanced manufacturing related to the emerging sector hub<sup>22</sup>.

Across regions and sectors, New York employers report facing many of the same challenges and concerns. Based on a statewide survey reported to New York's Statewide Workforce Investment Board, the most cited issues are the quality of the available workforce (63 percent), attracting new workers (62 percent), and inflation (41 percent). Asked what common non-technical skills are most often lacking among job applicants and new workers, employers identified self-motivation (61 percent), communication skills (61 percent), problem-solving/critical thinking (59 percent), timeliness/attendance (50 percent), and attention to detail (49 percent). Roles that employers reported having the most difficulty filling included teacher, administrative support, sales, engineer, and commercial driver<sup>23</sup>.

# DEMOGRAPHICS AND DEMAND

# 230K

K-12 STUDENT ENROLLMENT  
DECLINE, 2013-2023

# 73%

INCREASE IN FOREIGN-BORN  
NEW YORK STATE WORKERS  
1990-2022

# \$68.1B

PAID IN TAXES BY FOREIGN-  
BORN WORKERS, 2022

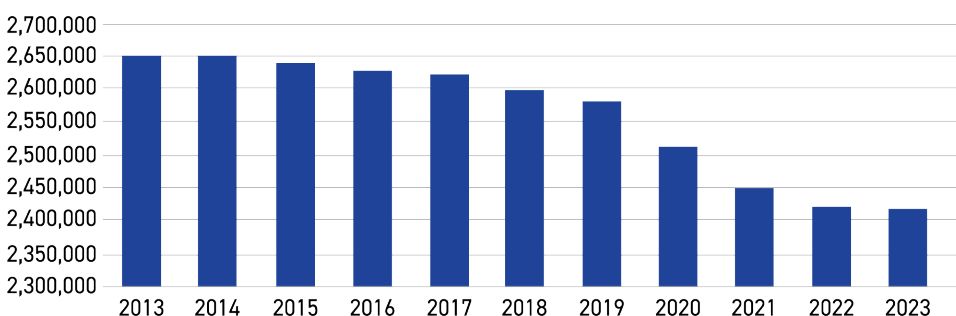
In New York and nationally, the early 2020s brought the profound economic shock of the COVID-19 pandemic, followed by a “recovery” that many households experienced as a time of high inflation and often-unavailable goods and services. While unemployment fell fairly rapidly as the effects of the pandemic eased, and inflation eventually dropped from its decades-long highs to historic norms, public perception of economic conditions remained negative. In April 2024, for instance, 51 percent of New Yorkers surveyed thought the economy was “getting worse,” while only 18 percent felt it was getting better<sup>24</sup>.

This perception proved consequential through a momentous election year, as both parties attempted to frame numbers and propose policies that would move voters. All but completely ignored through the campaigns, however, was a potentially dire threat posed by a convergence of demographic trends and labor market conditions. The challenge, compellingly set forth by Lightcast in its September 2024 report, *The Rising Storm*, is that as Baby Boomers completely age out of the workforce, communities across the U.S. will not have enough appropriately skilled or credentialed workers in vital industries such as healthcare and construction<sup>25</sup>. The economic impacts would resemble those of the post-pandemic period—a spiral of high inflation and insufficient capacity—but with no clear or obvious point at which things would stabilize.

The data suggest that New York’s policymakers have reason for worry. As noted on page 4, the state has a slightly above average overall share of workers ages 55 or older. Less clear is the share of older workers within specific industries, though national data suggest they are overrepresented in many healthcare job titles, from home health aide (36 percent aged 55 and up) to physicians (28 percent) and licensed practical nurses (25 percent)<sup>26</sup>. Similarly, a 2023 report found that over 35 percent of New York’s construction workers were aged 50 or older<sup>27</sup>.

At the same time, the state’s birth rate has fallen sharply, with a 13 percent decrease in babies born in 2021 compared to ten years earlier. New York women average 1.55 births over their lifetimes, well under the national average of 1.71 and far below the rate of 2.1 that demographers have found is necessary

K-12 PUBLIC SCHOOL ENROLLMENT IN NEW YORK STATE



to maintain a steady population level<sup>28</sup>. Already, the state is seeing a sharp decline in public school enrollment, which fell every year between 2013 and 2023. In all, enrollment dropped by more than 230,000 students over that span<sup>29</sup>. Similarly, college enrollment in the state decreased by about 180,000 students between 2014 and 2023<sup>30</sup>.

