

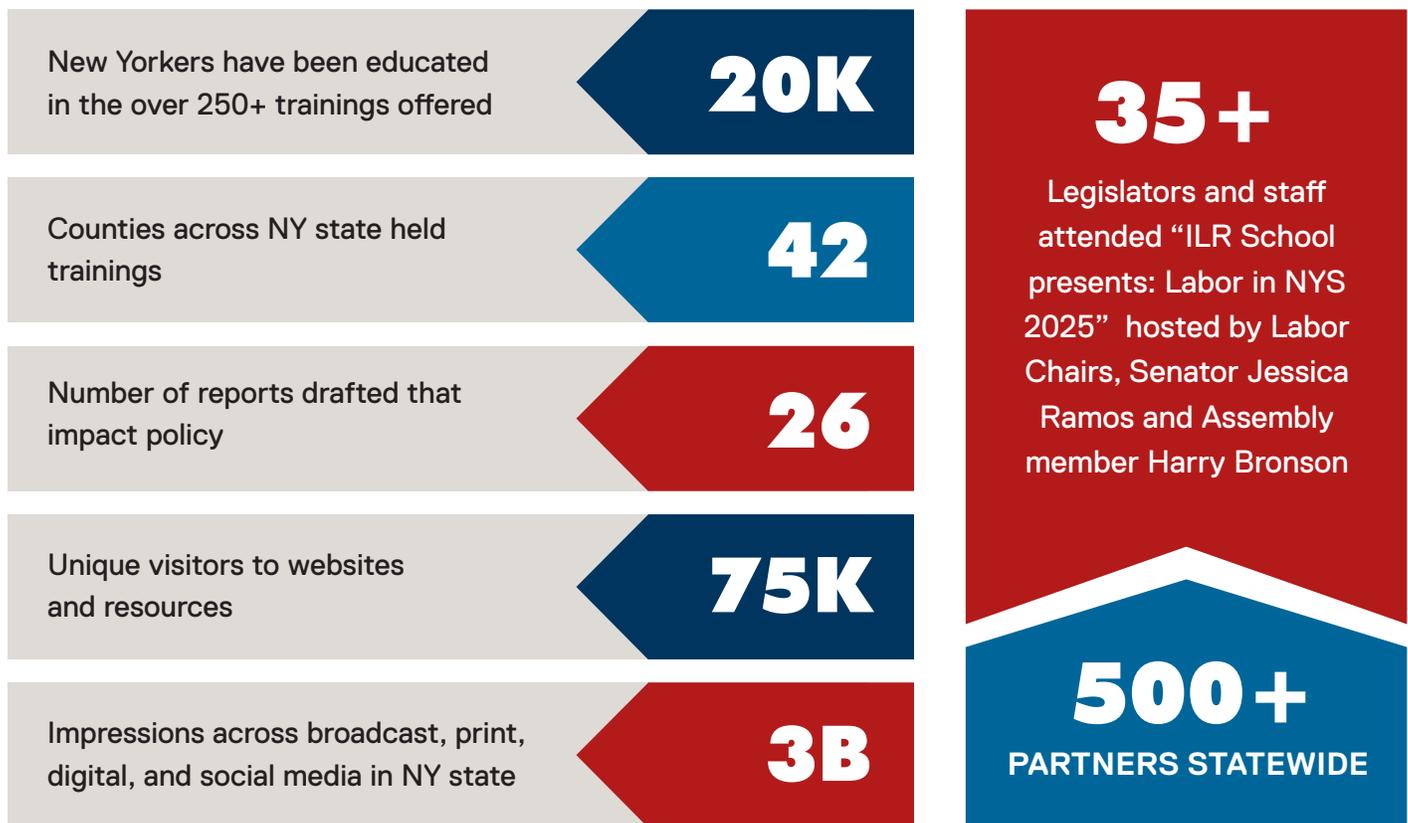


ILR School

NYS PUBLIC IMPACT

Established by the New York State Legislature in 1945 as a NY State contract college at Cornell University with support through SUNY, the ILR School today is committed to improving the lives of working people in NYS with expertise in research, data, policy analysis on a broad range of key issues affecting the state's workers, unions, communities and employers.

