

Housing and the Workforce Connection

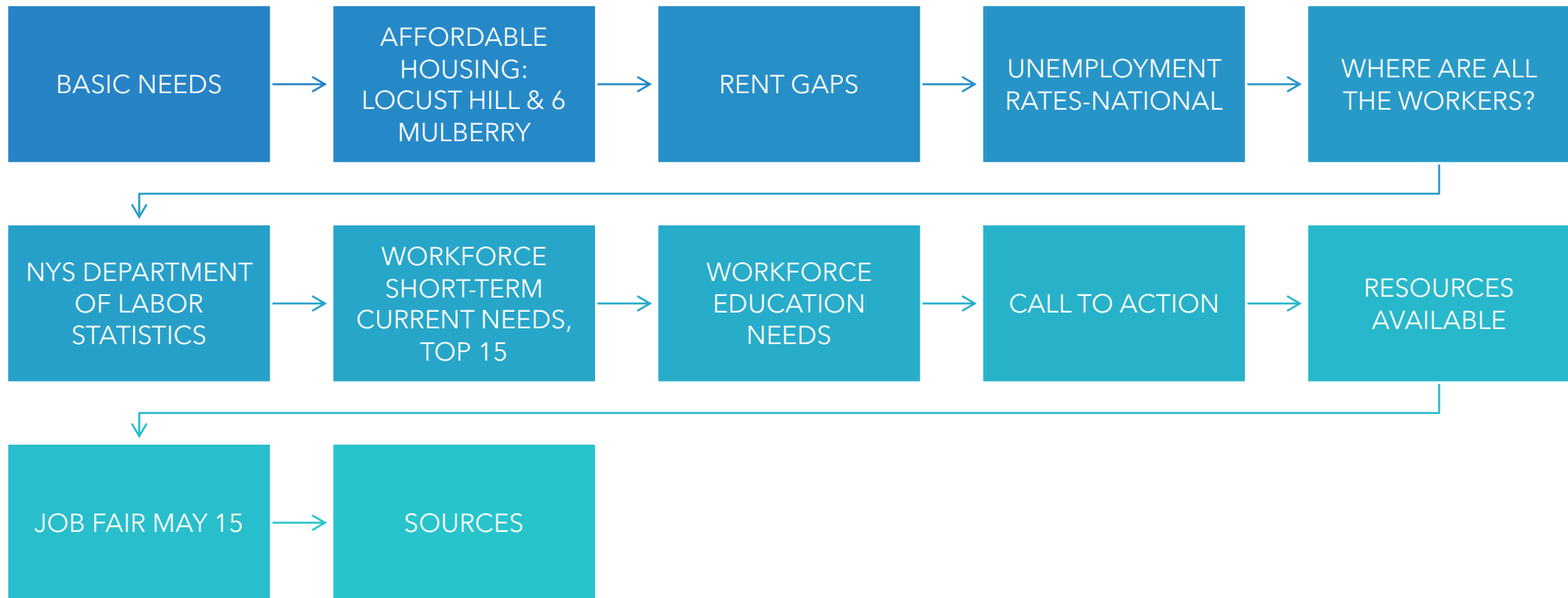
NANCY H. SHEEHAN

EXECUTIVE DIRECTOR

RHINEBECK AREA CHAMBER OF COMMERCE



Discussion



Basic Needs

- Affordable housing-rent gap
- Commute-Proximity to work, public transportation
- Cost of living, childcare access
- Supportive Community, English Language Learners
- Quality education
- Access to healthcare
- Job Readiness skills: soft skills (Team work, communication), technical skills use of equipment, tools, software (project managements, language skills)

Proposed Housing

LOCUST HILL WORKFORCE HOUSING

Town of Rhinebeck

Proposed 80 units, apartments, 4 buildings

Awarded \$5.4 million

Connected with Village water & sewer, also via sidewalk to Village

6 MULBERRY HOUSING

Village of Rhinebeck

Redevelop former Buckeley Middle School/ Fr. Brogan Center

Under current review process-



Locust Hill Workforce Housing-rendering



6 Mulberry Street

2023 Rent Gap-One Income- Dutchess County

Monthly Rent Affordable at Ave Renter Wage (calculated at 30% of monthly income)
\$952

