

2022 Job Seeker Survey Results

WE ARE YOUR DOL



JUNE 2022

Overview

In March 2021, the New York State Department of Labor (DOL) and The Business Council of New York State partnered to conduct a comprehensive survey of New York State businesses focused on workforce development. The Business Survey results can be found here: https://www.bcnys.org/sites/default/files/2021-07/BCNYS%2BNYSDOL_Business_Workforce_Survey_Results_FINAL.pdf

As a follow-up to that survey, DOL launched a statewide Job Seeker Survey in June 2021. The results of these surveys 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 Spring 2022, DOL again worked to gather real-time feedback on the state of the workforce from job seekers. In total, **8,000 individuals** responded to the survey in 2022.

Special thanks must be given to the New York State AFL-CIO and the Workforce Development Institute for their assistance in shaping survey questions this year. As with the previous surveys, survey questions were optional, but job seekers were encouraged to answer as many as possible. Percentages listed represent a percentage of the total participants for that individual question, not all survey participants.

Where are you looking for work?

| | |
|------------------|-------|
| Capital Region | 415 |
| Central New York | 392 |
| Finger Lakes | 408 |
| Hudson Valley | 745 |
| Long Island | 1,275 |
| Mohawk Valley | 152 |
| New York City | 3,369 |
| North Country | 173 |
| Southern Tier | 224 |
| Western NY | 513 |
| Outside of NYS | 571 |
| All Regions | 775 |

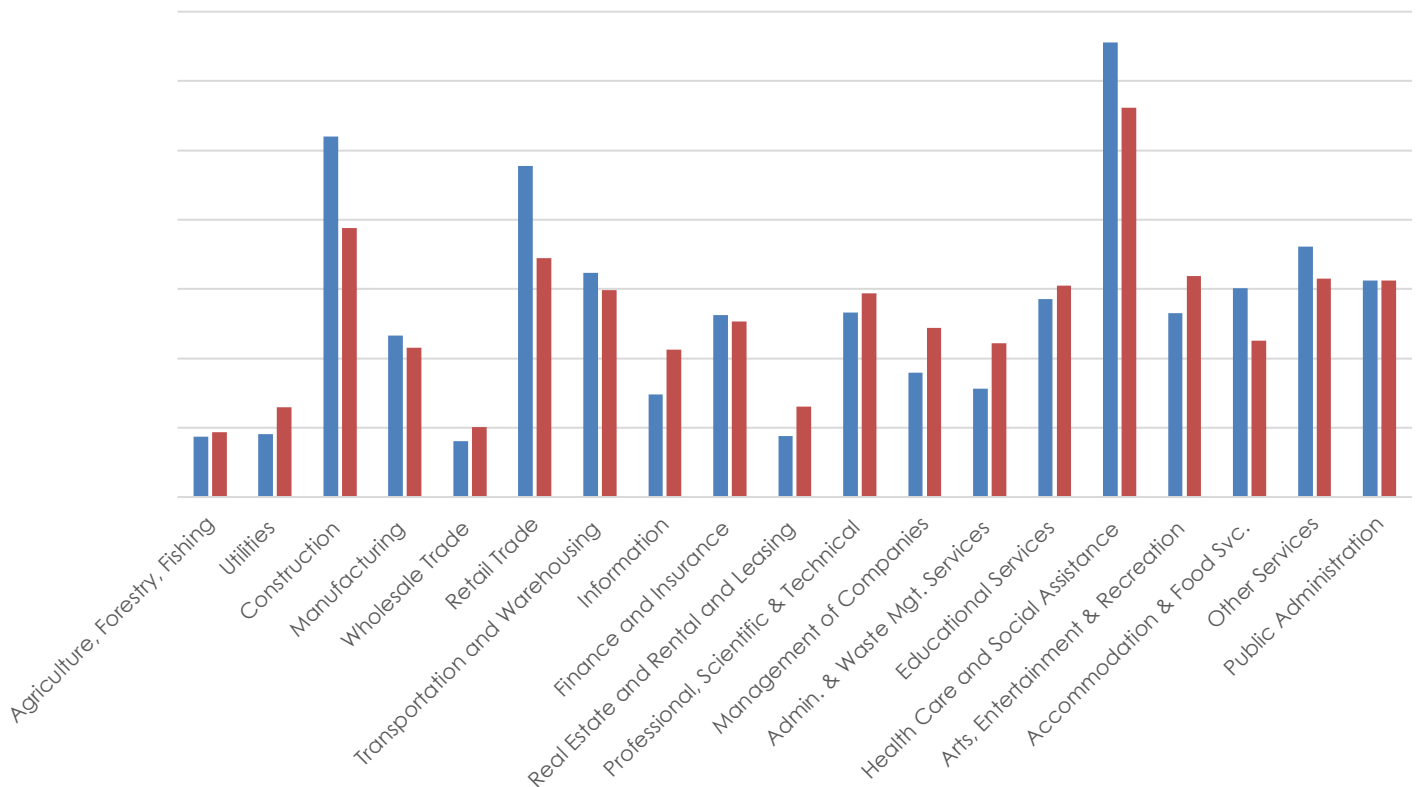
What was your employment status prior to March 2020 and what type of work are you now pursuing?

