

Long Island

Regional Plan

July 1, 2025 – June 30, 2029

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Regional Service Strategies

- a. Identify regional plan strategies and specifically provide detail on how regional plan strategies relate to the workforce needs of local businesses, as well as priority projects from the appropriate Regional Economic Development Council ([REDC](#)).

The service strategy for the three Long Island local workforce development areas is intended to align workforce training with the changing needs of local employers and reflect the priorities outlined in the Long Island REDC's 2024 Annual Report. Our approach emphasizes developing a skilled workforce that supports regional economic growth through strong partnerships with each other, industry stakeholders, educational institutions, and community organizations.

First, our strategy will align with the workforce needs of local businesses, who face challenges in recruiting and retaining skilled workers. To address these needs, our region will implement the following:

1. We will develop sector-based partnerships that engage employers in the design and delivery of our programs. This way, we can develop industry-driven training programs that support in-demand occupations and that can address their emerging skills requirements.
2. We will emphasize expanding work-based learning opportunities such as apprenticeships and pre-apprenticeships, internships, and on-the-job training, particularly among small and mid-sized employers who have more immediate workforce needs. This will help us develop more impactful, fluid pipelines for qualified and job-ready candidates.
3. In collaboration with local training providers, we plan to enhance our support of employer-specific training initiatives through Customized Training. These training programs are tailored to meet the specific needs of individual employers and can help new and incumbent workers gain new skills and move into higher-skilled, higher-paying jobs. This also helps them address any issues of retention and persistent skills gaps.

Second, our strategy will align with the priorities the LIREDC highlighted in their report: housing availability, wraparound services, and workforce development, which are critical to sustaining economic growth. Our strategy aligns with these priorities in the following ways:

1. By supporting job seekers in obtaining sustainable employment while targeting efforts towards high-demand sectors, we can support economic development in local communities.
2. To address barriers to employment, especially transportation and childcare, we will continue to include wraparound services into job seekers' employment plans and career pathways
3. We will maintain active engagement with the LIREDC to ensure that workforce development investments support its priority projects (i.e., downtown revitalization and

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innovation hubs). This will ensure that we stay informed about new initiatives and can provide support for their success.

4. Because the LIREDC also envisions inclusive growth, we will prioritize equitable access to career opportunities through more targeted outreach, adult education, and English language services.

- b. Provide a list of executed cooperative agreements (where applicable) and define how local service providers, including additional providers, will carry out the regional strategies.

The following is a list of organizations with whom the local Boards have executed cooperative agreements, along with a description of how local providers, including additional partners, will carry out regional strategies:

- ACCESS-VR - Career, training, youth and rehabilitation services
- Career and Employment Options, Inc. - Career, youth, and business services
- Economic Opportunity Commission - Career and supportive services
- Local Colleges, Universities and Proprietary Schools - Education services
- Local Community Centers - Youth Services
- Local School Districts - Youth Services
- Long Island Regional Adult Education Network - Literacy and education services
- Management and Training Corporation - Job Corps
- Nassau BOCES - Career, training and youth services
- Urban League of Westchester County - Career services
- United Way of Long Island - YouthBuild

Sector Initiatives for Regional In-demand Industry Sectors or Occupations

- a. Identify in-demand regional industry sectors and occupations.

The 2024 Long Island Significant Industries report by the New York State Department of Labor (NYSDOL) Bureau of Labor Market Information summarizes the industries with expected job growth through 2030. The report considers “significant growth” based on above average growth, industries employing 12,500+, or industries which paid \$74,200 in annual wages based on 2023 statistics. A broad set of industries were identified for this report. They fall into eight major industry groups: construction; manufacturing; trade, transportation and utilities; financial activities; professional and business services (which primarily sell to other businesses); educational services; health care and social assistance; and leisure and hospitality. According to the Regional Economic Development Councils (REDC) Long Island 2025 Annual Report –tourism, manufacturing, clean energy and construction industries were highlighted as significant industries.