2024 BY THE NUMBERS



For the past ten years, Cornell's ILR School researchers have conducted the Empire State Poll to survey New York State residents about how work impacts their lives. With over 2,500 residents surveyed across the entire state, this poll provides a window into New Yorkers' daily lives, needs, and concerns related to labor and employment. Cornell researchers help create, distribute, and analyze survey data that policymakers can use in their day-to-day work.

Cannabis Workforce Initiative

The New York State Cannabis Workforce Initiative (CWI) ensures affected communities benefit from the legalization of adult-use cannabis by providing quality workforce development and legal education. Our work prioritizes diversity, equity, and quality jobs in the emerging cannabis industry through skills training, entrepreneurship services, workforce supports, legal education for employees and employers, and the development of high-road career pathways. We draw our expertise from Cornell ILR and the Workforce Development Institute.

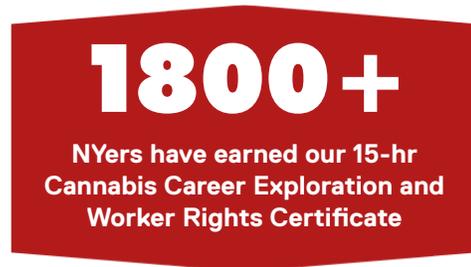
We are building multi-dimensional partnerships to support access to opportunities for high-quality careers with family-sustaining wages, upward mobility, worker empowerment, continuing education, and fair employment leading to the building of generational wealth in communities most harmed by the criminalization of cannabis.

This kind of free, accessible, and comprehensive training is not otherwise available in NYS.

- Justice-impacted training and hiring workshops for workers and employers
- Adhere to industry standards and compliance measures, promoting safety, efficiency, and quality within the cannabis supply chain.



of certificate holders do not have a college degree



In an industry with a wide range of in-demand transferable skills, 73% of certificate holders are over 30 and 18% are over 50.



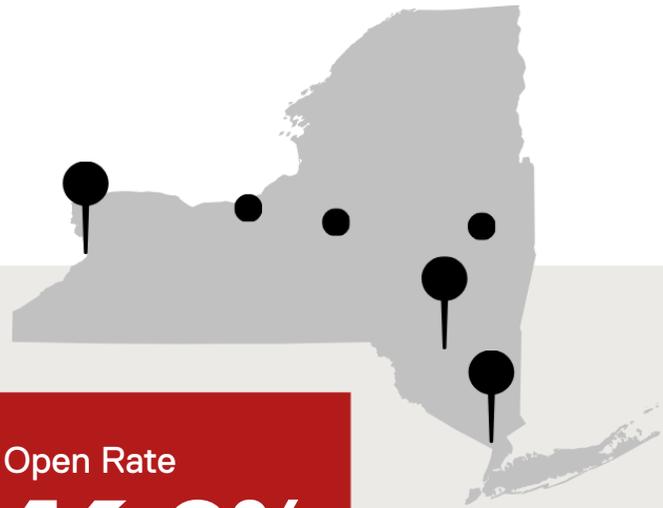
CWI certificate holders broadly reflect the social equity goals established in the MRTA. Statewide, 31% of certificate holders identify as Black or African American, 16% as Hispanic or Latino, 32% as white, 4% as Asian or other Pacific Islander and American Indian or Alaska Native, and 9% as two or more races.



44% of certificate holders identify as women, 52% as men, and 3% as nonbinary or of another gender.

TRAIN THE TRAINER

As educators, our mission using the train-the-trainer model is to empower individuals and community organizations through skill-building, information, and resources to develop expertise locally. (See map for locations.)



CWI INCREASING PARTICIPATION

10.5K+

Subscribers have opted in to receive our e-newsletters and learn about CWI's resources and training opportunities.



Open Rate

46.9%



4K+

Social media followers, increasing daily, with 11.5% engagement. (According to Hootsuite, most social media marketing experts suggest a good engagement rate is 1%-5%.)

24K+

Unique Visitors to Cannabisworkforce.org in 2024.