| Prior to March 2020 | % | What type of work are you pursuing? | % |
|---------------------------------|----------|--|----------|
| Working full-time | 54% | Full-time | 58% |
| Fully unemployed | 20% | Part-time / supplemental income | 21% |
| Working one part-time job | 10% | Contract / gig work | 10% |
| Doing temporary / seasonal work | 5% | Other / any | 7% |
| Working two part-time jobs | 2% | Not seeking work at this time | 5% |
| Self-employed | 2% | | |
| Contract work | 1% | | |

Desired Industry Shift

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

| Industry | 2021 | | 2022 | |
|--------------------------------|----------|--------------|----------|--------------|
| | Last Job | Seeking Work | Last Job | Seeking Work |
| Agriculture, Forestry, Fishing | <1% | 1% | 2% | 2% |
| Utilities | 1% | 1% | 2% | 3% |
| Construction | 4% | 5% | 10% | 8% |
| Manufacturing | 5% | 5% | 5% | 4% |
| Wholesale Trade | 1% | 1% | 2% | 2% |
| Retail Trade | 13% | 9% | 10% | 7% |
| Transportation, Warehousing | 7% | 7% | 6% | 6% |
| Information | 2% | 3% | 3% | 4% |
| Finance and Insurance | 4% | 4% | 5% | 5% |
| Real Estate, Rental & Leasing | 1% | 2% | 2% | 3% |
| Prof., Scientific, Technical | 4% | 6% | 5% | 6% |
| Management of Companies | 3% | 3% | 4% | 5% |
| Admin. & Waste Mgt. Services | 4% | 5% | 3% | 4% |
| Educational Services | 6% | 6% | 6% | 6% |
| Health Care & Social Asst. | 16% | 18% | 13% | 11% |
| Arts, Entertainment & Rec. | 5% | 6% | 5% | 6% |
| Accommodation & Food Svc. | 11% | 6% | 6% | 5% |
| Other Services | 8% | 7% | 7% | 6% |
| Public Administration | 3% | 6% | 6% | 6% |



Incentives

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

| Reason (statewide) | % |
|---|----------|
| 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 overall pay | 29% |
| Ability to only work during the week | 27% |
| Ability to work early in the morning | 21% |
| Promotional opportunities | 19% |
| A promise of potential future earnings based on performance | 18% |

Barriers

What barriers to employment do you face?

| Barrier (statewide) | Mild | Severe |
|--|-------------|---------------|
| I face discrimination due to my age | 28% | 16% |
| I don't have enough experience in the field | 27% | 9% |
| I don't have the right degree, certificate or credential | 27% | 13% |
| I don't have a large professional network | 27% | 12% |
| I don't have enough modern / digital skills | 25% | 10% |
| I have insufficient education or training | 25% | 8% |
| I have gaps in employment | 18% | 5% |
| I'm unable to practice for potential job interview questions | 17% | 4% |
| I'm unable to access technology to work remotely | 17% | 6% |
| I'm unable to create cover letters and resumes | 16% | 5% |
| I don't have access to reliable transportation | 14% | 5% |
| I'm unable to access the Internet to search for jobs | 13% | 4% |
| I have a disability | 10% | 3% |
| I don't have access to reliable child / elder care | 9% | 5% |