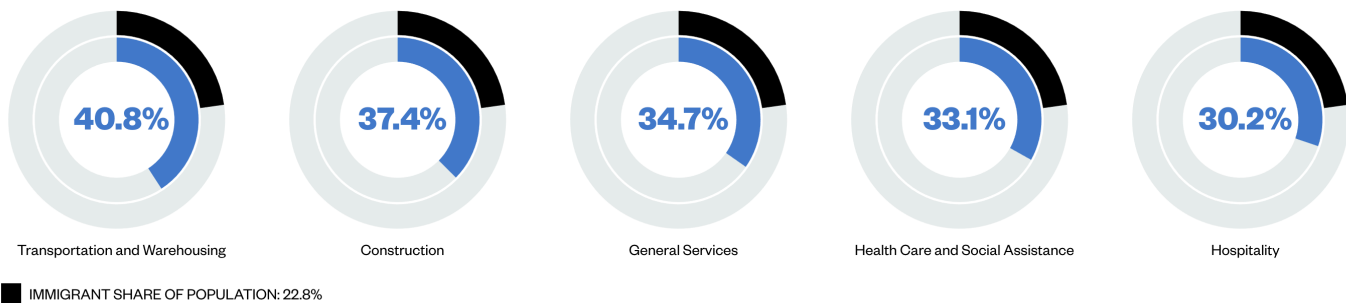


As older workers transition out of the workforce in equal or larger numbers than the young adults aging into the labor market, economists predict that New York State’s economy will continue to add jobs. Healthcare will see the most growth, as an aging population requires a larger provider and support workforce. Through 2032, Healthcare Practitioners and Technical Occupations employment is projected to grow by more than 142,000, or 23.6 percent, with over 50,000 openings per year including both replacements and new positions. Healthcare Support Occupations, a category that covers roles such as home health aides, is projected to grow at an even faster 27.4 percent clip over the same period<sup>31</sup>.

Employment in New York is projected to grow by 11 percent through 2032, while demographers predict only about a 2.4 percent population increase over roughly the same period<sup>32</sup>. Further out, the state’s population is projected to shrink—perhaps significantly. One recent report suggests that New York’s overall population could decline from current levels by as much as two million people, or about 13 percent, by 2050<sup>33</sup>. Even more concerning, as discussed above, those left will skew older, putting further strain on care economy employers and workers.

Few of these trends are entirely new. The oldest Baby Boomers reached retirement age more than ten years ago, and New York’s birth rate has been declining for decades. Yet the state’s labor force has enjoyed solid overall growth over recent decades. In large part, this is because millions of new New Yorkers—and new Americans—have stepped in to fill what otherwise would have been a gap between rapidly rising demand for workers and slowly rising supply.

**TOP INDUSTRIES WITH HIGHEST SHARE OF IMMIGRANT WORKERS**



Between 1990 and 2022, the number of workers in New York born in the United States grew by just over 150,000, or 2.1 percent. Over the same period, the number of New York workers born outside the U.S. increased by about 1.14 million, or 73 percent. Foreign-born workers—a group that includes naturalized citizens, lawful permanent immigrants, refugees and asylees, and individuals in the country without authorization—have a higher labor force participation rate and lower unemployment rate than native-born Americans<sup>34</sup>. Foreign-born workers are overrepresented compared to their overall share of the New York workforce in a number of sectors projected for significant growth and/or with large numbers of older workers, including Construction, Transportation, and Healthcare and Social Assistance.

If the goal of economic policymaking is to facilitate both growth and equity, data suggest that immigration has been highly beneficial in New York. Beyond their strong presence in key industries, foreign-born workers collectively paid more than \$68.1 billion in taxes during 2022, and comprise more than a third of entrepreneurs in the state<sup>35</sup>. There is also no evidence to suggest that new arrivals are “taking jobs” from those already here<sup>36</sup>. As New York faces a possible future in which labor supply could fall short of demand for talent, its leaders should view the prospect of strict new immigration restrictions—let alone mass deportations of individuals and families already here and working—with real concern.

