

2024 New York State Workforce Survey Results



SEPTEMBER 2024

Overview

In 2021, The Business Council teamed up with the New York State Department of Labor to survey thousands of businesses on the challenges and needs in a world deeply changed by COVID-19. The results continue to shape workforce development practices and policy from the P-12 system to higher education and among training providers across New York State.

In the years since, the Department of Labor has partnered with The Business Council, Empire State Development and the Regional Economic Development Councils and the New York Association of Training and Employment Professionals to annually gather real-time feedback on the state of the workforce and the needs of businesses and job seekers. Special thanks must be given to the New York State AFL-CIO and the Workforce Development Institute for their assistance in shaping survey questions.

Survey questions are kept optional for all participants and percentages listed represent a percentage of the total participants for that individual question and in that region (if applicable), not *all* survey or regional participants.

In total, more than **2,600 unique business** and **10,300 job seekers** took part in surveys this year, bringing the four-year total to 10,700 businesses and 30,600 job seekers.

The 2024 geographic breakdowns of business and job seeker respondents are below:

Business hiring region	%	Where job seekers are looking for work	%
Capital Region	8%	Capital Region	7%
Central NY	10%	Central New York	7%
Finger Lakes	13%	Finger Lakes	7%
Long Island	8%	Mid-Hudson	9%
Mid-Hudson	13%	Long Island	11%
Mohawk Valley	4%	Mohawk Valley	6%
New York City	15%	New York City	27%
North Country	8%	North Country	6%
Southern Tier	7%	Southern Tier	6%
Western NY	12%	Western NY	7%
		Outside of NYS	6%

Business Survey Results

Business Challenges

Businesses were asked to rank their top five current challenges. This is what they said:

Challenge (Statewide, All Industries)	2023	2024
Quality of available workforce	--	63%
Attracting new workers	76%	62%
Inflation	54%	41%
Retaining current workers	49%	38%
Government regulations	37%	27%
Quiet quitting	27%	24%
Training current staff	22%	22%
Hiring / maintaining a diverse staff	31%	22%
Retirements	16%	16%
Keeping up with technology	13%	16%

Capital Region (2024)	%
Quality of available workforce	70%
Attracting new workers	64%
Government regulations	43%
Inflation	38%
Retaining current workers	36%
Hiring / maintaining a diverse staff	28%
Quiet quitting	21%
Staying competitive to other states	20%

Central New York (2024)	%
Quality of available workforce	73%
Attracting new workers	68%
Retaining current workers	48%
Inflation	35%
Hiring / maintaining a diverse staff	27%
Quiet quitting	27%
Government regulations	27%
Retirements	25%

Finger Lakes (2024)	%
Quality of available workforce	70%
Attracting new workers	65%
Retaining current workers	44%
Inflation	37%
Government regulations	29%
Training current staff	23%
Quiet quitting	22%
Hiring / maintaining a diverse staff	19%

Hudson Valley (2024)	%
Attracting new workers	70%
Quality of available workforce	67%
Inflation	48%
Retaining current workers	46%
Quiet quitting	28%
Training current staff	27%
Government regulations	27%
Hiring / maintaining a diverse staff	21%

Long Island (2024)	%
Quality of available workforce	65%
Attracting new workers	59%
Inflation	51%
Retaining current workers	40%
Government regulations	32%
Quiet quitting	29%
Hiring / maintaining a diverse staff	21%
Cybersecurity	19%

Mohawk Valley (2024)	%
Quality of available workforce	70%
Attracting new workers	58%
Retaining current workers	48%
Inflation	36%
Government regulations	36%
Quiet quitting	27%
Retirements	24%
Hiring / maintaining a diverse staff	21%

New York City (2024)	%
Attracting new workers	39%
Quality of available workforce	37%
Inflation	35%
Retaining current workers	30%
Training current staff	24%
Government regulations	24%
Keeping up with technology	21%
Hiring / maintaining a diverse staff	20%

Southern Tier (2024)	%
Attracting new workers	69%
Quality of available workforce	69%
Retaining current workers	45%
Inflation	35%
Government regulations	33%
Hiring / maintaining a diverse staff	29%
Quiet quitting	25%
Training current staff	22%

North Country (2024)	%
Quality of available workforce	69%
Attracting new workers	60%
Inflation	37%
Retaining current workers	32%
Quiet quitting	29%
Government regulations	27%
Keeping up with customer demand	27%
Hiring / maintaining a diverse staff	26%

Western New York (2024)	%
Quality of available workforce	73%
Attracting new workers	72%
Retaining current workers	39%
Inflation	34%
Quiet quitting	29%
Hiring / maintaining a diverse staff	26%
Government regulations	26%
Retirements	22%

Artificial Intelligence

We asked businesses if they are implementing or *considering* implementing **Artificial Intelligence** in the **next 12-24 months**.