SUNY HIGHLIGHT:

We are working with SUNY and CUNY partners to build online, co-branded "portals" to our self-paced Certificate curriculum, with access for administrators to track their students' progress and Certificate completion.

FUTURE / BEYOND 2025:

We are continuously monitoring the evolution of New York's cannabis market, anticipating industry needs, and working to develop new resources and programs to meet them.

- Health and safety for workplaces in cultivation, manufacturing, and retail
- ADA requirements for reasonable accommodation
- Unions and organizing
- Pregnancy rights
- Wage and hour laws, job classifications, and business requirements such as worker's compensation and unemployment insurance

FAIR EMPLOYMENT RESOURCE HUB FOR WORKERS AND EMPLOYERS

We are continually adding new resources to the Hub, and a notable recent addition is a template Employee Manual, as required under OCM regulations. We are readying an accompanying training to educate employers on best practices for adapting the template for their business needs. A Cannabis Career Guide highlights transferable skills and pathways for entry into the industry.



WORKFORCE
DEVELOPMENT
INSTITUTE

The K. Lisa Yang and Hock E. Tan Institute on Employment and Disability (YTI) performs and utilizes rigorous research to provide continuing education, training, and technical assistance on all facets related to the employment of people with disabilities.

TRAINING AND EDUCATION

- Disability Rights and Employment Awareness Month (DREAM) Symposium, Albany:
 - 15 sessions to 379 attendees October 2024. Attendees included disability service providers, people with disabilities and their families, state policymakers, and state agency leads.
- In collaboration with OPWDD, YTI presented “Protecting and Supporting Vulnerable Populations for First Responders” to 100 first responders in NYS.
- Adapting to the Future of Work Event, NYC
 - 227 attendees from workforce and economic development, higher education, community-based and state agencies.

TAILORED INFORMATION AND RESOURCES

YTI faculty and staff contributed guidance, training, and technical assistance on disability employment in many capacities throughout the state including:

- NYC Talent’s Center for Workplace Accessibility and Inclusion steering committee and NYC Mayor’s Office
- New York State Assembly Committee for People with Disabilities, NYS Council on Developmental Disabilities Employment: Community of Practice (COP)
- New York Association of Training and Employment Professionals (NYATEP)
- Chair of the New York State Apprenticeship Council and the Director of Apprenticeship and Infrastructure from NYDOL
- New York Employment Service System (NYESS) Employment Policy at the Office of Mental Health
- The New York State Assembly Committee on Disability
- Multiple workforce development regions around the state.

200+

State employees trained in November 2024 on: Working with People with Disabilities and Recruiting, Hiring, and Retaining People with Disabilities

912

NYers trained since July 2024 in workforce and economic development, higher education, community-based and state agencies, and law enforcement agencies

POLICY BRIEFS

In September 2024, YTI released a policy brief entitled “Job Training for Justice-Impacted New Yorkers with Disabilities: Interagency Coordination between Corrections and Vocational Rehabilitation.”

ILR Buffalo Co-Lab

The Cornell ILR Buffalo Co-Lab produces tools and research that informs public policy and workforce development. The Buffalo Co-Lab is home to the Labor Studies program and NYS Workplace Health & Safety training.

TOOLS AND RESOURCES



1251
WAGE ATLAS
USERS



1424
DIGITAL EQUITY
PORTAL USERS



188
USERS ON A VOTER
TURNOUT BY
HOUSING TENURE
TOOL

STATE OF CHILD CARE IN NYS

546

Users on Child Care
Mapping tool
*not yet fully launched



170

Engaged in launch
of report

Child Care Mapping Presentation:

NYS Association of
Counties annual
Legislative Conference

COLLABORATION

The ILR Buffalo Co-Lab works closely with community-based think tank, Partnership for the Public Good, networking over 350+ nonprofits and other organizations in the WNY region.

SUNY Collaboration includes co-locating on SUNY Buffalo State University's campus and hosting civic-engaged learning through High Road and Democracy Fellowships for Cornell and SUNY Buffalo State undergraduate students working with not for profits, unions, and community leaders in Buffalo.

