

Priority: Unemployment

Goal: Promote equitable approaches to optimize employment.

What is Unemployment and Why is it Important?

Unemployment and underemployment are significant public health challenges in NYS, contributing to critical issues within our communities. Employment status is a complex public health issue related to multiple SDOH that play a crucial role in perpetuating health inequities. Individuals who are unemployed or unable to work encounter greater obstacles in achieving favorable health outcomes and accessing health care. Unemployment is associated with reduced access to health care services, and as the duration of unemployment increases, health behaviors and outcomes tend to worsen. Adverse health outcomes increase with the duration of unemployment, with the most severe effects observed among individuals unable to work. The unemployment rate is particularly elevated among Black individuals (9.4%) and those with a disability (14.1%), who are more likely to be unemployed or unable to work.^{63,64}








Unemployment is a multifaceted issue influenced by various factors, including the evolving nature of work, a fluctuating labor market, insufficient enforcement of labor protection standards, a decline in unionization, and wage stagnation. These factors interact with several SDOH, further complicating the situation. The consequences of unemployment extend beyond financial strain, adversely affecting health and overall well-being. Collaborating with multidisciplinary partners will emphasize the significance of employment status and quality in addressing health disparities. Additionally, integrating workforce health and well-being into health, labor and economic development strategies across the state, local health departments, hospitals, and other organizations is crucial for promoting healthier communities. By focusing on equitable approaches to increase employment, NYS can promote sustainable economic growth, full and productive employment, and workforce health and well-being.










SMART(IE) Objective:







2.0 Reduce unemployment among individuals aged 16 years and older from 6.2% to 5.5%.

2.1 Reduce unemployment among Black residents from 9.3% to 7.9%.

Desired Outcome	Indicator	Data Source	Population	Baseline	Target
Decrease the percentage of people unemployed	Percentage unemployed	ACS	Everyone aged 16 years and older	6.2% (2018-2022)	5.5% (2030)
			Subpopulation of Focus	Baseline	Target
			Black residents (Aged 16 years and older)	9.3% (2018-2022)	7.9% (2030)

Interventions	Population of Focus	Age Range	Intermediate Measures
 <p>Featured Intervention: Engage in multi-sector collaborations that highlight the health burden of unemployment and underemployment and leverage these collaborations to create local pathways to meaningful employment. Strategies include identifying the partners and resources to develop job training programs and job opportunities that align with local labor market demands.⁶⁵⁻⁶⁷</p> 	Everyone aged 16 or older	Ages 16+	Employment rate by age group and industry
 <p>Featured Intervention: Collaborate on developing training and outreach programs with health care professionals, hospitals, and educational organizations to recruit and train health educators, patient advocates, community health workers, care coordinators, health coaches, and health promotion coordinators.</p> <p>Examples include:</p> <ul style="list-style-type: none"> • Partner engagement, communication, and employer partnerships to evaluate the community health care needs and health care workforce • Include direct connections to local departments of social services to engage individuals on public assistance and Supplemental Nutrition Assistance Program (SNAP) in these career pathways opportunities^{68,69} 	Everyone aged 16 or older	Ages 16+	Participation rate among organizations of focus, number of outreach events, number of individuals reached, number of individuals recruited (striated by occupation)
 <p>Revise hiring requirements for positions to move away from unnecessary and costly degree inflation and align workers with employer needs and job opportunities. Examples include:</p> <ul style="list-style-type: none"> • Limit artificial degree requirements • Promote skills-based hiring • Allow employers to ask more open questions not inhibited by Equal Employment Opportunity Commission (EEOC)^{70,71} 	Employers and potential health care workers	N/A	Participation rate among organizations of focus, employee recruitment metrics among organizations of focus, local employment rates
 <p>Provide training on inclusive employment practices to employers and co-workers to ensure that people</p>	Employers	N/A	Number of employers offering training on working with Intellectual and Developmental