AI Plans (Statewide)	%
Yes	16%
No	55%
Unsure	28%

AI Plans	Capital Region	Central NY	Finger Lakes	Hudson Valley	Long Island	Mohawk Valley	NYC	North Country	Southern Tier	Western NY
Yes	20%	22%	19%	23%	16%	15%	27%	17%	17%	13%
No	56%	42%	44%	49%	46%	44%	42%	54%	52%	52%
Unsure	24%	36%	36%	28%	38%	41%	31%	29%	31%	35%

Examples of AI being implemented or contemplated include:

- Marketing
- Creating written content
- Data processing
- Image generation
- Task automation
- Administrative
- Chatbot

We also asked businesses if the implementation of AI would cause a reduction in their current staff count or future hiring.

AI Causing Staff Reduction? (Statewide)	%
Yes	5%
No	56%
Unsure	39%

Recruiting Workers: Difficult to fill positions

Which positions are most difficult to fill? Business' ranked responses are below:

Position (Statewide, 2023)	
1.	Teacher
2.	Laborer
3.	CDL Driver
4.	Administrative
5.	Sales
6.	Accountant
7.	Registered Nurse
8.	Manager
9.	Mechanic
10.	Warehouse Worker
11.	Direct Support Professional
12.	Customer Service Representative
13.	CNC Machinist
14.	Electrician
15.	Chef/Cook

Position (Statewide, 2024)	
1.	Teacher
2.	Administrative
3.	Sales
4.	Engineer
5.	CDL Driver
6.	Chef/Cook
7.	Registered Nurse
8.	Laborer
9.	Accountant
10.	Production Worker
11.	Direct Support Professional
12.	Maintenance Technician
13.	Teaching Assistant
14.	Machinist
15.	Electrician

Capital Region	
Sales	
CDL Driver	
Engineer	
Administrative	
Program Manager	
Teacher	
Laborer	
Mechanic	
Service Technician	
Production Worker	

Central New York	
Engineer	
Administrative	
Sales	
CDL Driver	
Production Worker	
Laborer	
Program Manager	
Direct Support Professional	
Electrician	
Teacher	

Finger Lakes	
Sales	
CDL Driver	
Teacher	
Administrative	
Production Worker	
Engineer	
Quality Control	
Electrician	
Accountant	
Registered Nurse	

Hudson Valley	
Teacher	
Administrative	
Sales	
Direct Support Professional	
Program Manager	
Teaching Assistant	
Registered Nurse	
CDL Driver	
Home Health Aide	
Chef	

Long Island	
Administrative	
Registered Nurse	
Accountant	
Sales	
Teacher	
Engineer	
Nurse	
Laborer	
Home Health Aide	
CDL Driver	

Mohawk Valley	
Engineer	
Administrative	
Sales	
Direct Support Professional	
Laborer	
CDL Driver	
Cleaner	
Baker	
Program Manager	
Teacher	

New York City	
Administrative	
Sales	
CDL Driver	
Nurse	
IT	
Teacher	
Program Manager	
Manager	
Chef	
Home Health Aide	

North Country	
Administrative	
Chef	
Laborer	
Registered Nurse	
Farmer	
Yard Hand	
Sales	
Engineer	
Housekeeper	
Technician	

Southern Tier	
Teacher	
Administrative	
Sales	
Engineer	
CDL Driver	
Construction Manager	
Direct Support Professional	
Program Manager	
Skilled Trades	
Accountant	

Western New York	
Sales	
Teacher	
Engineer	
Administrative	
Laborer	
CDL Driver	
Machinist	
Production Worker	
Quality Control	
Maintenance Technician	

Finding Talent

Businesses ranked their most used and most successful recruitment resources:

Popular Recruitment Tools (Statewide, All industries)	<u>2021</u>	<u>2022</u>	<u>2022</u>	<u>2024</u>
Word of mouth / Networking through current employees / Referrals	78%	58%	78%	77%
Indeed	73%	53%	73%	70%
Company website	62%	46%	63%	49%
LinkedIn	36%	30%	52%	48%
NYS Dept. of Labor / NYS Job Bank / Virtual Career Center (VCC)	48%	35%	45%	41%
In-person career fairs	--	21%	40%	40%
Facebook	46%	37%	32%	39%
Third-party recruiter/head-hunter/staffing firm	31%	24%	32%	29%

Most Successful Recruitment Tool (Statewide, All industries)	<u>2021</u>	<u>2023</u>	<u>2022</u>	<u>2024</u>
Word of mouth / Networking through current employees / Referrals	58%	56%	57%	54%
Indeed	52%	52%	50%	48%
Company website	17%	20%	18%	16%
Third-party recruiter / head-hunter / staffing firm	14%	15%	14%	13%
LinkedIn	--	10%	12%	13%

Recruiting for Skills

Businesses identified both technical (first chart) and non-technical (second chart) skills lacking among job applicants and new employees:

Non-Technical Skills (Statewide, All industries)	2021	2022	2023	2024
Self-motivation	64%	70%	61%	61%
Communication skills	66%	52%	56%	61%
Problem-solving/critical thinking	63%	48%	52%	59%
Timeliness/attendance	51%	55%	51%	50%
Attention to detail	58%	50%	46%	49%
Ability to take criticism	40%	31%	27%	41%
Time management	44%	32%	32%	38%
Personal awareness	34%	27%	26%	36%
Teamwork	31%	24%	21%	31%
Conflict management	33%	17%	18%	31%
English skills/grammar	31%	19%	21%	24%
Customer service	24%	19%	20%	21%
Basic math skills	30%	15%	17%	20%

Technical Skills Lacking (Statewide, All industries)	2021	2022	2023	2024
Basic computer use / computer literacy	47%	44%	48%	38%
Software proficiency in Excel	39%	32%	34%	34%
Data analysis	15%	16%	19%	24%
Mechanical technical / engineering	23%	19%	22%	22%
Email	19%	19%	22%	19%
Software proficiency in Word	23%	17%	19%	19%
Typing	19%	16%	18%	18%

Barriers

The most common barriers that prevent a business from hiring a job candidate or prevent the candidate from taking a job are:

Barriers <i>(Statewide, All Industries)</i>	2021	2022	2023	2024
Lack of experience	56%	50%	52%	51%
Insufficient education/training	29%	32%	35%	39%
Gap in salary and wage expectations	34%	45%	43%	38%
Self-motivation, initiative	37%	47%	45%	35%
Transportation	30%	33%	35%	31%
Child care	19%	24%	26%	26%
Scheduling	19%	26%	28%	25%
Lack of driver's license	19%	20%	18%	18%
Gaps in employment	16%	16%	18%	18%

Capital Region	%
Lack of experience	58%
Self-motivation, initiative	44%
Insufficient education/training	38%
Transportation	27%
Gap in salary and wage expectations	27%
Lack of driver's license	22%
I can't validate their skills	20%
Lack of professional credentials	20%

Central New York	%
Lack of experience	54%
Gap in salary and wage expectations	41%
Self-motivation, initiative	39%
Transportation	31%
Lack of driver's license	27%
Lack of professional credentials	24%
Insufficient education/training	24%
Gaps in employment	22%

Finger Lakes	%
Lack of experience	58%
Gap in salary and wage expectations	36%
Insufficient education/training	33%
Self-motivation, initiative	33%
Transportation	30%
Scheduling	27%
Lack of professional credentials	26%
Child care	23%

Hudson Valley	%
Lack of experience	51%
Insufficient education/training	39%
Gap in salary and wage expectations	38%
Self-motivation, initiative	35%
Transportation	31%
Child care	26%
Scheduling	25%
Lack of professional credentials	25%

Long Island	%
Gap in salary and wage expectations	48%
Lack of experience	38%
Insufficient education/training	36%
Transportation	23%
I can't validate their skills	21%
Child care	20%
Self-motivation, initiative	20%
Scheduling	18%

Mohawk Valley	%
Lack of experience	59%
Self-motivation, initiative	59%
Transportation	34%
Insufficient education/training	34%
Lack of professional credentials	31%
Scheduling	28%
Lack of driver's license	28%
Cannot pass background check	28%