1BR FMR(Fair Market Rent)= \$1,233

2BR Fair Market rent= \$1,583

Monthly gap 1BR=\$281

Monthly gap 2 BR=\$631

2023 Rent Gap-Two Incomes- Dutchess County

Monthly Rent Affordable at Ave Renter Wage(30% of annual income) \$76,193

2BR Fair Market rent= \$63,320

Monthly gap wage gap per person=\$536

Annual Wage gap per person=\$6,436

Snapshot of Workforce- unemployment rates-national

2013-2024 MARCH

2013: 7.5%

2014: 6.7%

2015: 5.4%

2016: 5.0%

2017: 4.4%

2018: 4.0%

2019: 3.8%

2020: 4.4-14.8% * April

2021: 6.1%

2022: 3.6%

2023: 3.5%

2024: 3.8%

Where are all the workers?

Lower birth rate for NYS-Hudson Valley: 1.57 births

Fewer people to work, volunteer=labor gap

Schools age children declining

Early retirement-Baby boomers

Shrinking workforce-less people to fill current jobs

Seniors returning to the workforce, veterans, neurodivergent population

*The Hudson Valley has built only .45 units of housing for every ne job created (last 15 years).Size of families shrink-need is more housing for more individual family units.

Dutchess County- Largest employers: Health care, utility, restaurants, businesses, education

- Home Health Aides
- Food Service and Counter workers
- Cashiers
- Retail sales
- Housekeeping
- Waiters and Waitresses
- Stockers order fillers
- Customer Service reps
- General and Operations Managers
- Office clerks
- Security Guards
- Administrative Assistants
- Teaching Assistants
- Maintenance and Repair workers
- Cooks, restaurant

Education

Training the workforce

2023-2025 NYS DOL

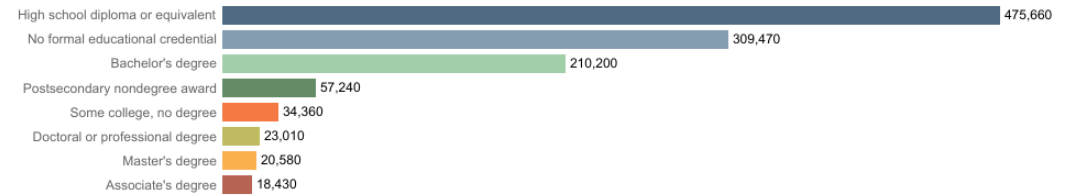
New York State Short-Term Occupational Projections 2023-2025



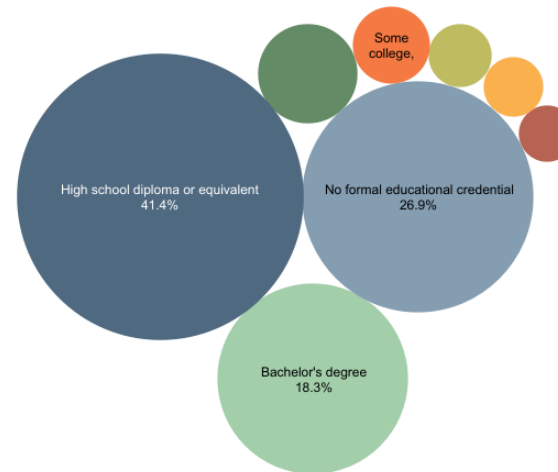
Education

Select Openings
Total Annual Openings

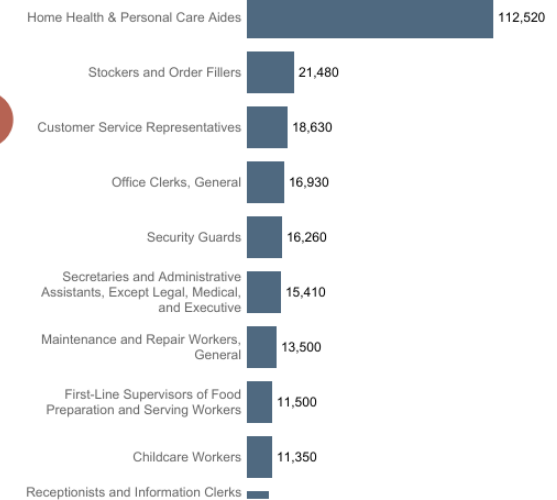
Total Annual Openings



click a bubble to filter



Total Annual Openings for Occupations Typically Requiring High school diploma or equivalent