# PATHWAYS TO EMPLOYMENT

**+8%**

**HIGH SCHOOL GRADUATION  
RATE IMPROVEMENT, 2013-23**

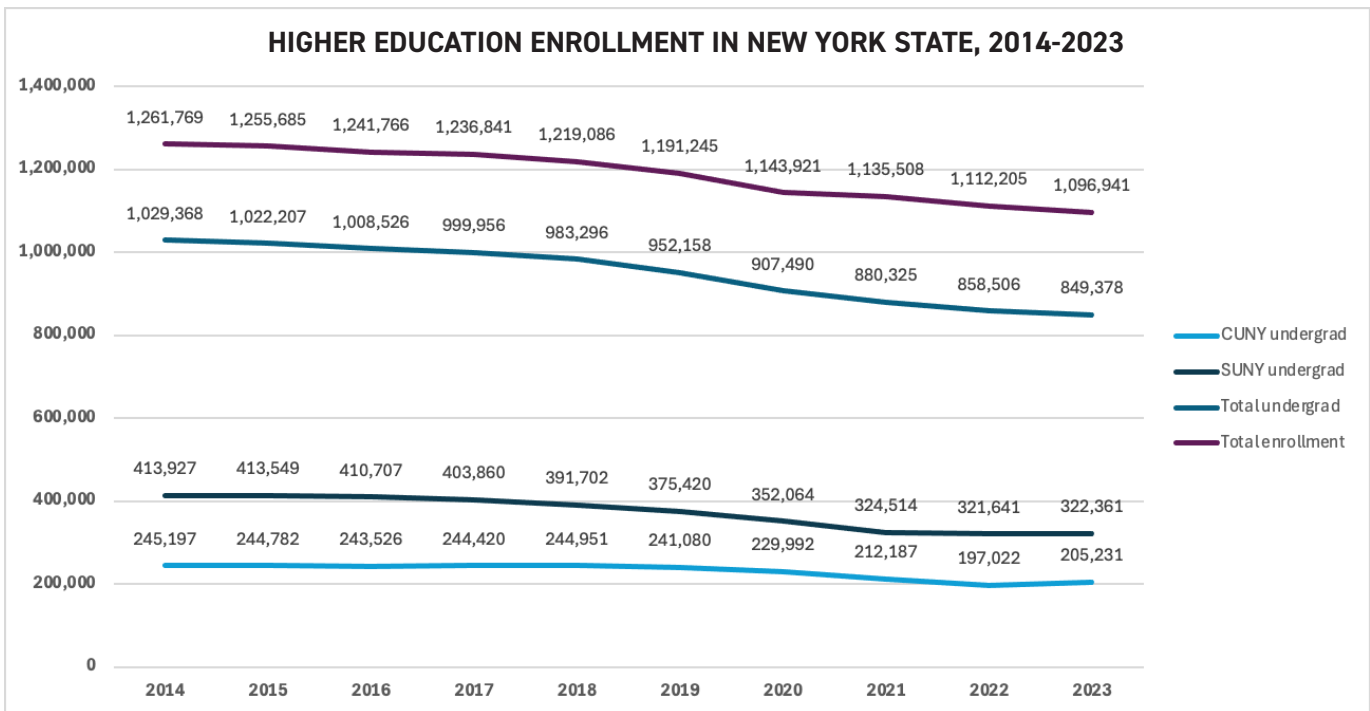
**61%**

**NEW YORK STATE APPRENTICES  
AGE 25+**

**64%**

**OF JOBBEEKERS UNHAPPY  
WITH THEIR PROFESSIONAL  
NETWORK**

For individuals looking to enter into or advance in the labor market, educational attainment and skills mastery continues to offer the surest path toward career success and economic security. The first major milestone on the path to career success and economic security is successful high school completion. On this measure, New York reported an 86 percent four-year graduation rate as of August 2023<sup>37</sup>, a one-point decline from a year earlier but an eight-point increase from the 78 percent rate of 2013<sup>38</sup>. The state saw improvements for virtually every subgroup over the ten-year period.