TRAINING AND LABOR EDUCATION



1703

NYers trained in NYS DOL Health
& Safety and COEM classes

592

Online Labor education participants



240

Policymakers, teachers, and other
NYers participated in Updates in
Labor Policy Training under the New
Administration

182

NY Workers trained in Lead Renovator



91

Participants completed the
full 15-credit Labor Studies
Certificate in 2024



PARTNERSHIP
FOR THE
PUBLIC GOOD

The Criminal Justice and Employment Initiative at Cornell ILR (CJEI) improves employment opportunities for people with criminal records by designing and delivering legal employment training to close information gaps, implement best practices, and integrate job seekers with criminal records into the workforce. CJEI's job-readiness tool, the Restorative Record, will help employers develop more diverse talent pools using evidence-based employability factors that are better predictors of job success than a cover letter and résumé that often filter out qualified nontraditional job applicants.

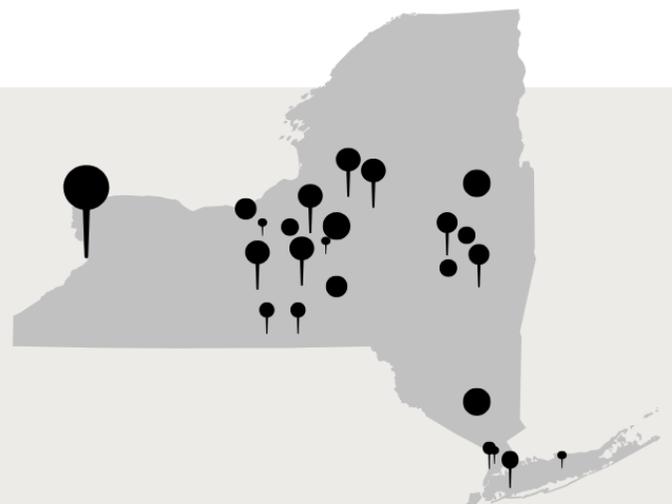
POLICY BRIEFS

- Employer Guide for Hiring People with Criminal Records in New York State
- NYS Employee Guide: Know Your Employment Rights in New York State
- Subminimum Wages in New York State Prisons
- Updating New York State's Employment Restrictions for People with Criminal Convictions

TRAINING AND LABOR EDUCATION



Manhattan - Bronx - Queens -
Central Islip - Guilderland
- Albany - Schenectady - Newburgh
- Lake George - Auburn - Cortland -
Dryden - Moravia - Delmar - Syracuse
- Rome - Utica - Vestal - Buffalo -
Geneva - Rochester - Ithaca - Elmira



ILR Climate Jobs Institute

The Climate Jobs Institute (CJI) at Cornell University's New York State School of Industrial and Labor Relations (ILR) is guiding New York's transition to a strong, equitable, and resilient clean energy economy that tackles the climate crisis, creates high-quality union jobs, confronts race and gender inequality, and builds a skilled and diverse workforce. Through cutting-edge policy studies, deep relationships with on-the-ground partners, and innovative training and education programs, CJI provides information that policymakers, the labor and environmental movements, industry leaders, and others need to navigate this historic transition to a zero-carbon economy.

TRAINING AND EDUCATION

1938

New Yorkers participated in climate jobs trainings and educational programs



598

Participants on Climate Resiliency Related Webinars on topics like thermal energy networks, offshore wind, and hiring people with disabilities

15

New York county collaborations

According to NYSERDA, there were 178,449 clean energy jobs in New York State in 2023, an increase of roughly 7,700 over the previous year. Reported wages, health benefits, and unionization rates were higher in clean energy than the economy as a whole. In the coming year, CJI plans to refine our own jobs tracking data to offer more granular, up-to-date information on clean energy jobs in New York State throughout the year.