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The significant industries for the Long Island region include:

Construction:

According to the Industries report “Dozens of transit-oriented mixed-use developments and multi-family workforce housing projects are underway across the region. Related infrastructure improvements, including sewers, roads, and bridges, are also boosting construction activity. The region’s health care industry has also been undergoing several expansion and renovation projects. Over the next decade, the impending retirement of many baby boomers will contribute to job opportunities in this industry, especially among the skilled trades.” Occupations seeing high growth include construction managers, engineers, project management specialists, inspectors and all construction trades (carpenters, operating engineers, electricians, plumbers, pipefitters, steam fitters, iron and steel workers, laborers, roofers, solar photovoltaic installers, painters, and brick and stone masons). There are 23 transformative projects announced by Governor Hochul on Long Island that are part of the Downtown Revitalization Initiative that will spur economic growth and enhance the quality of life in these communities.

Manufacturing:

Long Island has a range of manufactures in the defense industry, pharma, bio tech, agriculture, and offshore wind. The Long Island Significant Industries report states food and chemical manufacturing industries were designated as significant. “Food manufacturing is projected to grow by 24.5 from 2020 through 2030 and chemical manufacturing, including pharmaceuticals and supplements; employed the most people in the manufacturing sector in 2023.”

The REDC report states the “Navy has identified Long Island as a Regional Flag and is focused on creating critical relationships between industry partners and regional training providers to create the Navy Talent Pipeline program.” Representatives from the Long Island WDBs have attended the Navy Pipeline meetings to become educated about their workforce needs and make important connections.

Occupations related to the manufacturing industry with high growth include manufacturing engineers, machinists, metal fabricators, welders, inspectors, testers, assemblers, tool setters, packers, food batch makers, chemists, scientists, first-line supervisors, industrial machinery mechanics, laborers, wind turbine service technicians, solar photovoltaics installers and shipping, receiving and inventory clerks.

Trade, Transportation and Utilities:

As people rely more on online sales and home delivery of goods there is an increased need for truck drivers, couriers and messengers. The Significant Industries report said the couriers and messengers’ industry had the fastest growth, in percentage terms, between 2018 and 2023 and added 3,100 jobs over that time frame. Occupations in the industry include heavy and light truck drivers, laborers, delivery, tractor-trailer drivers, warehouse workers, order fillers, shipping and receiving, inventory clerks and couriers. Long Island MacArthur Airport is undergoing several projects to enhance its facilities and connectivity.

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A major initiative is the construction of a new terminal on the north side of the airport, directly connected to the Ronkonkoma LIRR station via a pedestrian walkway. This project, along with the development of the surrounding area with expand the labor force and economic growth.

Financial Activities:

The report indicates the insurance carriers and related activities industry remains a significant presence on Long Island with 21,500 employees in 2023 and they tend to pay higher wages than other industries. Due to the impending retirement of baby boomers, a wide range of career opportunities in the industry from customer service representatives to underwriters and actuaries has increased. Other occupations include insurance sales agents, claims representatives, managers, lawyers and office clerks.

Professional and business services:

This industry includes professional, scientific, and technical services which provides IT, engineering and architectural consulting, accounting, legal, and other services to other businesses. The region's world-class research and development laboratories are an integral part of Long Island's life sciences cluster, and this industry paid average annual wages well above the all-industry average annual wage in 2023.

Educational Services:

According to the report "Long Island is home to some of the country's top educational institutions for students of all ages. Despite a declining number of school-age children over the past decade, the educational services industry remains the largest employer on Long Island. The region's public K-12 system, with 125 school districts, had over 414,000 students enrolled in the 2022-23 school year. The expansion of pre-K enrollment should continue to create more positions within the field." In addition, Long Island is also home to around 25 institutes of higher education, including some of the nation's most prestigious colleges and universities. Occupations in education include teachers, teaching assistants, substitute teachers, childcare workers, janitorial staff, administration, support staff and librarians.

Health Care and Social Assistance:

The health care and social assistance sector "has been the region's steadiest performer and accounts for about one of every five jobs in the region. The aging of the baby boom generation has increased demand for health care services, especially home health care services." The report indicates that ambulatory services is one of the fastest growing segments in the health care industry as it added 18,500 jobs between 2018 and 2023. Occupations include home health aides, medical assistants, psychologists, mental health counselors, substance abuse counselors, dentists, physical therapists, phlebotomists, veterinary assistants, physician assistants, paramedics, pharmacists, nurses, nurse practitioners, veterinarians, surgical techs, physicians and surgeons, speech pathologists and many others.

