STATE OF NEW YORK

3337

2025-2026 Regular Sessions

IN SENATE

January 27, 2025

Introduced by Sen. COONEY -- read twice and ordered printed, and when printed to be committed to the Committee on Labor

AN ACT to amend the labor law, in relation to establishing an online database identifying regional skills and employment gaps and the skills and training needed to fill open and anticipated jobs

The People of the State of New York, represented in Senate and Assembly, do enact as follows:

Section 1. Section 21 of the labor law is amended by adding a new subdivision 17 to read as follows:

17. (i) Shall establish and maintain an online database using statewide labor market data and other data sources to present data showing regional labor market shortages and surpluses and regional skills gaps and other information to enable the public, educators, employers and training providers to make informed decisions and address regional labor shortages and anticipated shortages in regional labor markets. The database shall aggregate data on a regional basis and include data for industries and occupations consistent with those identified by regional economic development councils as priority or key industries, including but not limited to jobs in healthcare, advanced manufacturing, applied technologies, information and computer technology, and education.

(ii) The database shall identify available data and the source of such data for the following:

(a) Specific occupations and clusters of occupations within each identified industry and the median hourly wages for each occupation broken down by levels of experience.

(b) The estimated annual labor market demand and turnover for each industry and the clusters and occupations within those industries.

(c) The current availability of job openings and anticipated job openings for each industry and the clusters and occupations within those industries.

EXPLANATION--Matter in *italics* (underscored) is new; matter in brackets [-] is old law to be omitted.

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(d) The education and training needed to fill open or anticipated jobs for each industry and the clusters and occupations within those industries.

(e) The annual number of regional degree and certificate earners in occupations and clusters within the industries identified.

(f) Estimates of the deficit or surplus of workers across the region for each industry, clusters of occupations and specific occupations.

(g) Regional skills gaps for the occupations, clusters and industries identified.

(h) Income benchmarks by region and industry, using poverty thresholds set by the New York state self-sufficiency standard steering committee.

(iii) The database created pursuant to this subdivision shall be publicly accessible within one year after the effective date of this subdivision and shall be updated at least once a month thereafter.

(iv) As used in this subdivision the following terms shall have the following meanings:

(a) "Region" and "regional" shall refer to the economic development regions as defined by the department of economic development.

(b) "Skills gap" shall mean the gaps between the skills of potential employees in each region and the skills employers in each region seek in employees.

(c) "Cluster" shall mean the groups of occupations within industries that are closely associated in the type of work and the skills needed to accomplish that work.

§ 2. This act shall take effect immediately.