300+

Hours of Technical Assistance offered to NYC and NYS legislators on requests related to quantitative and geospatial assessments of NYS's clean energy economy as well as best practices in public policy and workforce equity



POLICY BRIEFS

- [Building an Equitable, Diverse & Unionized Clean Energy Economy: What We Can Learn from Apprenticeship Readiness](#)
- [Exploring the Conditions of the New York State Solar Workforce](#)
- [Empire State Poll 2024](#)
- [Reclaiming Our Future: A Climate Jobs Agenda for the International Association of Machinists and Aerospace Workers](#)
- [Understanding Thermal Energy Networks: A Building Decarbonization Approach to Achieving Scale, Equity, and High-Quality Union Jobs](#)
- [New York's Renewable Energy Policies, Plans & Progress: A Climate Jobs Perspective](#)

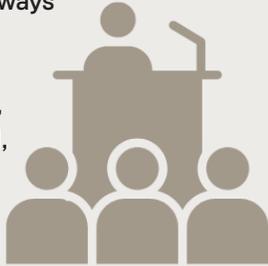
PUBLIC EVENTS

200+

Attendees at 2024 Climate Jobs Summit including climate experts, legislators, labor leaders, philanthropists, and policymakers

150+

Attendees to “Generating Equity: Pathways to Union Careers in Clean Energy Conference” including President of NYSERDA, Commissioner of NYS DOL, legislators, unions, DOE, environmental, and workforce development organizations



14

NYS LEGISLATORS
+ STAFF

11

LABOR LEADERS

attended the week-long Educational Delegation to Stockholm, Sweden to learn about their nearly 100% fossil-free electric grid and decarbonizing housing

11

NYS LEGISLATORS
+ STAFF

14

LABOR LEADERS

(in 2023) attended the week-long Educational Delegation to Denmark to learn about their world-leading efforts to decarbonize & create a thriving clean energy economy

SUNY COLLABORATION

- Carter Strickland from SUNY spoke on a panel titled, “Ensuring Access to Good Jobs: Addressing Equity Through High Road Labor Standards” at CJI “Generating Equity” conference.
- Strickland and SUNY Chancellor John King spoke on a panel titled, “Infrastructure Funding and Green Jobs in New York and Puerto Rico,” with CJI representatives at SOMOS conference in November 2024.

LOOKING AHEAD TO 2025

- Host educational sessions at SOMOS Albany and Puerto Rico.
- Establish climate jobs tracker to provide monthly updates on the number of clean energy projects being built in NYS, how many New Yorkers are employed in clean energy sectors, job and tax benefit projections for future investments and projects, and essential climate information like the total amount of solar, wind, and battery storage installed in NYS
- Launch NYS Policy Lab to track and monitor NYS’s progress towards its current climate and energy goals and provide a menu of new climate jobs policy proposals to advance climate action, high-quality job growth, and equity.
- Expand the reach of CJI’s online certificate program, “Climate Jobs: Building an Equitable, Resilient Clean Energy Economy”
- Host multiple webinars and in-person events to highlight new report findings and discuss critical topics like New York’s progress towards its climate and clean energy goals
- Lead another educational delegation with NYS legislators and labor leaders, and deepen engagement by convening follow up retreats in New York for delegates to stay in touch, exchange ideas, and move a shared agenda

ILR Worker Institute

The Worker Institute (WI) is a resource for New York's leaders and policymakers. Grounded in collaboration with union leaders, economic justice organizations and workers, WI serves as an incubator of innovation on policy that protects and expands the collective bargaining rights of unions, workers in the gig economy and those in precarious work including immigrant workers.

The Workplace Sexual Harassment / Gender-based Violence Awareness Program addresses issues of power and control, heterosexism, homophobia, bullying and workplace violence. The Program provides training for employers, unions and worker advocates and conducts research on the prevalence of sexual harassment and its impact on workers.



New Yorkers trained

2376+

TRAINING AND EDUCATION

In partnership with AFL-CIO, The Union Leadership Institute (ULI) provides an intensive, one-year executive level training program for current union leaders and staff. ULI prepares New York's labor leaders to more effectively and strategically advance the rights of workers in New York State and to meet the challenges of a changing global economy and more diverse society.