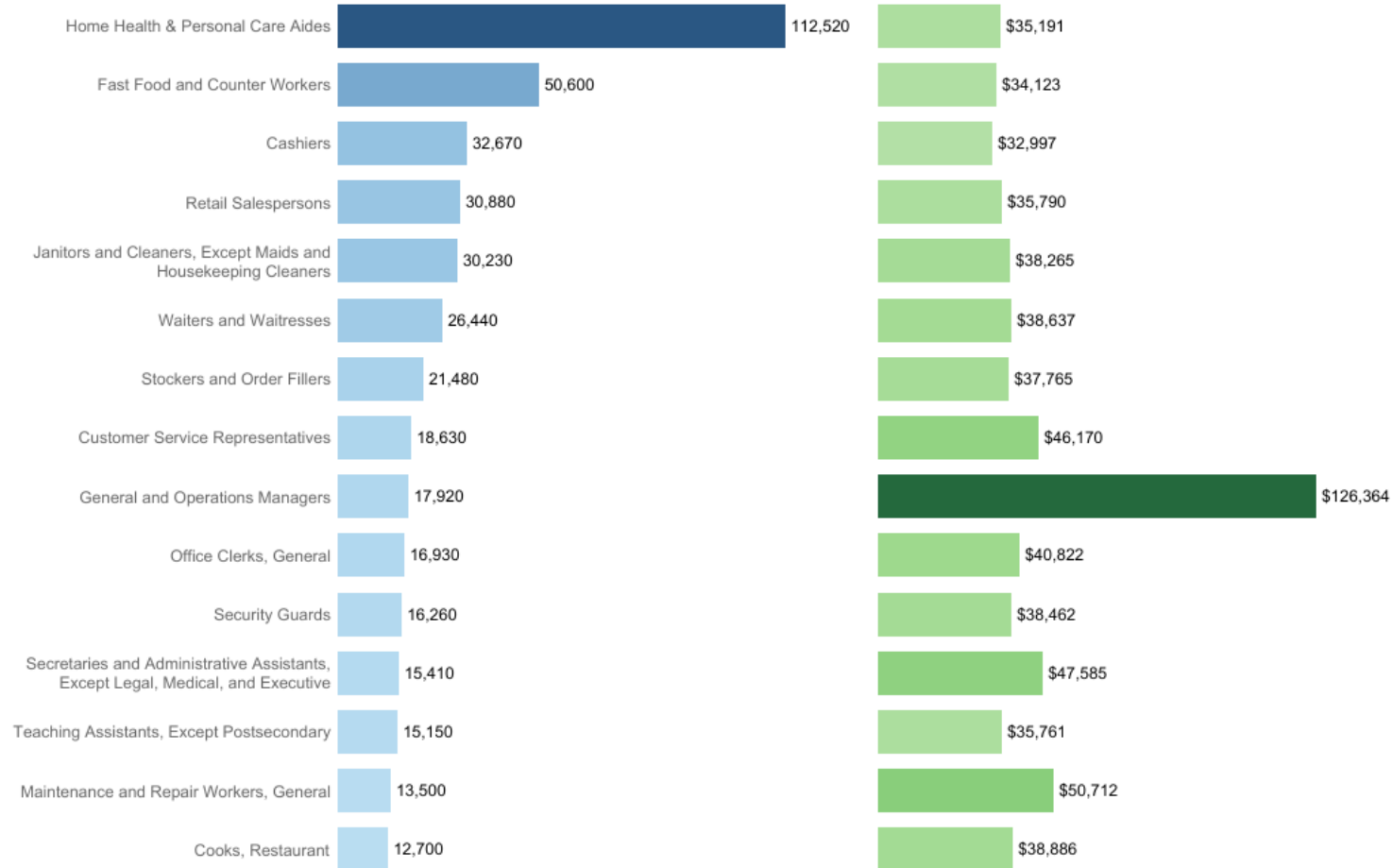
New York State Short-Term Occupational Projections 2023-2025