| Barrier | Capital Region | | Central New York | |
|--|-----------------------|---------------|-------------------------|---------------|
| | Mild | Severe | Mild | Severe |
| I face discrimination due to my age | 34% | 15% | 32% | 15% |
| I don't have enough experience in the field | 31% | 8% | 31% | 6% |
| I don't have the right degree, certificate or credential | 30% | 11% | 33% | 11% |
| I don't have a large professional network | 29% | 11% | 27% | 11% |
| I don't have enough modern / digital skills | 23% | 8% | 25% | 8% |
| I have insufficient education or training | 28% | 8% | 31% | 7% |
| I have gaps in employment | 23% | 5% | 19% | 4% |
| I'm unable to practice for potential job interview questions | 14% | 3% | 17% | 3% |
| I'm unable to access technology to work remotely | 14% | 7% | 14% | 6% |
| I'm unable to create cover letters and resumes | 15% | 5% | 15% | 5% |
| I don't have access to reliable transportation | 13% | 4% | 14% | 5% |
| I'm unable to access the Internet to search for jobs | 12% | 3% | 13% | 3% |
| I have a disability | 11% | 4% | 12% | 3% |
| I don't have access to reliable child / elder care | 7% | 4% | 9% | 4% |

| Barrier | Finger Lakes | | Long Island | |
|--|---------------------|---------------|--------------------|---------------|
| | Mild | Severe | Mild | Severe |
| I face discrimination due to my age | 36% | 14% | 29% | 19% |
| I don't have enough experience in the field | 29% | 8% | 26% | 9% |
| I don't have the right degree, certificate or credential | 32% | 13% | 28% | 11% |
| I don't have a large professional network | 28% | 13% | 27% | 12% |
| I don't have enough modern / digital skills | 27% | 7% | 26% | 10% |
| I have insufficient education or training | 30% | 6% | 24% | 9% |
| I have gaps in employment | 19% | 4% | 17% | 5% |
| I'm unable to practice for potential job interview questions | 16% | 2% | 18% | 4% |
| I'm unable to access technology to work remotely | 16% | 4% | 18% | 6% |
| I'm unable to create cover letters and resumes | 16% | 5% | 16% | 5% |
| I don't have access to reliable transportation | 11% | 4% | 12% | 5% |
| I'm unable to access the Internet to search for jobs | 13% | 1% | 12% | 3% |
| I have a disability | 13% | 4% | 11% | 3% |
| I don't have access to reliable child / elder care | 8% | 4% | 9% | 5% |

| Barrier | Mid-Hudson | | Mohawk Valley | |
|--|------------|--------|---------------|--------|
| | Mild | Severe | Mild | Severe |
| I face discrimination due to my age | 31% | 19% | 34% | 14% |
| I don't have enough experience in the field | 26% | 10% | 28% | 9% |
| I don't have the right degree, certificate or credential | 27% | 12% | 30% | 15% |
| I don't have a large professional network | 28% | 12% | 28% | 11% |
| I don't have enough modern / digital skills | 24% | 9% | 23% | 11% |
| I have insufficient education or training | 23% | 9% | 28% | 8% |
| I have gaps in employment | 19% | 5% | 20% | 5% |
| I'm unable to practice for potential job interview questions | 15% | 3% | 11% | 1% |
| I'm unable to access technology to work remotely | 16% | 5% | 14% | 10% |
| I'm unable to create cover letters and resumes | 14% | 5% | 16% | 4% |
| I don't have access to reliable transportation | 11% | 4% | 10% | 3% |
| I'm unable to access the Internet to search for jobs | 11% | 2% | 16% | 3% |
| I have a disability | 11% | 2% | 12% | 3% |
| I don't have access to reliable child / elder care | 8% | 4% | 7% | 2% |

