

Q1. Which of the following industry categories best describes the type of business your company is engaged in?																								
	Region					Industry													Company Size					
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100
Engineering and Construction	12%	10%	14%	11%	13%	12%	10%	12%	11%	11%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	11%	14%	14%
Food and Beverage	9%	6%	6%	7%	7%	6%	12%	8%	9%	6%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	10%	9%	3%
Financial	5%	8%	6%	6%	6%	6%	5%	3%	4%	3%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	4%	5%	7%	
Manufacturing	17%	17%	18%	16%	19%	10%	22%	16%	14%	29%	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	15%	27%	10%	
Retail	10%	8%	11%	10%	13%	5%	8%	19%	10%	12%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	12%	9%	7%	
Service	21%	20%	39%	25%	34%	31%	19%	14%	31%	12%	0%	0%	0%	0%	100%	0%	0%	0%	0%	0%	24%	18%	14%	
Wholesale and Distribution	8%	5%	7%	5%	8%	3%	10%	10%	5%	14%	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	9%	10%	0%	
Nonprofit	8%	15%	N/A	N/A	N/A	15%	5%	5%	6%	4%	0%	0%	0%	0%	0%	0%	0%	100%	0%	0%	7%	0%	17%	
Tourism	2%	3%	N/A	N/A	N/A	3%	0%	3%	1%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	1%	1%	4%	
Technology	3%	4%	N/A	N/A	N/A	4%	2%	0%	4%	2%	0%	0%	0%	0%	0%	0%	0%	0%	100%	0%	3%	2%	3%	
Health Care	6%	4%	N/A	N/A	N/A	6%	6%	10%	3%	5%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	4%	6%	20%	

  

Q2. As you think about the current business or economic conditions in New York State, as compared to one year ago, would you say they are considerably better, a little better, about the same, a little worse, or considerably worse?																								
	Region					Industry													Company Size					
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100
Considerably better	3%	4%	6%	2%	3%	3%	2%	7%	4%	2%	6%	2%	0%	2%	3%	2%	6%	2%	0%	7%	0%	4%	3%	0%
A little better	14%	19%	23%	7%	14%	15%	11%	16%	14%	14%	10%	16%	14%	9%	10%	15%	17%	21%	33%	7%	14%	15%	10%	13%
About the same	24%	24%	32%	10%	47%	24%	30%	29%	25%	21%	32%	20%	21%	29%	16%	25%	21%	26%	32%	0%	33%	19%	25%	23%
A little worse	37%	34%	23%	30%	26%	45%	33%	26%	38%	37%	26%	44%	46%	37%	36%	37%	38%	38%	44%	40%	32%	35%	38%	40%
Considerably worse	22%	20%	16%	50%	10%	14%	23%	22%	20%	26%	25%	18%	18%	23%	34%	21%	17%	13%	22%	13%	35%	21%	26%	26%

  

Q3. Looking forward from today through next year, that is, the entire 2024 year, how would you describe your expectations for the economy in New York State?																								
	Region					Industry													Company Size					
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100
Considerably better	2%	3%	5%	5%	2%	3%	1%	3%	1%	2%	4%	4%	0%	0%	0%	2%	0%	6%	0%	7%	0%	3%	0%	0%
A little better	16%	16%	31%	35%	17%	17%	18%	19%	17%	13%	15%	12%	18%	20%	10%	15%	19%	23%	11%	7%	14%	18%	10%	11%
About the same	28%	26%	24%	17%	38%	26%	33%	30%	28%	24%	22%	32%	21%	31%	28%	28%	32%	19%	22%	40%	27%	26%	30%	29%
A little worse	35%	36%	26%	20%	34%	34%	34%	29%	34%	41%	34%	34%	46%	33%	36%	33%	36%	40%	33%	33%	30%	33%	43%	40%
Considerably worse	20%	18%	15%	23%	9%	20%	13%	19%	20%	20%	25%	18%	14%	16%	26%	23%	13%	11%	33%	13%	30%	20%	18%	20%

  