Top 15 Ranking by Highest Annual Projected Openings

Select Measure
Highest Annual Projected Openings

*Median Wage**
*if blank, then not available



Highest Annual Projected Openings



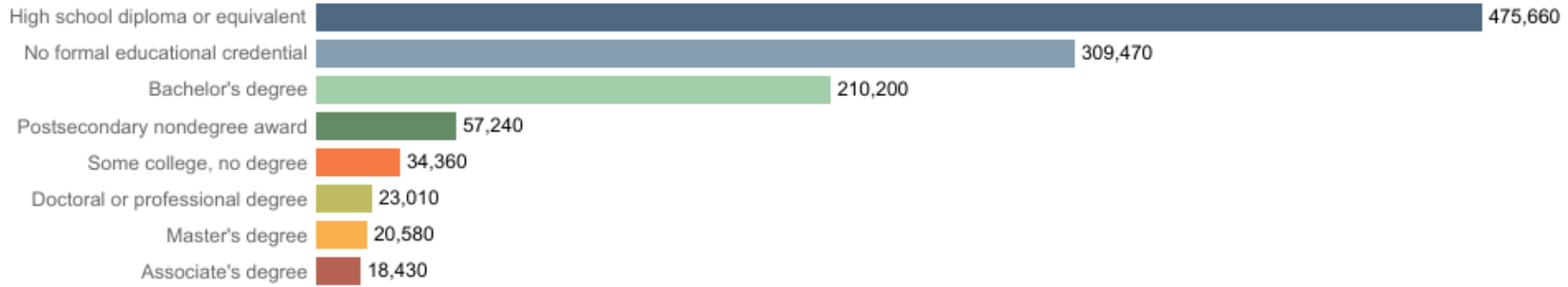
Median Wage



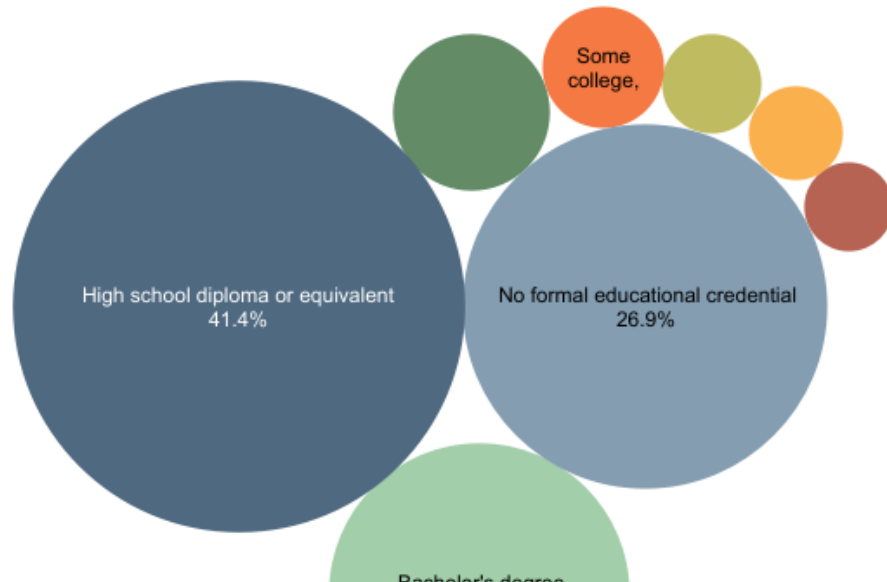
Education

Select Openings
Total Annual Openings

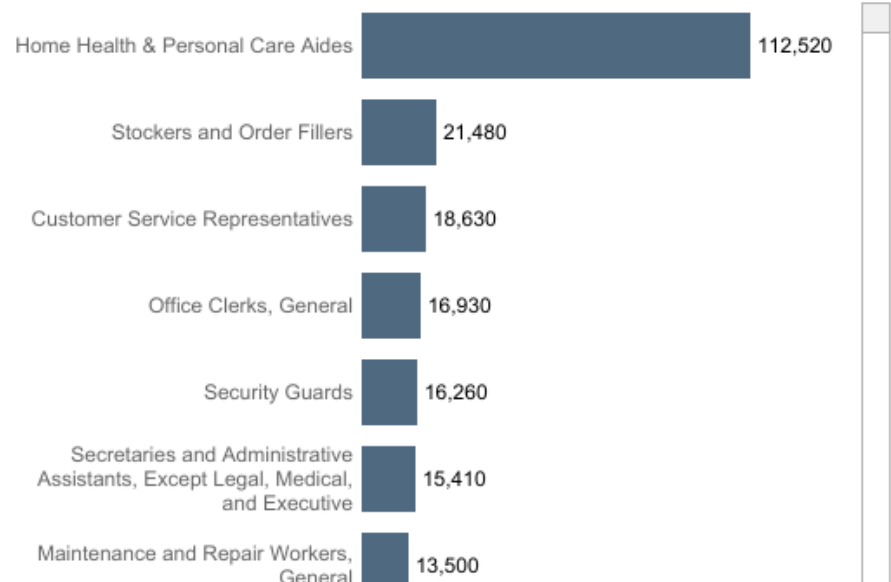
Total Annual Openings



click a bubble to filter



Total Annual Openings for Occupations Typically Requiring High school diploma or equivalent