| Barrier | New York City | | North Country | |
|--|---------------|--------|---------------|--------|
| | Mild | Severe | Mild | Severe |
| I face discrimination due to my age | 26% | 15% | 29% | 10% |
| I don't have enough experience in the field | 27% | 9% | 36% | 8% |
| I don't have the right degree, certificate or credential | 28% | 13% | 26% | 12% |
| I don't have a large professional network | 27% | 14% | 28% | 13% |
| I don't have enough modern / digital skills | 26% | 9% | 31% | 9% |
| I have insufficient education or training | 25% | 8% | 24% | 9% |
| I have gaps in employment | 20% | 5% | 21% | 5% |
| I'm unable to practice for potential job interview questions | 18% | 4% | 21% | 1% |
| I'm unable to access technology to work remotely | 17% | 6% | 17% | 10% |
| I'm unable to create cover letters and resumes | 15% | 5% | 24% | 6% |
| I don't have access to reliable transportation | 17% | 5% | 12% | 4% |
| I'm unable to access the Internet to search for jobs | 13% | 3% | 12% | 3% |
| I have a disability | 9% | 2% | 14% | 2% |
| I don't have access to reliable child / elder care | 10% | 5% | 12% | 5% |

| Barrier | Southern Tier | | Western New York | |
|--|---------------|--------|------------------|--------|
| | Mild | Severe | Mild | Severe |
| I face discrimination due to my age | 29% | 15% | 30% | 14% |
| I don't have enough experience in the field | 30% | 12% | 30% | 7% |
| I don't have the right degree, certificate or credential | 30% | 16% | 31% | 13% |
| I don't have a large professional network | 33% | 12% | 32% | 8% |
| I don't have enough modern / digital skills | 25% | 12% | 27% | 10% |
| I have insufficient education or training | 35% | 7% | 26% | 9% |
| I have gaps in employment | 27% | 4% | 18% | 4% |
| I'm unable to practice for potential job interview questions | 14% | 6% | 15% | 4% |
| I'm unable to access technology to work remotely | 15% | 11% | 16% | 8% |
| I'm unable to create cover letters and resumes | 13% | 9% | 18% | 6% |
| I don't have access to reliable transportation | 13% | 4% | 11% | 6% |
| I'm unable to access the Internet to search for jobs | 12% | 5% | 13% | 4% |
| I have a disability | 11% | 5% | 13% | 3% |
| I don't have access to reliable child / elder care | 8% | 2% | 8% | 5% |

Services

| What services would be most beneficial to you as a job seeker? | % |
|---|----------|
| Virtual workshops | 37% |
| Access to good online training courses | 35% |
| Online job search | 30% |
| In-person workshops | 28% |
| Virtual job fairs | 27% |
| Professional network / colleagues / references | 26% |

| Capital Region | % |
|--|----------|
| Virtual workshops | 36% |
| Access to good online training courses | 34% |
| Online job search | 27% |
| Virtual job fairs | 25% |
| Professional network / colleagues / references | 25% |
| In-person workshops | 24% |
| Headhunter / recruiter / employment agency | 23% |
| In-person job fairs | 22% |

| Finger Lakes | % |
|--|----------|
| Access to good online training courses | 35% |
| Virtual workshops | 33% |
| Online job search | 32% |
| Professional network / colleagues / references | 25% |
| Virtual job fairs | 25% |
| Headhunter / recruiter / employment agency | 23% |
| In-person job fairs | 22% |
| In-person workshops | 22% |

| Long Island | % |
|--|----------|
| Virtual workshops | 37% |
| Access to good online training courses | 32% |
| Online job search | 29% |
| In-person workshops | 27% |
| Virtual job fairs | 26% |
| In-person job fairs | 25% |
| Professional network / colleagues / references | 24% |
| Headhunter / recruiter / employment agency | 22% |

| New York City | % |
|--|----------|
| Virtual workshops | 39% |
| Access to good online training courses | 37% |
| Online job search | 30% |
| In-person workshops | 30% |
| Virtual job fairs | 29% |
| Professional network / colleagues / references | 28% |
| Headhunter / recruiter / employment agency | 26% |
| In-person job fairs | 25% |

| Southern Tier | % |
|--|----------|
| Access to good online training courses | 36% |
| Virtual workshops | 33% |
| Online job search | 28% |
| Virtual job fairs | 27% |
| Professional network / colleagues / references | 26% |
| In-person workshops | 25% |
| In-person job fairs | 23% |
| One-on-one career guidance or advice | 20% |