Q4. Now thinking specifically about your industry, how would you describe the current business or economic conditions in New York State, as compared with one year ago?																								
	Region					Industry													Company Size					
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100
Considerably better	2%	4%	7%	5%	2%	3%	0%	4%	3%	1%	4%	4%	0%	0%	2%	2%	4%	11%	13%	0%	4%	0%	0%	
A little better	13%	17%	21%	12%	15%	13%	15%	15%	14%	11%	15%	16%	14%	10%	12%	10%	11%	17%	22%	27%	11%	14%	12%	10%
About the same	25%	25%	34%	14%	39%	27%	29%	23%	20%	27%	29%	18%	14%	25%	24%	29%	32%	28%	0%	33%	8%	25%	26%	16%
A little worse	39%	35%	24%	29%	33%	40%	33%	36%	45%	39%	26%	40%	46%	47%	31%	40%	43%	40%	56%	13%	41%	37%	40%	50%
Considerably worse	22%	19%	13%	40%	11%	17%	22%	22%	19%	22%	25%	22%	25%	19%	33%	19%	13%	11%	11%	13%	41%	20%	22%	24%

  

Q5. And looking forward from today through the next year, how would you describe your expectations for your industry here in New York State?																								
	Region					Industry													Company Size					
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100
Considerably better	2%	4%	9%	6%	2%	3%	0%	4%	2%	1%	4%	2%	0%	0%	1%	0%	9%	11%	13%	0%	3%	0%	3%	
A little better	16%	19%	28%	34%	16%	16%	21%	16%	19%	10%	19%	16%	18%	16%	9%	17%	17%	17%	22%	27%	8%	19%	13%	11%
About the same	33%	28%	29%	20%	37%	34%	34%	34%	32%	35%	31%	28%	29%	32%	43%	39%	34%	28%	0%	33%	22%	31%	39%	23%
A little worse	33%	34%	22%	21%	33%	33%	30%	29%	31%	34%	22%	38%	43%	36%	28%	28%	36%	43%	56%	13%	35%	30%	32%	49%
Considerably worse	17%	15%	12%	18%	13%	14%	14%	16%	16%	20%	24%	16%	11%	16%	21%	15%	13%	4%	11%	13%	35%	17%	16%	14%

Q6. Now thinking specifically about your company, what are your expectations for revenue through the end of the year 2024? Do you believe your revenue will...?																								
	Region					Industry												Company Size						
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100
Grow substantially	2%	3%	7%	3%	3%	3%	1%	4%	2%	1%	4%	2%	0%	1%	2%	0%	4%	7%	0%	7%	0%	2%	1%	4%
Grow moderately	27%	35%	40%	31%	38%	31%	36%	27%	22%	22%	25%	20%	39%	25%	22%	28%	28%	33%	33%	53%	24%	27%	29%	34%
Stay about the same	38%	35%	31%	31%	36%	39%	43%	32%	44%	34%	40%	38%	32%	34%	31%	45%	28%	43%	44%	33%	41%	37%	36%	37%
Decrease moderately	26%	23%	18%	23%	19%	26%	13%	27%	26%	34%	28%	32%	18%	33%	33%	20%	36%	15%	28%	7%	19%	25%	32%	21%
Decrease substantially	7%	5%	4%	12%	5%	2%	7%	10%	6%	9%	3%	8%	11%	6%	12%	7%	4%	2%	0%	0%	16%	9%	2%	3%

Q7. Continuing to focus on your company, please think quickly about profitability. Between today and the end of the calendar year 2024, do you expect your profits to...?																								
	Region					Industry												Company Size						
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100
Grow substantially	2%	2%	4%	3%	2%	2%	1%	3%	2%	3%	3%	2%	0%	2%	2%	0%	2%	4%	0%	13%	0%	2%	2%	1%
Grow moderately	19%	24%	30%	22%	32%	20%	26%	22%	19%	10%	26%	12%	18%	20%	12%	21%	23%	13%	44%	33%	8%	20%	18%	17%
Stay about the same	36%	38%	32%	34%	34%	40%	39%	30%	31%	39%	34%	30%	39%	33%	35%	42%	40%	50%	0%	20%	30%	37%	35%	37%
Decrease moderately	33%	29%	27%	14%	6%	34%	24%	34%	39%	35%	32%	40%	29%	36%	33%	25%	28%	30%	56%	33%	46%	30%	40%	34%
Decrease substantially	10%	8%	7%	28%	26%	3%	10%	11%	9%	12%	4%	16%	14%	9%	18%	11%	6%	2%	0%	0%	16%	11%	4%	10%