Hudson Valley Long-Term Occupational Projections

2020 - 2030

WE ARE YOUR DOL



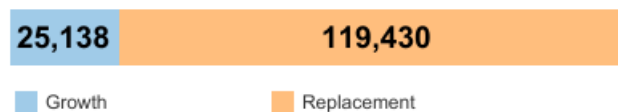
Overview

Select Region:
Hudson Valley

Annual Total Openings

144,568 ↑

Annual Change & Separations Openings



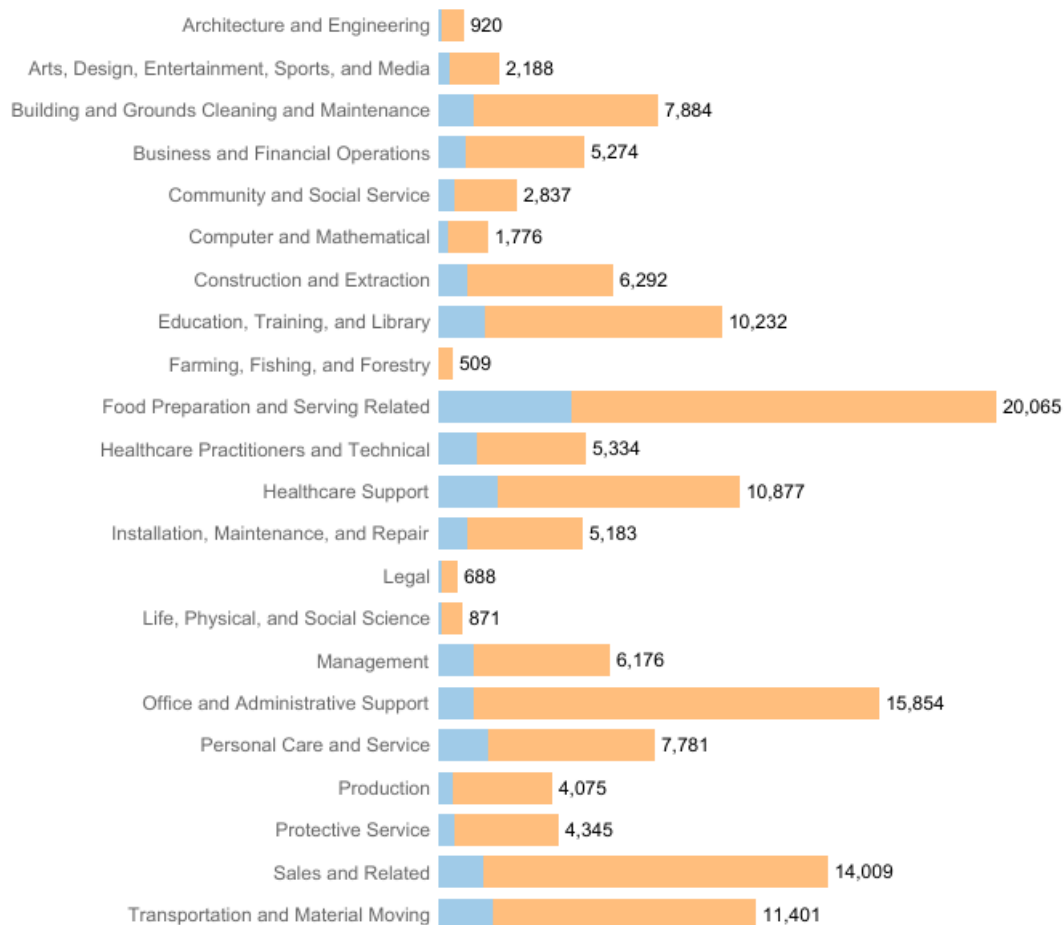
Annual Growth Rate

2.3% ↑

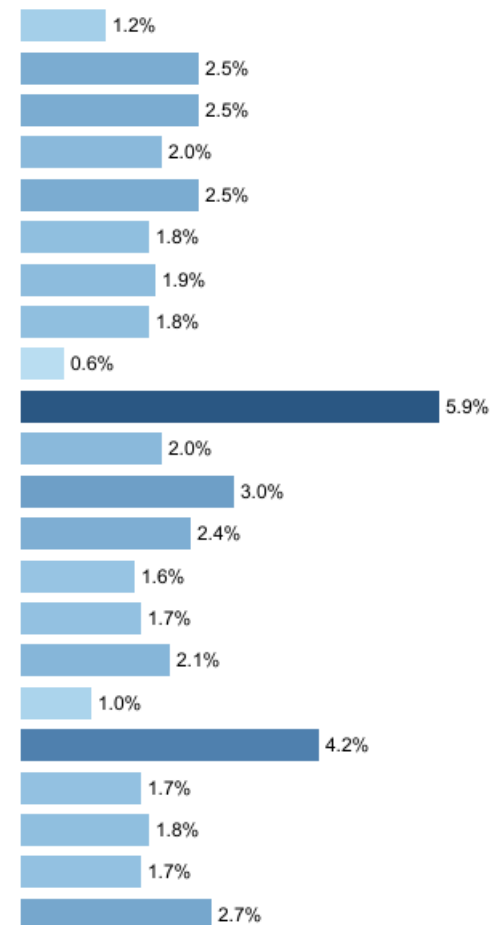
Growth Rate 0.6% 5.9%

Occupational Group

Annual Openings



Annual Growth Rate



Entry Level-No formal educational credential

Chart 1. Annual average openings, by source of opening, in selected occupations that don't require a formal educational credential, projected 2022-32

Occupation	New jobs, projected 2022-32 annual average	Occupational transfers, projected 2022-32 annual average	Labor force exits, projected 2022-32 annual average	Median annual wage, 2022	Work experience in a related occupation typically required for entry	On-the-job training typically required to attain competency
Fast food and counter workers	5,000	404,900	379,400	\$27,930	None	Short-term
Cashiers	-	307,400	305,100	28,240	None	Short-term
Retail salespersons	-	295,000	244,600	30,600	None	Short-term
Waiters and waitresses	-	261,000	185,800	29,120	None	Short-term
Laborers and freight, stock, and material movers, hand	15,900	249,300	146,500	36,110	None	Short-term
Janitors and cleaners, except maids and housekeeping cleaners	3,000	166,700	167,000	31,990	None	Short-term
Cooks, restaurant	27,800	122,300	102,300	34,110	Less than 5 years	Moderate-term

