



**ASSEMBLY STANDING COMMITTEE ON LABOR
ASSEMBLY SUBCOMMITTEE ON EMERGING WORKFORCE**

NOTICE OF PUBLIC HEARING

SUBJECT: Addressing Workforce Shortages

PURPOSE: To examine the persistent increase in people leaving the workforce, focusing on the factors contributing to this trend and potential solutions for workers and affected industries.

Tuesday
November 22, 2022
10:30 AM

Hearing Room C
Legislative Office Building, 2nd Floor
Albany, NY, 12248

While worker “quit and separation rates” have been continuously increasing over the past decade, they reached an all-time high in 2021 in the wake of the COVID-19 pandemic. This mass exodus from the workforce, widely referred to as the Great Resignation, impacted a wide range of industries. However, as we continue to recover from the pandemic, quit and separation rates have remained at record levels. According to the U.S. Bureau of Labor Statistics, there were 4.1 million quits during September 2022, demonstrating a relatively small decrease from the record high of 4.5 million quits initially reached in November 2021. In order to support impacted industries and dissatisfied workers, it is crucial to identify the motivations behind these separations. Experts have identified an array of factors persuading workers to leave their positions. While some workers are exiting the workforce entirely, due to retirement or familial responsibilities, there is evidence of a large prevalence of reshuffling. This reshuffling is shown in a 2021 analysis published by the Economic Policy Institute which found that hiring rates surpassed quit rates in several industries, and this trend has continued in 2022. By examining the ways and extent to which groups are leaving the workforce, lawmakers can tailor several solutions to best serve the targeted worker population and industry. The Committee and Subcommittee are seeking to receive information from various industries and stakeholders impacted by these employment trends. The hearing is meant to explore and identify general and industry-specific factors contributing to the phenomenon, possible barriers to re-entry, industries’ responses to the increased quit rates, and strategies to attract and retain workers.

Persons wishing to present pertinent testimony to the Committee and Subcommittee at the above hearing should complete and return the enclosed reply form as soon as possible. It is important that the reply form be fully completed and returned so that persons may be notified in the event of emergency postponement or cancellation.

Oral testimony will be limited to 5 minutes’ duration. In preparing the order of witnesses, the Committee will attempt to accommodate individual requests to speak at particular times in view of special circumstances. These requests should be made on the attached reply form or communicated to Committee staff as early as possible.

Ten copies of any prepared testimony should be submitted at the hearing registration desk. The Committee would appreciate advance receipt of prepared statements.

Attendees and participants at any legislative public hearing should be aware that these proceedings are video recorded. Their likenesses may be included in any video coverage shown on television or the internet.

In order to further publicize these hearings, please inform interested parties and organizations of the Committee's interest in hearing testimony from all sources.

In order to meet the needs of those who may have a disability, the Assembly, in accordance with its policy of non-discrimination on the basis of disability, as well as the 1990 Americans with Disabilities Act (ADA), has made its facilities and services available to all individuals with disabilities. For individuals with disabilities, accommodations will be provided, upon reasonable request, to afford such individuals access and admission to Assembly facilities and activities.

Latoya Joyner
Member of Assembly
Chair
Committee on Labor

Stefani Zinerman
Member of Assembly
Chair
Subcommittee on Emerging Workforce

PUBLIC HEARING REPLY FORM

Persons wishing to present testimony at the public hearing on Addressing Workforce Shortages are requested to complete this reply form as soon as possible and mail, email or fax it to:

Hannah Dominguez
Analyst
Assembly Committee on Labor
Room 513 – Capitol
Albany, New York 12248
Email: dominguezh@nyassembly.gov
Phone: (518) 455- 4857
Fax: (518) 455-7250

- I plan to attend the following public hearing on Addressing Workforce Shortages to be conducted by the Assembly Committee on Labor and the Subcommittee on Emerging Workforce on Tuesday, November 22, 2022.
- I plan to make a public statement at the hearing. My statement will be limited to 5 minutes, and I will answer any questions which may arise. I will provide 10 copies of my prepared statement.
- I will address my remarks to the following subjects:

- I do not plan to attend the above hearing.
- I would like to be added to the Committee mailing list for notices and reports.
- I would like to be removed from the Committee mailing list.
- I will require assistance and/or handicapped accessibility information. **Please specify the type of assistance required:** _____

NAME: _____

TITLE: _____

ORGANIZATION: _____

ADDRESS: _____

E-MAIL: _____

TELEPHONE: _____

FAX TELEPHONE: _____