At the postsecondary level, CUNY and SUNY both reported graduation rates slightly down from a year earlier. As of 2023, full-time/first-time CUNY students who enrolled in Fall 2017 had a six-year bachelor's degree completion rate of 53.7 percent<sup>39</sup>, while associate degree students who began their studies in Fall 2020 had a three-year completion rate of 21.3 percent. A year earlier, the figures were 54.5 percent and 23.4 percent respectively<sup>40</sup>. At SUNY, the six-year bachelor's completion rate was 66 percent (down from 67.5 percent in 2022), with the three-year associate rate at 29.1 (slightly improved from 28.2 percent)<sup>41</sup>.

As noted in the previous section, higher education in New York is facing a long-term trend of declining enrollment. The total number of SUNY undergraduates fell by more than 90,000 students from 2014 to 2023, while CUNY lost about 40,000 students over the same period. The number of both full-time and part-time students in degree programs decreased as well.

## NEW YORKERS SERVED IN PROGRAM YEAR 2022

# 419,973

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

# 63,497

UNDER WIOA TITLE II ADULT  
EDUCATION PROGRAMS

One relative bright spot is that both CUNY and SUNY have seen enrollment rise in each of the last two academic years. For SUNY, this was the first year of back-to-back enrollment increases in 15 years<sup>42</sup>, while CUNY saw an overall 3 percent gain largely driven by a surge of new students into community colleges and graduate programs<sup>43</sup>. It remains to be seen, however, whether these gains can survive the “demographic cliff” facing the higher education sector—an effect of the birth rate decline referenced in the previous section that could decrease New York’s college-going population by as much as 27 percent in the years to come<sup>44</sup>.

Over recent years, federal and state policymakers increasingly have promoted apprenticeship as an alternative pathway to career success. According to the US Department of Labor, New York was home to 19,118 apprentices in Fiscal Year 2024, continuing a decade-long growth trend. 61 percent of apprentices in New York were ages 25-54, with another 38 percent aged 24 or younger. While New York’s total number of apprentices was ninth-highest among the 50 states, it trailed behind smaller states such as Ohio, Michigan, and Missouri, and was less than a quarter of California’s total<sup>45</sup>.

Within New York, the counties with the largest number of apprentices were Queens (6,762), New York (2,160), Monroe (1,546), Onondaga (1,341), and Albany (1,230), accounting for well over half the statewide total<sup>46</sup>. Construction continues to employ an overwhelming share of apprentices, accounting for 83 percent as of September 2024<sup>47</sup>. Non-construction programs did comprise the large bulk of new apprenticeship program creation again in 2024, with 64 of 73 new programs in sectors other than building and construction trades. Among these were Care Coordinator, General Insurance Associate, and Nanotechnology Engineering Technician.

### TOP 10 DESIRED TRAININGS STATEWIDE (2024)

1.	DIGITAL SKILLS
2.	SECURITY
3.	EXCEL
4.	ADMINISTRATIVE
5.	ARTIFICIAL INTELLIGENCE
6.	CDL
7.	HEALTH CARE
8.	INFORMATION TECHNOLOGY
9.	CONSTRUCTION
10.	ACCOUNTING

For those already in the labor market but seeking skills training or new employment, programs offered through the federal Workforce Innovation and Opportunity Act (WIOA), including Wagner-Peyser, served a total of 419,973 New Yorkers in Program Year 2022 (July 2022-June 2023)<sup>48</sup>. New York’s WIOA performance lagged that of the nation as a whole on a number of important indicators, including employment after exit, median earnings, credential attainment, and measurable skill gains. WIOA Title II, offering adult education programs, served an additional 63,497 New Yorkers in PY2022<sup>49</sup>.

Just as with employers, the state Workforce Investment Board surveyed jobseekers across New York to better understand their concerns and needs related to the labor market and potential training. Their most common perceived barriers to employment included lacking a large professional network (64 percent, including 25 percent that characterized this as a “severe” barrier); facing discrimination due to age (64 percent, including 27 percent severe); lacking the right degree, certificate, or certification (62 percent, including 22 percent severe); not having enough experience in the field (58 percent, including 17 percent severe); and insufficient education or training (49 percent, including 13 percent severe). Asked what training they were most interested in, jobseekers pointed to digital skills and security<sup>50</sup>.

# SOURCES

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