Source: U.S. Bureau of Labor Statistics, Office of Occupational Statistics and Employment Projections

High school diploma or equivalent

Chart 2. Annual average openings, by source of opening, in selected occupations that require a high school diploma or equivalent, projected 2022-32

Occupation	New jobs, projected 2022-32 annual average	Occupational transfers, projected 2022-32 annual average	Labor force exits, projected 2022-32 annual average	Median annual wage, 2022	Work experience in a related occupation typically required for entry	On-the-job training typically required to attain competency
Home health and personal care aides	80,500	247,700	329,400	\$30,180	None	Short-term
Stockers and order fillers	17,900	287,900	182,900	34,220	None	Short-term
Customer service representatives	-	227,500	162,200	37,780	None	Short-term
Office clerks, general	-	151,700	155,900	38,040	None	Short-term
Secretaries and administrative assistants, except legal, medical, and executive	-	100,600	111,300	41,000	None	Short-term
First-line supervisors of food preparation and serving workers	6,000	119,900	63,000	37,050	Less than 5 years	None
Maintenance and repair workers, general	5,700	74,700	72,100	44,980	None	Moderate-term

Source: U.S. Bureau of Labor Statistics, Office of Occupational Statistics and Employment Projections

More than high school, less than bachelor's degree

Chart 3. Annual average openings, by source of opening, in selected occupations that require a more than high school, less than a bachelor's degree, projected 2022-32