New York City	%
Lack of experience	35%
Insufficient education/training	30%
Gap in salary and wage expectations	26%
Self-motivation, initiative	25%
Lack of professional credentials	23%
Transportation	20%
Child care	17%
Scheduling	17%

Southern Tier	%
Lack of experience	60%
Self-motivation, initiative	47%
Insufficient education/training	38%
Gap in salary and wage expectations	33%
Lack of professional credentials	29%
I can't validate their skills	27%
Lack of driver's license	27%
Transportation	24%

North Country	%
Self-motivation, initiative	53%
Lack of experience	49%
Gap in salary and wage expectations	37%
Insufficient education/training	35%
Transportation	31%
Child care	27%
Lack of driver's license	20%
Lack of professional credentials	20%

Western New York	%
Lack of experience	53%
Insufficient education/training	42%
Self-motivation, initiative	42%
Transportation	36%
Scheduling	31%
Gap in salary and wage expectations	31%
I can't validate their skills	22%
Lack of professional credentials	22%

Workforce Behaviors

Businesses also identified specific workforce behaviors that were missing and causing operational impacts.

Behaviors Missing <i>(Statewide, All Industries)</i>	2024
Attendance	63%
Work ethic	59%
Motivation	56%
Positive attitude	44%
Quality of work	43%
Professionalism	43%
Pride in work	37%

Capital Region	%
Attendance	58%
Motivation	58%
Work ethic	52%
Quality of work	48%
Communication	44%
Pride in work	42%
Professionalism	41%
Positive attitude	40%

Central New York	%
Attendance	75%
Work ethic	63%
Motivation	54%
Positive attitude	41%
Quality of work	38%
Pride in work	38%
Professionalism	38%
Communication	30%

Finger Lakes	%
Attendance	65%
Work ethic	65%
Motivation	62%
Professionalism	51%
Positive attitude	47%
Communication	39%
Quality of work	38%
Problem-solving	36%

Hudson Valley	%
Attendance	65%
Professionalism	55%
Work ethic	55%
Motivation	53%
Positive attitude	49%
Communication	44%
Pride in work	44%
Quality of work	43%

Long Island	%
Work ethic	46%
Communication	46%
Motivation	45%
Attendance	41%
Professionalism	41%
Quality of work	39%
Positive attitude	36%
Problem-solving	36%

Mohawk Valley	%
Attendance	69%
Quality of work	62%
Work ethic	58%
Motivation	54%
Pride in work	50%
Communication	50%
Positive attitude	46%
Professionalism	46%

New York City	%
Work ethic	44%
Quality of work	41%
Communication	41%
Attendance	40%
Positive attitude	40%
Motivation	37%
Professionalism	37%
Pride in work	34%

Southern Tier	%
Attendance	62%
Pride in work	57%
Work ethic	57%
Motivation	55%
Quality of work	55%
Positive attitude	52%
Professionalism	52%
Communication	45%

North Country	%
Attendance	77%
Work ethic	64%
Motivation	58%
Quality of work	49%
Communication	43%
Professionalism	43%
Pride in work	42%
Positive attitude	36%

Western New York	%
Attendance	72%
Work ethic	68%
Motivation	54%
Positive attitude	45%
Pride in work	43%
Professionalism	43%
Quality of work	42%
Communication	42%

Job Seeker Survey Results

Desired Industry Shift

Job seekers identified the industry of their last job compared to where they are currently looking for employment:

Industry	2021*		2022		2023		2024	
	Last Job	Seeking Work						
Agriculture, Forestry, Fishing	<1%	1%	3%	2%	2%	5%	3%	6%
Mining, Quarrying, Extraction	<1%	<1%	1%	1%	1%	2%	2%	4%
Utilities	1%	1%	3%	3%	3%	8%	6%	12%
Construction	4%	5%	15%	8%	8%	11%	14%	17%
Manufacturing	5%	5%	7%	7%	7%	10%	13%	17%
Wholesale Trade	1%	1%	2%	3%	3%	6%	6%	10%
Retail Trade	13%	9%	14%	17%	17%	17%	23%	24%
Transportation, Warehousing	8%	7%	9%	12%	12%	14%	18%	22%
Information	2%	3%	4%	8%	8%	15%	13%	23%
Finance and Insurance	4%	4%	8%	10%	10%	14%	14%	19%
Real Estate, Rental & Leasing	1%	2%	3%	5%	5%	8%	6%	11%
Prof., Scientific, Technical	4%	6%	8%	11%	11%	17%	18%	27%
Management of Companies	2%	3%	5%	7%	7%	12%	10%	20%
Admin. & Waste Mgt. Services	4%	5%	5%	7%	7%	13%	10%	20%
Educational Services	7%	6%	8%	13%	13%	19%	17%	24%
Health Care & Social Asst.	16%	17%	19%	22%	22%	29%	30%	39%
Arts, Entertainment & Rec.	5%	6%	8%	11%	11%	19%	16%	28%
Accommodation & Food Svc.	11%	6%	9%	11%	11%	12%	14%	18%
Other Services	8%	7%	10%	12%	12%	15%	16%	23%
Public Administration	3%	6%	5%	10%	10%	24%	15%	31%