Q8. Businesses and the executives that direct them strive to enhance profitability in many ways. Through which of the following strategies do you plan to MOST enhance your company's profitability over the next year? Please select ONE.																								
	Region					Industry												Company Size						
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100
Market/demand growth	32%	33%	32%	43%	38%	35%	32%	43%	27%	24%	25%	34%	37%	28%	31%	33%	24%	44%	56%	47%	30%	33%	23%	39%
Cost reduction	20%	22%	15%	24%	23%	19%	16%	21%	21%	26%	18%	22%	7%	18%	36%	13%	26%	24%	22%	20%	27%	19%	24%	16%
Price increase	31%	30%	36%	16%	17%	28%	32%	26%	34%	36%	48%	32%	41%	34%	19%	38%	39%	7%	11%	13%	16%	32%	38%	26%
New technology	9%	8%	8%	7%	8%	11%	9%	4%	9%	7%	4%	6%	15%	13%	5%	7%	7%	9%	11%	20%	11%	9%	9%	9%
Other	8%	7%	9%	11%	13%	7%	12%	6%	8%	6%	4%	6%	0%	7%	9%	11%	4%	16%	0%	0%	16%	7%	5%	11%

Q9. Please indicate which of the following are major areas of concentration for your company now and through 2024. Please check ALL that apply.																								
	Region					Industry												Company Size						
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100
Expansion of existing markets	47%	50%	49%	48%	55%	46%	48%	45%	48%	44%	45%	50%	44%	55%	24%	48%	60%	51%	67%	60%	31%	45%	46%	55%
Growth in existing products	45%	51%	50%	47%	50%	50%	45%	45%	40%	45%	33%	39%	74%	46%	40%	40%	64%	33%	67%	67%	46%	44%	47%	46%
Entry into new markets	26%	24%	25%	26%	26%	24%	26%	17%	28%	30%	27%	30%	19%	33%	11%	24%	38%	23%	44%	47%	9%	23%	33%	28%
New product lines	24%	23%	25%	22%	22%	17%	23%	28%	26%	32%	9%	24%	19%	36%	38%	13%	47%	19%	11%	47%	14%	23%	27%	23%
Acquisition of new businesses	10%	10%	14%	11%	12%	13%	8%	4%	13%	8%	5%	4%	15%	5%	5%	15%	11%	14%	0%	33%	6%	8%	9%	20%
Technology innovation	29%	29%	32%	25%	29%	36%	21%	22%	30%	33%	28%	33%	63%	34%	20%	22%	16%	33%	33%	73%	26%	25%	38%	41%
Construction of new locations	7%	8%	7%	8%	8%	10%	9%	4%	7%	5%	23%	7%	7%	1%	5%	6%	0%	12%	0%	7%	6%	5%	2%	19%
Internal restructuring	26%	29%	28%	26%	27%	32%	25%	28%	20%	26%	23%	26%	26%	21%	35%	27%	16%	35%	22%	20%	31%	24%	31%	29%
Other	9%	9%	9%	8%	6%	9%	2%	7%	10%	8%	3%	13%	4%	6%	15%	12%	4%	14%	0%	0%	11%	10%	8%	1%

Q10. Do you intend to invest between today through 2024 in any fixed assets for your company designed to do each of the following?																								
Q10A. Meet growing demand, reduce costs or enhance productivity																								
	Region					Industry												Company Size						
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100
Yes	50%	55%	55%	41%	51%	51%	48%	53%	52%	50%	61%	59%	50%	54%	40%	40%	55%	47%	63%	50%	52%	44%	69%	61%
No	31%	26%	23%	37%	30%	32%	29%	30%	31%	32%	20%	20%	38%	31%	40%	37%	27%	38%	13%	21%	30%	36%	19%	20%
Not sure	19%	19%	22%	22%	19%	17%	23%	17%	16%	18%	19%	22%	12%	15%	21%	23%	18%	16%	25%	29%	18%	20%	11%	19%