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Leisure and Hospitality:

The leisure and hospitality sector had over 100,000 employees in 2023 but includes mostly low paying and low skilled occupations. The food and beverage industry “is a vital component of Long Island’s \$6.6 billion tourism industry and employment in the industry is projected to nearly double (94.1%) between 2020 and 2030.” Occupations in this industry include all restaurant, hotel and entertainment positions including cooks, wait staff, dishwashers, bartenders, cashiers, front desk clerks, managers and recreation workers.

- b. Identify and describe sector initiatives that address the needs of the identified in-demand regional industry sectors or occupations.

The three Long Island Workforce Development Board Directors and representatives work together regularly to meet the needs of job seekers and businesses. The NYSDOL Labor Market Analysts provide data regarding hiring needs and the skills that businesses require. The three WDBs host an annual meeting with presenters who are experts in their fields. This meeting provides an abundance of information for the members regarding workforce trends and needs. Networking opportunities have led to members working together on hiring initiatives including a regional job fair for both counties. Relationships have been formed which have turned into projects among the members including applying for funding together.

The WDBs have representation on various organizations where we leverage relationships and expand the footprint of the workforce development ecosystem with the business community to identify the needs of in-demand industries and occupations. Some of the organizations include:

- Long Island Association
- Manufacturing Technology Resource Consortium at Stony Brook University
- Ignite Long Island
- Long Island Development Corporation
- Hauppauge Industrial Association
- We Connect the Dots
- Springboard Incubators
- Long Island Hospitality Association
- Discover Long Island
- Local Chambers of Commerce
- Long Island Advancement of Small Business
- Navy Pipeline Program

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- Long Island Regional Development Council

We will continue to work together to identify career pathways to better align with post-secondary training/credentials with employer-certified work readiness skills, standards, and competencies to prepare and place job seekers in gainful employment. Conducting regional business engagement activities and identifying industries with high growth will be a priority. Gathering regional labor market information from our NYSDOL representatives and sharing this information with our customers, businesses, members and each other will help us align our training with the needs of Long Island.

Regional Labor Market Analysis

- Include an analysis of regional economic conditions incorporating the existing emerging in-demand sectors and occupations, the employment needs of businesses in those sectors and occupations, as well as attesting that the information used in the analysis was determined in conjunction with the appropriate New York State Department of Labor (NYSDOL) Labor Market Analyst.

The professional and business services sector added a record-high number of jobs in the Long Island Region, particularly in administrative and support services. The New York State Department of Labor identifies this as a significant industry. According to the New York State Department of Labor's April 2025 report, "Long Island Significant Industries", this industry includes the region's world-class research and development laboratories which are an integral part of Long Island's life sciences cluster, a key regional priority sector. The U.S. Bureau of Labor Statistics "Projections," indicates that strong demand for computer systems design and related services, which include client-based IT services, is a main driver of the projected growth.

Long Island's private sector job count has increased by 0.4 percent, or 4,400 jobs, over the past year, reaching 1,190,300 in June 2025. This growth is lower than the state's 1.1 percent and the nation's 1.0 percent growth, according to the New York State Department of Labor.

Long Island's private sector job count increased by 14,300 between May and June (not seasonally adjusted), lower than the average gain of 15,900. June hiring in leisure and hospitality was roughly in line with the average pace of seasonal hiring. However, overall employment in the sector was below year-ago levels for the second month in a row.

In May 2025, there were 1,174,800 private sector jobs and 1,381,000 nonfarm (private + government) jobs in the region. Four industry sectors make up 69% of total nonfarm jobs: Private Education & Health Services (308,700), Trade, Transportation & Utilities (251,200), Government Professional (206,200) and Business Services (192,400).

Two of the nine private industry sectors gained jobs in June compared to a year ago — private education and health services (+17,100) and professional and business services (+300).

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The leading sectors for job growth on Long Island include health care and social assistance, leisure and hospitality and construction.

In the past year, Long Island has seen some growth in government sector jobs, though it has been slower compared to the private sector. While the government sector, including public education and public health services, added jobs, the private sector has seen more significant gains. The most recent data from November 2023 to November 2024 shows that Nassau and Suffolk counties added 18,900 non-farm jobs, a 1.4% increase. However, private education and health services led the job growth with a 5.4% increase, while the government sector saw a 2% increase.

The data above was provided by the NYSDOL's Labor Statistics for the Long Island Region.

- b. Describe the knowledge, skills and abilities needed to meet the employment needs of businesses in those sectors and occupations.