*Beginning in 2022, individuals were allowed to choose multiple past and potential occupations.

Incentives

What work options/incentives would you like employers to offer?

Incentive (Statewide, 2024)	%
Paid time off	60%
Ability to work remotely full-time	60%
Higher pay / higher starting pay	59%
Ability to work remotely some of the time	53%
Health and wellness benefits	50%
Flexibility to choose my own hours	49%
Fewer days of work per week with same overall pay	45%
Training opportunities to up-skill for future growth	43%
Ability to only work during the week	41%
Ability to work early in the morning	34%

Incentive (Statewide, 2022)	%
Paid time off	38%
Higher pay / higher starting pay	36%
Ability to work remotely full-time	33%
Ability to work remotely some of the time	31%
Flexibility to choose my own hours	31%
Fewer days of work per week with same pay	29%
Ability to only work during the week	27%
Ability to work early in the morning	21%
Promotional opportunities	19%
Potential future earnings based on performance	18%

Incentive (Statewide, 2023)	%
Ability to work remotely full-time	36%
Paid time off	35%
Higher pay / higher starting pay	33%
Health insurance	33%
Ability to work remotely some of the time	33%
Flexibility to choose my own hours	30%
Ability to only work during the week	27%
Fewer days of work per week with same pay	24%
Ability to work early in the morning	21%
Retirement account	17%

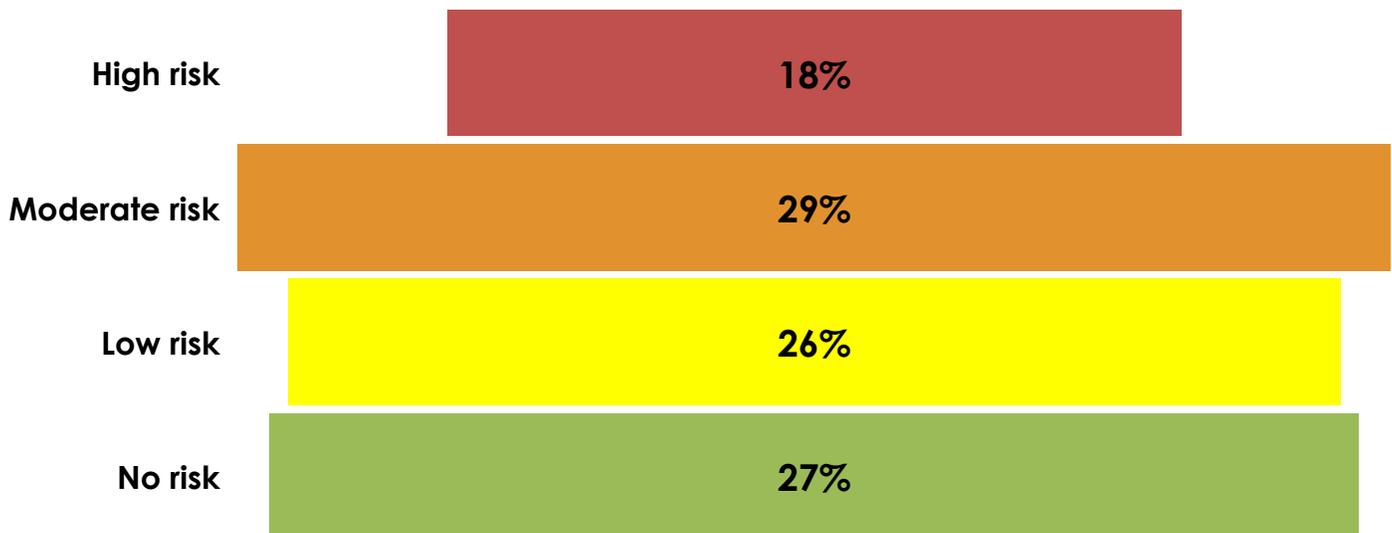
Job Search

Job seekers were asked what methods they are using to apply to jobs. They said:

Method (Statewide, 2024)	%
Indeed	94%
LinkedIn	65%
Word of mouth / referrals	56%
Company websites	51%
ZipRecruiter	34%
NYS Job Bank	33%
NYS JobZone	32%
In-person career fairs	31%
Virtual career fairs	30%
CareerBuilder	27%

Artificial Intelligence

Do you believe your job or industry are at risk due to Artificial Intelligence or automation in the next decade?



Barriers

What barriers to employment do job seekers say they face?

Barrier (Statewide, 2024)	Mild	Severe
I don't have enough experience in the field	41%	17%
I don't have the right degree, certificate or credential	40%	22%
I don't have a large professional network	39%	25%
I face discrimination due to my age	37%	27%
I have insufficient education or training	36%	13%
I don't have enough modern / digital skills	35%	12%
I have gaps in employment	35%	15%
I'm unable to practice for potential job interview questions	27%	8%
I'm unable to create cover letters and resumes	25%	8%
I don't have access to reliable transportation	22%	9%
I'm unable to access technology to work remotely	22%	10%
I'm unable to access the Internet to search and interview for jobs	19%	6%
I have a disability	18%	8%
I don't have a driver's license	14%	17%

Barrier (2024)	Capital Region		Central New York	
	Mild	Severe	Mild	Severe
I don't have enough experience in the field	37%	16%	35%	18%
I don't have the right degree, certificate or credential	35%	21%	36%	18%
I don't have a large professional network	38%	25%	38%	22%
I face discrimination due to my age	39%	29%	37%	30%
I have insufficient education or training	31%	13%	32%	12%
I don't have enough modern / digital skills	29%	9%	32%	11%
I have gaps in employment	34%	14%	34%	15%
I'm unable to practice for potential job interview questions	26%	7%	29%	9%
I'm unable to create cover letters and resumes	23%	8%	26%	9%
I don't have access to reliable transportation	20%	12%	23%	13%
I'm unable to access technology to work remotely	18%	12%	19%	13%
I'm unable to access the Internet to search for jobs	20%	5%	22%	7%
I have a disability	21%	9%	20%	9%
I don't have a driver's license	11%	12%	13%	14%

Barrier (2024)	Finger Lakes		Long Island	
	Mild	Severe	Mild	Severe
I don't have enough experience in the field	37%	17%	38%	18%
I don't have the right degree, certificate or credential	36%	20%	35%	21%
I don't have a large professional network	38%	23%	35%	26%
I face discrimination due to my age	39%	32%	39%	33%
I have insufficient education or training	31%	12%	33%	14%
I don't have enough modern / digital skills	32%	10%	35%	12%
I have gaps in employment	35%	15%	34%	16%
I'm unable to practice for potential job interview questions	25%	8%	28%	8%
I'm unable to create cover letters and resumes	23%	8%	26%	8%
I don't have access to reliable transportation	19%	12%	22%	10%
I'm unable to access technology to work remotely	19%	11%	20%	12%
I'm unable to access the Internet to search for jobs	19%	5%	19%	5%
I have a disability	20%	10%	16%	7%
I don't have a driver's license	10%	11%	10%	11%

Barrier (2024)	Mid-Hudson		Mohawk Valley	
	Mild	Severe	Mild	Severe
I don't have enough experience in the field	34%	16%	33%	18%
I don't have the right degree, certificate or credential	33%	21%	32%	19%
I don't have a large professional network	37%	24%	37%	23%
I face discrimination due to my age	40%	33%	37%	31%
I have insufficient education or training	30%	11%	27%	13%
I don't have enough modern / digital skills	31%	10%	32%	9%
I have gaps in employment	35%	14%	34%	15%
I'm unable to practice for potential job interview questions	25%	7%	28%	8%
I'm unable to create cover letters and resumes	21%	8%	26%	9%
I don't have access to reliable transportation	20%	10%	22%	13%
I'm unable to access technology to work remotely	16%	10%	20%	12%
I'm unable to access the Internet to search for jobs	17%	5%	22%	6%
I have a disability	17%	7%	20%	8%
I don't have a driver's license	11%	10%	13%	13%