Q10B. Respond to climate change (e.g., fuel switching, energy efficiency, renewable generation, etc.)																								
	Region					Industry												Company Size						
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100
Yes	12%	17%	15%	N/A	N/A	12%	15%	7%	15%	11%	17%	27%	11%	11%	7%	8%	0%	20%	29%	13%	6%	10%	14%	15%
No	71%	64%	64%	N/A	N/A	69%	70%	75%	72%	73%	65%	51%	74%	80%	74%	78%	77%	58%	57%	53%	67%	73%	74%	60%
Not sure	18%	18%	21%	N/A	N/A	19%	15%	18%	13%	16%	17%	22%	15%	9%	19%	14%	23%	22%	14%	33%	28%	17%	13%	25%

Q11. Now thinking about the people that work for your company, between today and the end of 2024, do you plan to...?																								
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Region					Industry										Company Size			
						Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100
Substantially increase your workforce	2%	3%	5%	2%	1%	2%	2%	1%	1%	1%	2%	0%	0%	1%	0%	2%	0%	4%	0%	0%	6%	1%	0%	6%
Moderately increase your workforce	27%	30%	39%	25%	29%	34%	23%	31%	26%	24%	36%	26%	37%	27%	21%	31%	21%	20%	22%	36%	14%	26%	30%	36%
Remain about the same	61%	59%	51%	62%	57%	60%	67%	55%	62%	57%	58%	63%	52%	61%	63%	57%	62%	71%	56%	64%	64%	62%	57%	51%
Decrease your workforce	11%	9%	5%	10%	12%	5%	7%	13%	11%	18%	5%	11%	11%	11%	16%	9%	17%	4%	22%	0%	17%	11%	13%	7%

Q12. And thinking about challenges that your company faces, which of the following are you concerned with? Please check ALL that apply.																								
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Region					Industry										Company Size			
						Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100
Governmental regulation	65%	63%	65%	59%	65%	60%	64%	62%	67%	65%	65%	77%	89%	61%	61%	64%	55%	58%	67%	53%	81%	60%	73%	80%
Adverse economic conditions	58%	65%	56%	65%	44%	66%	61%	49%	52%	56%	45%	52%	85%	60%	68%	57%	55%	67%	67%	53%	50%	57%	58%	67%
Health care costs	58%	59%	55%	50%	66%	55%	60%	49%	73%	60%	62%	48%	33%	71%	50%	58%	55%	58%	67%	53%	69%	57%	64%	50%
Taxation	57%	57%	56%	59%	58%	51%	61%	46%	61%	67%	59%	58%	52%	64%	70%	59%	66%	20%	78%	60%	44%	58%	65%	46%
Rising supplier costs	56%	60%	70%	47%	34%	49%	64%	61%	51%	59%	67%	71%	26%	56%	75%	50%	55%	33%	67%	40%	67%	59%	52%	47%
Energy costs	46%	54%	47%	27%	22%	42%	47%	41%	51%	42%	42%	65%	19%	45%	50%	47%	53%	40%	78%	27%	33%	46%	50%	40%
Human resources	44%	48%	52%	35%	45%	47%	42%	42%	41%	44%	50%	38%	48%	53%	32%	45%	23%	56%	56%	13%	58%	40%	58%	54%
Cash flow	32%	27%	24%	37%	29%	33%	34%	27%	29%	35%	21%	40%	19%	34%	45%	32%	13%	38%	22%	33%	44%	33%	27%	29%
Global political instability	27%	18%	20%	14%	12%	25%	20%	30%	30%	29%	30%	19%	41%	32%	34%	27%	30%	11%	22%	33%	8%	26%	30%	33%
Your supply chain	25%	36%	N/A	N/A	N/A	19%	23%	28%	23%	34%	33%	27%	0%	36%	29%	18%	32%	11%	33%	27%	19%	26%	23%	21%
Risk management	22%	19%	22%	19%	22%	20%	24%	18%	22%	22%	32%	19%	33%	13%	20%	21%	17%	22%	44%	27%	22%	19%	30%	27%
Existing U.S. competition	18%	20%	19%	20%	24%	17%	23%	20%	16%	20%	21%	17%	19%	20%	14%	15%	32%	9%	22%	53%	3%	17%	23%	17%
Ability to obtain suitable financing	17%	10%	7%	9%	8%	18%	16%	14%	14%	18%	21%	8%	19%	15%	21%	15%	4%	31%	22%	20%	17%	19%	15%	11%
Foreign competition	9%	8%	8%	7%	9%	5%	9%	17%	5%	14%	8%	8%	0%	29%	4%	2%	9%	0%	0%	33%	3%	9%	14%	4%