60+

Labor Leaders annually enroll in a Labor Leadership course

400+

Labor Leaders have completed the training program

2500+

New Yorkers participated in Public Programming



POLICY BRIEFS

- Nanny We Rise Training Evaluation Report
- The Impact of Racial and Sexual Harassment on Working New Yorkers
- Care Workers: The Weight of Stress and Unpaid Care Giving
- AI, Worker Voice, and the Future of Fashion
- Online-Platform Work: Findings from Empire State Poll
- Stories of Belonging: TPS Workers Courageous Struggle to Stay Home in the U.S.
- Refugee Workers from Myanmar in New York's Capital Region

PARTNERS

SEIU International - SEIU 1199NW - SEIU 121RN - SEIU1199 UHE - SEIU 32BJ - SEIU Committee of Interns and Residents (CIR) - NY State Nurses Association (NYSNA) - NY Professional Nurses Union (NYPNU) - AFCSME-CSEA Local 1000 - AFCSME-DC37 - IUPAT-Painters Union - Int Brotherhood of Teamsters (IBT) - OPEIU - OPEIU Local 153- SMART- SMART Sheet Metal Workers Local 104 - United Steelworkers (USW) - Food & Commercial Workers Union (FCWU) - Machinist Union (IAM) - National Education Association (NEA) - Laborers International Union (LIUNA) - American Federation of Teachers (AFT) - SEIU Training & Employment Fund - SEIU Healthcare Fund - Labor Unions for Traditional Medicare - Workers United, SEIU - UFCW Local 1176 - Sheet Metal Workers, Local 28 - UAW Region 9 - Plumbers and Pipefitters, Local 1 - IBEW Local 3 - Masters Mates and Pilots - IUOE Local 30 - Elevator Industry Pension Fund - IATSE - Independent Drivers Guild (IDG) - AFL-CIO National - NYS AFL-CIO - NYC Central Labor Council - UFT - Retail Workers RWDSU - Amazon Labor Union-IBT Local 1 - Action Center of Race and The Economy - Jobs with Justice - Private Equity Stakeholder Project - Americans for Financial Reform Education Fund - Worker Rights Consortium - Caring Across Generations - National Domestic Workers Alliance - United for Respect - interfaith Center on Corporate Responsibility - We Count! - Climate Organizing Hub - Community Resource Center - Blue-Green Alliance - United for a Fair Economy - Adhikaar for Human Rights and Social Justice - Healthcare Career Advancement Program (H-CAP) - Carol Gardens Association - Hand in Hand: The Domestic Employers Network - Seneca Strategies - Leading Age - Working Partnerships - ICA Group - Petite Smiles LLC Daycare - Northwell Health - Weill-Cornell Medicine - School of Labor Management Relations-Rutgers University - Hunter College, NY - New York University (NYU) - Center for Law and Policy - Center for Labor and a Just Economy, Harvard Law School - The Model Alliance - The Action Lab - NY Caring Majority - NYC Health and Hospitals Corporation - We Dream in Black! - National Women Law Center - La Colmena - Filipino Workers Center - NYCE - ALIGN - Make the Road NY - NDLON - Columbia U-Teachers College - Adhikaar -Brandworkers -Carroll Gardens Association - Coalition for Immigrant Freedom - El Centro del Inmigrante - Laundry Workers Center - Movimiento Santuario Yonkers - Obreros Unidos - Red de Pueblos Transnacionales - TPS NYS Comite - Trabajadores Agrícolas Unidos - Street Vendor Project -Chinese American Planning Council - CRC - Cabrini Immigrant Services NYC - Workplace Project - Freeport Workers Center - Long Island Jobs with Justice - Rural and Migrant Ministry - Centro Corazon de Maria - OLA of Eastern Long Island - Sepa Mujer - Buffalo Justice for Migrants - Columbia County Sanctuary Movement - Food Chain Workers Alliance - Justice For Migrant Families - Worker Justice Center of New York - Northeast New York Coalition for Occupational Safety & Health - WNYCOSH - Legal Services of Central New York - Midstate Council for Occupational Safety and Health - Community Resource Center - Catholic Charities - United Community Center of Westchester - Don Bosco Worker Center - Neighbors Link