Occupation	New jobs, projected 2022-32 annual average	Occupational transfers, projected 2022-32 annual average	Labor force exits, projected 2022-32 annual average	Median annual wage, 2022	Typical education needed for entry	Work experience in a related occupation typically required for entry	On-the-job training typically required to attain competency
Heavy and tractor-trailer truck drivers	8,900	131,000	101,300	\$49,920	Postsecondary nondegree award	None	Short-term
Nursing assistants	5,600	108,800	87,900	35,760	Postsecondary nondegree award	None	None
Bookkeeping, accounting, and auditing clerks	-	85,700	109,000	45,860	Some college, no degree	None	Moderate-term
Teaching assistants, except postsecondary	100	76,800	74,100	30,920	Some college, no degree	None	None
Medical assistants	10,600	65,700	38,300	38,270	Postsecondary nondegree award	None	None
Hairdressers, hairstylists, and cosmetologists	4,300	43,400	34,400	33,290	Postsecondary nondegree award	None	None
Automotive service technicians and mechanics	1,300	39,000	27,400	46,970	Postsecondary nondegree award	None	Short-term

Source: U.S. Bureau of Labor Statistics, Office of Occupational Statistics and Employment Projections

Bachelor's degree

Chart 4. Annual average openings, by source of opening, in selected occupations that require a bachelor's degree, projected 2022-32

Occupation	New jobs, projected 2022-32 annual average	Occupational transfers, projected 2022-32 annual average	Labor force exits, projected 2022-32 annual average	Median annual wage, 2022	Typical work experience in a related occupation	On-the-job training typically required to attain competency
General and operations managers	14,700	192,400	89,200	\$98,100	5 years or more	None
Registered nurses	17,700	67,100	108,300	81,220	None	None
Software developers	41,000	64,400	30,900	127,260	None	None
Accountants and auditors	6,700	71,200	48,500	78,000	None	None
Elementary school teachers, except special education	1,000	47,000	48,000	61,690	None	None
Market research analysts and marketing specialists	11,700	53,900	29,000	68,230	None	None
Management analysts	9,600	47,700	35,600	95,290	Less than 5 years	None

Source: U.S. Bureau of Labor Statistics, Office of Occupational Statistics and Employment Projections

Graduate degree

Chart 5. Annual average openings, by source of opening, in selected occupations that require a graduate degree, projected 2022-32

Occupation	New jobs, projected 2022-32 annual average	Occupational transfers, projected 2022-32 annual average	Labor force exits, projected 2022-32 annual average	Median annual wage, 2022	Typical education needed for entry	Work experience in a related occupation typically required for entry	On-the-job training typically required to attain competency
Lawyers	6,200	12,900	19,900	\$135,740	Doctoral or professional degree	None	None
Health specialties teachers, postsecondary	5,000	9,700	12,700	100,300	Doctoral or professional degree	Less than 5 years	None
Educational, guidance, and career counselors and advisors	1,800	14,200	10,600	60,140	Master's degree	None	None
Nurse practitioners	11,900	7,200	7,200	121,610	Master's degree	None	None
Education administrators, kindergarten through secondary	300	11,600	8,200	101,320	Master's degree	5 years or more	None
Instructional coordinators	500	8,600	10,100	66,490	Master's degree	5 years or more	None
Healthcare social workers	1,800	9,400	7,400	60,280	Master's degree	None	Internship/residency

Source: U.S. Bureau of Labor Statistics, Office of Occupational Statistics and Employment Projections

Setting Expectations

EMPLOYEE NEEDS:

Flexible work schedule

Sick days to care for children

Affordable childcare

Reliable transportation

Often working two part-time positions, benefits needed

Loan forgiveness, education benefit

Higher wages to support increasing cost of housing

EMPLOYER NEEDS:

Reliable employees, good work ethic

More employees to fill vacant positions-movement

Change in careers-on-the-job-training

Upskilling workforce, training opportunities, education

Changing dynamics of workforce needs with AI artificial intelligence

Diversity in hiring

Employment Soft skills needed:

- Communication,
- Team work and collaboration
- Adaptability
- Problem-solving
- Time management
- Work ethic
- Critical thinking
- Conflict management

Call to action-How can I help?

Be aware of the struggles

Offer to become a resource for others

Volunteer locally

Support families in need of guidance

Mentor a High School student

Hire a college student for an Internship-to have them stay in the area after graduation

Be familiar with community resources: **Church of Messiah**-Food pantry, Luncheon and Shelter-food donated to local homeless shelter, Refugee Support (Afghanistan), Emergency Grant Fund (est. COVID), English as a Second Language ELL,.