Q13. As you consider all aspects of doing business in New York State, do you think the business conditions in New York State are getting better, staying the same or getting worse?																								
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Region					Industry										Company Size			
						Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100
Getting better	4%	N/A	N/A	N/A	N/A	5%	2%	6%	3%	6%	3%	4%	0%	1%	0%	5%	9%	7%	11%	13%	3%	5%	1%	3%
Staying the same	29%	N/A	N/A	N/A	N/A	32%	30%	38%	32%	22%	26%	33%	41%	29%	20%	25%	34%	40%	11%	40%	29%	31%	22%	32%
Getting worse	67%	N/A	N/A	N/A	N/A	63%	68%	56%	65%	71%	71%	63%	59%	70%	80%	70%	57%	53%	78%	47%	69%	64%	77%	65%

Q14. And how about in your local area, are business conditions getting better, staying the same or getting worse in your local area?																								
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Region					Industry										Company Size			
						Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100
Getting better	8%	N/A	N/A	N/A	N/A	8%	12%	8%	5%	9%	5%	15%	7%	6%	0%	8%	11%	7%	22%	20%	6%	10%	2%	7%
Staying the same	45%	N/A	N/A	N/A	N/A	46%	46%	52%	47%	44%	41%	46%	44%	51%	44%	43%	49%	60%	11%	47%	31%	45%	48%	42%
Getting worse	47%	N/A	N/A	N/A	N/A	47%	43%	39%	48%	47%	55%	40%	48%	43%	56%	49%	40%	33%	67%	33%	63%	46%	49%	51%

Q15. For each of the following, indicate whether it is an asset to doing business in New York, a detriment or that it really doesn't have an effect one way or another. Please select ONE response per row.

Q15A. New York State government																								
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Region					Industry										Company Size			
						Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100
Asset	9%	N/A	N/A	N/A	N/A	13%	5%	11%	4%	8%	14%	11%	4%	2%	4%	4%	11%	25%	11%	27%	8%	10%	2%	9%
Detriment	81%	N/A	N/A	N/A	N/A	76%	89%	76%	76%	84%	75%	74%	85%	89%	91%	84%	70%	66%	89%	53%	83%	77%	90%	88%
No effect	11%	N/A	N/A	N/A	N/A	11%	5%	13%	20%	9%	11%	15%	11%	9%	5%	12%	19%	9%	0%	20%	8%	13%	8%	3%

Q15B. Local government																								
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Region					Industry										Company Size			
						Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100
Asset	21%	N/A	N/A	N/A	N/A	23%	25%	26%	15%	19%	25%	24%	7%	25%	20%	15%	15%	40%	33%	13%	22%	20%	20%	25%
Detriment	35%	N/A	N/A	N/A	N/A	34%	26%	32%	39%	46%	40%	31%	52%	28%	34%	39%	33%	33%	56%	33%	33%	35%	34%	37%
No effect	43%	N/A	N/A	N/A	N/A	43%	49%	42%	46%	34%	35%	45%	41%	47%	46%	46%	52%	28%	11%	53%	44%	45%	45%	38%