| Central New York | % |
|--|----------|
| Virtual workshops | 31% |
| Access to good online training courses | 29% |
| Online job search | 28% |
| In-person workshops | 24% |
| Virtual job fairs | 23% |
| Professional network / colleagues / references | 23% |
| In-person job fairs | 21% |
| Headhunter / recruiter / employment agency | 19% |

| Hudson Valley | % |
|--|----------|
| Access to good online training courses | 39% |
| Virtual workshops | 37% |
| Professional network / colleagues / references | 32% |
| Virtual job fairs | 30% |
| Online job search | 29% |
| Headhunter / recruiter / employment agency | 28% |
| In-person workshops | 28% |
| In-person job fairs | 26% |

| Mohawk Valley | % |
|--|----------|
| Access to good online training courses | 31% |
| Virtual workshops | 28% |
| In-person job fairs | 26% |
| In-person workshops | 24% |
| Virtual job fairs | 24% |
| Online job search | 24% |
| Professional network / colleagues / references | 21% |
| Headhunter / recruiter / employment agency | 20% |

| North Country | % |
|--|----------|
| Access to good online training courses | 32% |
| Online job search | 31% |
| Virtual workshops | 26% |
| In-person job fairs | 26% |
| Professional network / colleagues / references | 23% |
| In-person workshops | 20% |
| Virtual job fairs | 18% |
| Apprenticeship information | 18% |

| Western New York | % |
|--|----------|
| Access to good online training courses | 32% |
| Virtual workshops | 30% |
| Online job search | 30% |
| In-person workshops | 25% |
| Professional network / colleagues / references | 22% |
| Virtual job fairs | 21% |
| In-person job fairs | 18% |
| Access to a local training provider | 18% |

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?

1. Digital skills
2. Microsoft
3. CDL
4. Excel
5. Technology
6. Health Care
7. Management
8. Accounting
9. Administrative
10. Information Technology
11. Medical Billing and Coding
12. Construction

13. Project management
14. Real estate
15. Welding
16. Coding
17. Business Management
18. Electrical
19. Nursing
20. Security
21. Culinary
22. Entrepreneurship
23. CAD
24. Teaching

Regional Training Results

Capital Region

Digital skills
CDL
Microsoft
Business Management
Health Care
Technology
Welding
Social media
Security
Nursing

Central New York

Digital skills
Management
Welding
CDL
Microsoft
Excel
Technology
Real estate
Administrative
Entrepreneurship

Mohawk Valley Region

Digital skills
Management
Electrical
CDL
Microsoft
Medical Billing and Coding
Software
Real estate
Administrative
Business Management

New York City

Digital skills
Microsoft
Excel
CDL
Health Care
Technology
Information Technology
Construction
Accounting
Management

Finger Lakes

Digital skills

Microsoft

CDL

Welding

Management

Real estate

Accounting

Excel

Social media

Administrative

Long Island

Digital skills

Microsoft

Excel

Technology

CDL

Accounting

Health Care

Medical Billing and Coding

Teaching

Administrative

Mid-Hudson Region

Digital skills

Microsoft

Technology

CDL

Excel

Health Care

Project management

Management

Administrative

Business Management

North Country Region

Digital skills

CDL

Technology

Electrical

Accounting

Administrative

Information Technology

Nursing

Sales

Social media

Southern Tier

Digital skills

CDL

Accounting

Technology

Welding

Administrative

Medical Billing and Coding

Home Health Aide

Project management

Business Management

Western New York

Digital skills

Welding

Microsoft

CDL

Management

Skilled trades

Carpentry

Administrative

Information Technology

Excel

Education

| Current Education Level | % |
|------------------------------------|----------|
| Less than a high school diploma | 7% |
| High school graduate or equivalent | 26% |
| Some college, no degree | 22% |
| Associate Degree | 12% |
| Bachelor's Degree | 23% |
| Master's degree or higher | 11% |

| Desired Future Education Level | % |
|---------------------------------------|----------|
| High school | 17% |
| Associate Degree | 12% |
| Bachelor's Degree | 22% |
| Master's degree | 14% |
| Doctoral Degree | 4% |
| Industry credential or license | 14% |