Barrier (2024)	New York City		North Country	
	Mild	Severe	Mild	Severe
I don't have enough experience in the field	39%	17%	34%	17%
I don't have the right degree, certificate or credential	36%	21%	33%	20%
I don't have a large professional network	36%	26%	36%	22%
I face discrimination due to my age	35%	24%	36%	29%
I have insufficient education or training	34%	13%	30%	12%
I don't have enough modern / digital skills	34%	10%	30%	10%
I have gaps in employment	35%	16%	33%	14%
I'm unable to practice for potential job interview questions	28%	8%	28%	8%
I'm unable to create cover letters and resumes	24%	8%	27%	8%
I don't have access to reliable transportation	24%	8%	21%	14%
I'm unable to access technology to work remotely	21%	10%	18%	13%
I'm unable to access the Internet to search for jobs	19%	6%	21%	6%
I have a disability	16%	6%	20%	9%
I don't have a driver's license	17%	20%	11%	13%

Barrier (2024)	Southern Tier		Western New York	
	Mild	Severe	Mild	Severe
I don't have enough experience in the field	33%	17%	39%	17%
I don't have the right degree, certificate or credential	32%	19%	37%	22%
I don't have a large professional network	37%	23%	37%	24%
I face discrimination due to my age	38%	30%	39%	34%
I have insufficient education or training	29%	13%	33%	13%
I don't have enough modern / digital skills	30%	9%	34%	10%
I have gaps in employment	33%	15%	35%	16%
I'm unable to practice for potential job interview questions	27%	7%	28%	8%
I'm unable to create cover letters and resumes	25%	8%	25%	8%
I don't have access to reliable transportation	22%	13%	21%	14%
I'm unable to access technology to work remotely	18%	12%	18%	13%
I'm unable to access the Internet to search for jobs	21%	6%	20%	6%
I have a disability	19%	9%	23%	10%
I don't have a driver's license	11%	13%	11%	12%

Training

If specific skill training were available (on your schedule and affordable/at no-cost), in what type(s) of training would you be interested?

Training Desired Statewide, 2023

1. Digital Skills
2. Information Technology
3. Excel
4. Administrative
5. CDL
6. Health Care
7. Accounting
8. Project Management
9. Medical Coding & Billing
10. Security
11. Microsoft Office
12. Nursing
13. Digital Marketing
14. Management
15. Electrical
16. Construction
17. Culinary
18. Real Estate
19. Teaching
20. CNA
21. Cybersecurity
22. Coding
23. Customer Service
24. Home Health Aide

Training Desired 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
11. Project Management
12. Cybersecurity
13. Medical Billing & Coding
14. Microsoft Office
15. Management
16. Nursing
17. Coding
18. Electrical
19. Home Health Aide
20. Data analysis
21. OSHA
22. Culinary
23. English
24. Human Resources

Regional Training Results

Capital Region

- Digital literacy
- AI
- CDL
- Administrative
- Project Management
- Cybersecurity
- IT
- Coding
- Construction
- Excel

Mohawk Valley Region

- Digital literacy
- AI
- CDL
- Construction
- Project Management
- Electrical
- IT
- Security
- Cybersecurity
- Medical Billing and Coding

Central New York

Digital literacy

AI

Construction

CDL

Electrical

Project Management

Coding

IT

Excel

Cybersecurity

Finger Lakes

Digital literacy

AI

IT

CDL

Excel

Project Management

Administrative

Microsoft Office

Cybersecurity

Coding

Long Island

Digital literacy

AI

Excel

Project Management

IT

Cybersecurity

CDL

Construction

Accounting

Administrative

Mid-Hudson Region

Digital literacy

AI

CDL

Excel

Project Management

Cybersecurity

Management

Construction

Microsoft Office

IT

New York City

Digital literacy

Security

AI

CDL

Excel

Health care

Construction

IT

Administrative

Cybersecurity

North Country Region

Digital literacy

AI

CDL

Project Management

Construction

Cybersecurity

IT

Electrical

Data analysis

Microsoft Office

Southern Tier

Digital literacy

AI

CDL

Project Management

Construction

IT

Excel

Coding

Electrical

Nursing

Western New York

Digital literacy

AI

CDL

Project Management

Microsoft Office

Construction

Medical Billing and Coding

Excel

Cybersecurity

Management