Training and Educational Resources

- Rhinebeck High School
- Technical training-DC BOCES Continuing Education, apprenticeship programs
- SUNY Dutchess DCC: Certifications EMT, CNA, Security Guard
 - Micro credentials: Survey Tech, Small Business Management, Bookkeeping, Computer Support, Personal Trainer, Sports Nutrition, Public Safety, Graphic Design
 - GED, ELL classes, Drivers Education
- Colleges and Universities: DCC, Bard College, Marist College, Vassar College

Job Fair



RHINEBECK AREA CHAMBER OF COMMERCE
& VILLAGE OF RHINEBECK AUTISM
SUPPORTIVE COMMUNITY COMMITTEE
PRESENTS

Job Fair

Wednesday, May 15 2024

Rhinebeck Chamber Job Fair!

When: Wednesday May 15, 2024

Where: Rhinebeck High School, Rhinebeck

Who: Employers & Job Seekers

For Employers:

Fill full-time, part-time, or temp positions.

Support hiring from the local community.

Registration Fee: \$25

Payment in advance required.

Details:

Employer setup: Arrive 1:30-2:30pm to set

up your tables & displays


Participation Fee: \$25 per business

includes, table, 2 chairs, wifi,

Additional Table Fee: \$25.

Deadline: May 8, 2024.

Register online at

 info@rhinebeckchamber.com

This event is proudly supported by:



Additional Data

Most New Jobs

Projected 2022-2032

April 17, 2024

OCCUPATION	NUMBER OF NEW JOBS (PROJECTED), 2022-32	2023 MEDIAN PAY
Home health and personal care aides	804,600	\$33,530 per year
Software developers	410,400	\$132,270 per year
Cooks, restaurant	277,600	\$35,780 per year
Stockers and order fillers	178,600	\$36,390 per year
Registered nurses	177,400	\$86,070 per year
Laborers and freight, stock, and material movers, hand	158,800	\$37,660 per year
General and operations managers	147,300	\$101,280 per year
Medical and health services managers	144,700	\$110,680 per year
Light truck drivers	133,800	\$42,470 per year
Financial managers	126,600	\$156,100 per year
Nurse practitioners	118,600	\$126,260 per year
Market research analysts and marketing specialists	116,600	\$74,680 per year
Medical assistants	105,900	\$42,000 per year
Management analysts	95,700	\$99,410 per year
Heavy and tractor-trailer truck drivers	89,300	\$54,320 per year
Computer and information systems managers	86,000	\$169,510 per year
Substance abuse, behavioral disorder, and mental health counselors	71,500	\$53,710 per year
Accountants and auditors	67,400	\$79,880 per year
Lawyers	62,400	\$145,760 per year
Construction laborers	61,900	\$45,300 per year

Additional Data

Fastest Growing Occupations

Projected 2022-32

U.S. Bureau of Labor Statistics

April 17, 2024

OCCUPATION	GROWTH RATE, 2022-32	2023 MEDIAN PAY
Wind turbine service technicians	45%	\$61,770 per year
Nurse practitioners	45%	\$126,260 per year
Data scientists	35%	\$108,020 per year
Statisticians	32%	\$104,110 per year
Information security analysts	32%	\$120,360 per year
Medical and health services managers	28%	\$110,680 per year
Epidemiologists	27%	\$81,390 per year
Physician assistants	27%	\$130,020 per year
Physical therapist assistants	26%	\$64,080 per year
Software developers	26%	\$132,270 per year
Occupational therapy assistants	24%	\$67,010 per year
Actuaries	23%	\$120,000 per year
Computer and information research scientists	23%	\$145,080 per year
Operations research analysts	23%	\$83,640 per year
Solar photovoltaic installers	22%	\$48,800 per year
Home health and personal care aides	22%	\$33,530 per year
Taxi drivers	21%	\$34,680 per year
Personal care and service workers, all other	21%	\$36,980 per year
Veterinary technologists and technicians	21%	\$43,740 per year
Veterinary assistants and laboratory animal caretakers	20%	

Sources

Websites: NYS Department of Labor: www.dol.ny.gov

U.S. Bureau of Labor Statistics www.bls.gov

Town of Rhinebeck Government: www.rhinebeckny.gov

Village of Rhinebeck Government: www.villageofrhinebeck.org

Pattern for Progress Center for Housing Solutions & Community Indicatives Annual Report "Out of Reach 2023", "The Great People Shortage and its Effects on the Hudson Valley", April 20213

Career Outlook: Elka Torpey, "Education level and projected openings, 2022–32," *Career Outlook*, U.S. Bureau of Labor Statistics, January 2024