| Barrier to Education (statewide) | Mild | Severe |
|---|-------------|---------------|
| Cost | 20% | 32% |
| I don't know where to start | 21% | 10% |
| I'm worried it will be too difficult | 19% | 7% |
| I don't know what I need | 18% | 8% |
| Lack of available programs | 17% | 9% |
| Current loan debt | 14% | 17% |
| Child care / family obligations | 13% | 9% |
| Don't want to commit the time | 12% | 3% |
| Can't give up job at this time | 10% | 11% |

| Barrier to Education | Capital Region | | Central New York | | Finger Lakes | |
|--------------------------------------|-----------------------|--------|-------------------------|--------|---------------------|--------|
| | Mild | Severe | Mild | Severe | Mild | Severe |
| Cost | 19% | 33% | 23% | 33% | 18% | 35% |
| I don't know where to start | 18% | 14% | 21% | 12% | 19% | 10% |
| I'm worried it will be too difficult | 16% | 8% | 18% | 8% | 20% | 7% |
| I don't know what I need | 19% | 12% | 22% | 10% | 21% | 9% |
| Lack of available programs | 16% | 11% | 20% | 9% | 18% | 9% |
| Current loan debt | 14% | 20% | 15% | 20% | 18% | 17% |
| Child care / family obligations | 12% | 9% | 11% | 9% | 15% | 9% |
| Don't want to commit the time | 12% | 5% | 17% | 2% | 14% | 3% |
| Can't give up job at this time | 9% | 13% | 11% | 12% | 11% | 12% |

| Barrier to Education | Long Island | | Mid-Hudson | | Mohawk Valley | |
|--------------------------------------|-------------|--------|------------|--------|---------------|--------|
| | Mild | Severe | Mild | Severe | Mild | Severe |
| Cost | 19% | 32% | 19% | 36% | 17% | 34% |
| I don't know where to start | 21% | 10% | 18% | 10% | 22% | 11% |
| I'm worried it will be too difficult | 18% | 7% | 17% | 8% | 19% | 7% |
| I don't know what I need | 17% | 7% | 18% | 9% | 19% | 8% |
| Lack of available programs | 17% | 9% | 20% | 10% | 21% | 8% |
| Current loan debt | 14% | 16% | 13% | 19% | 16% | 17% |
| Child care / family obligations | 14% | 9% | 12% | 11% | 11% | 5% |
| Don't want to commit the time | 10% | 3% | 10% | 3% | 14% | 3% |
| Can't give up job at this time | 9% | 10% | 8% | 11% | 9% | 14% |

| Barrier to Education | New York City | | North Country | | Southern Tier | |
|--------------------------------------|---------------|--------|---------------|--------|---------------|--------|
| | Mild | Severe | Mild | Severe | Mild | Severe |
| Cost | 21% | 34% | 22% | 33% | 23% | 40% |
| I don't know where to start | 21% | 10% | 23% | 9% | 20% | 11% |
| I'm worried it will be too difficult | 19% | 8% | 21% | 5% | 17% | 9% |
| I don't know what I need | 17% | 7% | 24% | 8% | 20% | 13% |
| Lack of available programs | 18% | 10% | 23% | 12% | 22% | 9% |
| Current loan debt | 13% | 17% | 18% | 19% | 15% | 17% |
| Child care / family obligations | 14% | 9% | 14% | 7% | 13% | 8% |
| Don't want to commit the time | 12% | 3% | 14% | 3% | 16% | 4% |
| Can't give up job at this time | 11% | 11% | 12% | 14% | 10% | 18% |

| Barrier to Education | Western New York | |
|--------------------------------------|------------------|--------|
| | Mild | Severe |
| Cost | 19% | 31% |
| I don't know where to start | 21% | 10% |
| I'm worried it will be too difficult | 19% | 5% |
| I don't know what I need | 19% | 8% |
| Lack of available programs | 20% | 9% |
| Current loan debt | 17% | 16% |
| Child care / family obligations | 12% | 9% |
| Don't want to commit the time | 13% | 2% |
| Can't give up job at this time | 14% | 13% |