Interventions	Population of Focus	Age Range	Intermediate Measures
<p>with intellectual and developmental disabilities experience a supportive working environment.⁷²</p> <p></p>			<p>Disabilities (IDD) individuals, number of new trainings created to fulfill this need</p>
<p> Promote and/or participate with the NYS Youth Jobs Program to increase opportunities for young people entering the workforce and to offer guidance and resources on how to apply.⁷³</p> <p></p>	<p>Unemployed or underemployed 16- to 24-year-olds</p>	<p>Ages 16-24</p>	<p>Number of businesses signing up for the NYS Youth Jobs Program, number of youth referrals made to the Program at hospitals, number of youth applying for the Program</p>
<p> Provide comprehensive employer benefits navigation (e.g., insurance selection, flexible spending, health savings accounts, paid time off request, etc.) to employees earning wages up to 200% of the Federal Poverty Line.^{49,74,75}</p> <p></p>	<p>Workforce earning under 200% FPL; Employers</p>	<p>Ages 16-64</p>	<p>Number of individuals enrolled in social services programs, number of individuals enrolled in Flexible Spending and Health Savings Accounts, number of individuals with employer-sponsored health insurance</p>
<p> Provide digital literacy training and community outreach to address the adoption barrier of internet utilization among the aging population and low-income households.⁷⁶</p> <p></p>	<p>Rural and urban low-income communities and aging population with new broadband connections</p>	<p>All ages</p>	<p>Number of literacy programs, number of trainings administered, number of students served</p>
<p> Strengthen partnerships among health care employers, Boards of Cooperative Educational Services (BOCES) programs, high schools, and community colleges to expand training, apprenticeships and employment opportunities for entry-level careers. Examples include:</p> <ul style="list-style-type: none"> • Home health aide • Community Health Worker (CHW) • Licensed practical nurse (LPN) • Dental assistants/hygienist • Direct support staff <p>Strategies would include establishing provisional certifications in the health care field, curriculum design, and collaboration on community outreach and communication.^{68,69, 77}</p> <p></p>	<p>Everyone aged 16 or older</p>	<p>Ages 16+</p>	<p>Participation rate among organizations of focus, number of graduates from health training/schools, number of new hires, interns, and apprenticeships for entry-level health positions</p>

Interventions	Population of Focus	Age Range	Intermediate Measures
 <p>Collaborate with local schools and nonprofit organizations to promote high school completion programs that offer mentoring, counseling, vocational training, and supplemental academic services.⁷⁸⁻⁸¹</p> 	At-risk youth; new Americans	High school age	Participation rate among organizations of focus, number of students receiving high school diplomas or High School Equivalency diplomas
 <p>Develop an internship pilot program for disabled adults aged 18 to 35 who have transitioned into adulthood. Examples include:</p> <ul style="list-style-type: none"> • Life-skills training (e.g., Living Well in the Community) • Navigation to support services (e.g., Medicaid, Social Security disability insurance (SSDI), SNAP) • Employment skills and how to engage/ behave in the work and navigating transportation^{82, 83} 	Young people with learning disabilities	Ages 16+	Number of people served by pilot program, number of intern and/or employment placements among participants
 <p>Develop a community investment strategy to improve health and health disparities by leveraging economic and social capital to generate living wage jobs in the community by partnering with medical centers, university hospitals, and centers for excellence. Strategies include:</p> <ul style="list-style-type: none"> • Build employment opportunities and economic stability by hiring local candidates at a living wage • Invest financially in job training and workforce development • Utilize business operations to improve community health by supporting the local economies <p>These anchor strategies include efforts such as: hiring locally, building and contracting with local businesses, and local investing.⁸⁴⁻⁸⁷</p> 	N/A	N/A	Participation rate among organizations of focus, number of new jobs generated, unemployment rate, poverty indicators for the community (Behavioral Risk Factor Surveillance System (BRFSS), US Census).

Lead Partner Agencies and Organizations

[NYS Department of Labor](#)

[NYS Office of Temporary and Disability Assistance](#)

[NYS Department of Health](#) (Office of Health Insurance Programs, Office of Public Health)

[NYS Department of Taxation and Finance](#)

[NYS Education Department](#)

Secondary and postsecondary schools

Health care providers, health plans, insurance brokers

Trade unions, local businesses

Local libraries, NorthStar Digital Literacy Program, NYPL TechConnect, Education Trust-New York, Alianza

Dropout Prevention - Catholic Charities Community Services

Center for Community Investment, Philanthropic foundations

Implementation Resources

[New York Youths Job Program](#)

[Work for Success \(WFS\) Program](#)

[Worker Adjustment and Retraining Notification \(WARN\)](#)

[State Education Department: Adult Career and Continuing Education Services \(ACCES-VR\)](#)

[ConnectALL](#)

[Promise Neighborhoods](#)

[Center for Community Investment Philanthropic foundations](#)

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