For many employment opportunities, a minimum of a high school (HS) diploma or high school equivalency is required. For example:

- Health Care - a certificate or license is required for many positions. For advanced manufacturing, many positions require certification and, frequently, some experience as well.
- Hospitality and Tourism - many customer service positions require a HS diploma or HS equivalency; however, management and supervisory positions may require an associate's degree.
- Transportation (i.e. CDL) - The required license is needed.
- Skilled trades - The required certification is needed and, in many cases, some experience or acceptance into an apprenticeship program.
- Finance and Accounting - Any required certifications are needed and, frequently, an associate or bachelor's degree.
- Computer-related positions - any required certifications are needed and, in many cases, an associate or bachelor's degree.
- Human Services - an associate or bachelor's degree is required.
- Engineers - an associate or bachelor's degree is required.
- Child Care workers - HS diploma or HS equivalency, as well as any required certifications and/or experience, are required.

It is anticipated that a significant portion of individuals who seek employment through the American Job Center system will participate in some level of skills enhancement to prepare for jobs that offer a self-sufficient wage.

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The Workforce Innovation and Opportunity Act (WIOA) funds will support virtual and online skills training through such WIOA Title I programs as Individual Training Accounts, Customized Group Training, Incumbent Worker Training, Apprenticeship Training, and On-the-Job-Training. WIOA Title II Adult Education and Literacy programs will be coordinated for those individuals who would benefit from such services to accelerate achievement.

Dependent on the educational requirements of the occupational area, training options will include both certificate and degree programs. Industry-recognized credential attainment will be financially supported by the Local Workforce Boards.

Educational Backgrounds – prerequisites such as a high school diploma, college credits and/or degrees will be identified per industry and Experience - hands-on knowledge will be evaluated for emerging and demand sectors.

c. Provide an analysis of the regional workforce.

All of the largest labor force areas in the Long Island Region had unemployment rates below the State's unemployment rate in May 2025. The State's unemployment rate (3.5%) exceeds the region's unemployment rate (2.7%) by 0.8 percentage points.

Based on recent reports, Long Island's workforce is characterized by a blend of established and emerging sectors, facing both opportunities and challenges:

Key sectors and growth areas:

- **Healthcare and Social Assistance:** This sector remains robust, driven by the needs of an aging population. It's the largest employer on Long Island, with steady growth, particularly in ambulatory healthcare services and hospitals.
- **Professional and Business Services:** This sector continues to grow, encompassing IT, engineering, architectural consulting, accounting, and legal services, and is a significant employer for higher-paying positions.
- **Construction:** A boom in construction projects, including transit-oriented developments, housing, and infrastructure improvements, contributes to strong job growth in the heavy and civil engineering construction and specialty trade contractors industries.
- **Manufacturing:** While undergoing restructuring, manufacturing remains an important segment of the Long Island economy, particularly in high-tech aerospace and defense, biotech, and food and beverage production. Growth in offshore wind energy is also creating opportunities in manufacturing.
- **Leisure and Hospitality:** This sector, while impacted by the pandemic, has shown recovery and is projected for significant future growth, driven by the region's tourism industry. It accounts for many jobs, although often with lower wages initially.
- **Emerging Industries:** The life sciences sector, including pharmaceuticals, biotech, and advanced manufacturing, is a rapidly growing area, with Long Island boasting the largest

concentration of pharmaceutical/nutraceutical companies in New York State. The craft beverage industry is also experiencing significant growth.

With continued growth on Long Island there are some challenges and concerns. According to the 2023 Long Island Economic Survey, many businesses on Long Island struggle to find workers, particularly for specialized and technical roles which are causing gaps between the skills required for available jobs. The Workforce Development and Training locations are focusing on aligning education and training with the needs of businesses, including partnerships between colleges and industries to address these skills gaps.

Some additional challenges include:

- **Housing Affordability and High Cost of Living:** These factors make it difficult to attract and retain workers on Long Island, especially for lower-wage jobs.
- **Infrastructure and Transportation:** Limited transportation options, especially for cross-island commutes, can hinder access to employment opportunities.

The challenges are being addressed and building a future workforce by:

- **Targeting Tradable Sectors:** According to the Long Island Regional Planning Council | Long Island Regional Planning Council, there is a focus on strengthening "tradable sectors," which export goods and services to other regions, offering higher-paying jobs and bringing new dollars into the region.
- **Promoting Equitable Opportunities:** Efforts are underway to ensure that workforce development initiatives reach individuals from all backgrounds, including those without traditional degrees and from disadvantaged communities.
- **Embracing the Gig Economy:** Long Island has experienced significant growth in the gig economy, with many self-employed individuals contributing to the local economy. This trend offers flexibility but also raises concerns about job security and benefits for gig workers. This trend offers flexibility for some workers, including those balancing education, caregiving and other work commitments. As the region continues to adapt to a changing labor market, the gig economy in the region can be considered as a transitional or supplementary form of employment, rather than as a replacement for quality, full-time work. Our focus will be to support these gig workers by connecting them to skills training, financial literacy resources, and other pathways into high-quality employment opportunities.
- **Investing in Infrastructure and Housing:** Addressing infrastructure needs and increasing the availability of affordable housing are crucial for attracting and retaining a vibrant workforce.

Long Island's workforce is undergoing a transformation, with certain sectors thriving while others face significant challenges. Addressing labor shortages, housing affordability, and skills gaps through targeted workforce development, infrastructure improvements, and inclusive strategies will be crucial for the continued economic growth and vitality of the region.

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Regional Spending Plan

- a. Include a regional spending plan that includes administrative cost arrangements between LWDBs and the pooling of funds where applicable.

The Long Island Boards maintain a line item in their budgets that includes administrative cost arrangements between LWDBs for joint activities, including the convening of the annual meeting of the three Long Island Local Boards and the publication of the Long Island Regional Plan for public comment.

Supportive Services

- a. Describe how supportive services (e.g., transportation) will be coordinated throughout the region.

The specific supportive services policies for each local area are found in the individual Local WIOA Plans. Currently, the boards have not approved a Regional Supportive Services Policy. Nevertheless, in an effort to better synchronize services, the three workforce boards will explore development of regional standards. The local areas may also decide on a case-by-case basis, that a regional approach for the provision of transportation or other supportive services is needed in order to connect customers to training and/or employment opportunities within the region.

The local workforce boards are steadfast in their commitment to leverage services where possible and employ innovative strategies to meet the needs of individuals with barriers through the training and job search stages of participation.

Economic Development

- a. Describe how economic development and workforce investment activities will be coordinated in the region and specifically provide detail on how continued coordination can further relationships between the region and its respective REDC.

The Long Island LWDBs will continue to be active members of the LIREDC Workforce and Education Workgroup. The Boards also share regional economic development representatives among their membership, including the Empire State Development Long Island Regional Office. County and local economic development and industrial development agencies also interact with the Local Boards on a regular basis. Through the meetings convened and relationships maintained with the aforementioned economic development partners, the Local Boards will coordinate workforce development services with economic development activities. The Boards will ensure that the availability and skills development of the workforce are aligned with economic expansion and contractions, advancement of technology, construction, infrastructure and cultural changes in the business community. The Boards also work in coordination with the LIREDC to support the Opportunity Agenda. In addition, local workforce and economic development staff have collaborated with training institutions such as BOCES and local

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college/universities to brainstorm and design appropriate programs that meet pipeline career needs for targeted sectors, most recently in the manufacturing, healthcare and social assistance industries. Also, the local boards have supported workforce development grant applications from local and regional partnerships through letters of support, ensuring a strong referral network and maintaining open communication.

Performance Accountability Measure Negotiation and Reporting Agreement

- a. Include an agreement concerning the Performance Accountability Measure Negotiation and Reporting. Performance Accountability Measure Negotiation and Reporting may be negotiated by LWDBs individually, involving strategies and methods collaborated on at the regional level. If this is the case for the region, include a statement that reflects that the measures were negotiated individually and any collaborative efforts devised and agreed to by the region.

This section is not applicable because the three Long Island LWDBs negotiate performance measures with NYSDOL on an individual basis.

Public Comment

- a. Describe the process used by the region to provide a period of no more than 30 days for public comment and input into development of the plan by representatives of business, labor organizations, and education prior to submission.

The process used by the Long Island Region to provide a period of no more than 30 days for public comments and input into development of the plan by representatives of business, labor organizations, and education prior to submission includes publication of a summary of the Regional Plan in Long Island Business News and on the Long Island LWDB websites.

***Note:** Per WIOA §679.510(b)(4), comments representing disagreement with the contents of the Regional Plan must be submitted with the Plan.

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