Q15C. New York's culture																									
					Region					Industry										Company Size					
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100	
Asset	24%	N/A	N/A	N/A	N/A	31%	18%	22%	27%	18%	31%	23%	30%	19%	20%	20%	15%	50%	25%	27%	23%	24%	15%	36%	
Detriment	42%	N/A	N/A	N/A	N/A	34%	48%	44%	34%	48%	51%	40%	33%	41%	44%	43%	45%	25%	63%	27%	51%	39%	50%	47%	
No effect	34%	N/A	N/A	N/A	N/A	34%	33%	33%	39%	34%	18%	36%	37%	40%	35%	38%	40%	25%	13%	47%	26%	38%	35%	17%	
Q15D. New York's transportation systems																									
					Region					Industry										Company Size					
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100	
Asset	23%	N/A	N/A	N/A	N/A	26%	21%	25%	20%	22%	32%	23%	19%	23%	15%	24%	26%	18%	33%	20%	19%	21%	27%	29%	
Detriment	26%	N/A	N/A	N/A	N/A	27%	27%	15%	26%	29%	25%	21%	22%	21%	18%	25%	19%	55%	44%	33%	33%	26%	26%	26%	
No effect	51%	N/A	N/A	N/A	N/A	47%	52%	59%	54%	49%	43%	55%	59%	56%	67%	51%	55%	27%	22%	47%	47%	54%	46%	46%	
Q15E. New York's energy systems																									
					Region					Industry										Company Size					
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100	
Asset	14%	N/A	N/A	N/A	N/A	17%	12%	10%	8%	17%	19%	11%	11%	16%	11%	8%	9%	28%	11%	13%	14%	13%	14%	14%	
Detriment	47%	N/A	N/A	N/A	N/A	39%	48%	49%	46%	53%	56%	46%	30%	47%	49%	55%	47%	37%	56%	20%	33%	46%	46%	46%	
No effect	40%	N/A	N/A	N/A	N/A	44%	40%	41%	46%	30%	25%	43%	59%	37%	40%	37%	45%	35%	33%	67%	53%	41%	40%	39%	
Q15F. New York's educational systems including pre-school, K-12 and Higher Ed																									
					Region					Industry										Company Size					
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100	
Asset	31%	N/A	N/A	N/A	N/A	37%	33%	34%	18%	30%	37%	33%	33%	37%	18%	23%	21%	48%	22%	53%	31%	27%	29%	50%	
Detriment	34%	N/A	N/A	N/A	N/A	31%	26%	37%	35%	42%	35%	31%	44%	31%	33%	40%	36%	32%	33%	7%	25%	35%	38%	26%	
No effect	35%	N/A	N/A	N/A	N/A	32%	41%	30%	47%	28%	28%	35%	22%	32%	49%	36%	43%	20%	44%	40%	44%	38%	33%	24%	
Q15G. New York's healthcare system																									
					Region					Industry										Company Size					
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100	
Asset	17%	N/A	N/A	N/A	N/A	19%	15%	18%	19%	14%	23%	14%	22%	7%	13%	18%	11%	36%	11%	20%	20%	19%	4%	21%	
Detriment	48%	N/A	N/A	N/A	N/A	41%	61%	44%	54%	49%	46%	57%	41%	56%	54%	45%	36%	41%	33%	64%	23%	49%	53%	40%	
No effect	35%	N/A	N/A	N/A	N/A	40%	24%	38%	27%	37%	31%	29%	37%	36%	33%	38%	53%	23%	56%	40%	17%	32%	42%	39%	
Q15H. New York's workforce																									
					Region					Industry										Company Size					
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100	
Asset	26%	N/A	N/A	N/A	N/A	31%	20%	31%	25%	24%	28%	19%	37%	20%	16%	23%	22%	48%	33%	64%	23%	24%	22%	35%	
Detriment	51%	N/A	N/A	N/A	N/A	45%	59%	45%	46%	55%	55%	67%	44%	58%	58%	48%	39%	36%	56%	7%	57%	50%	58%	45%	
No effect	23%	N/A	N/A	N/A	N/A	24%	20%	24%	29%	21%	17%	15%	19%	22%	25%	29%	39%	16%	11%	29%	20%	25%	19%	20%	
Q15I. The quality of life in New York																									
					Region					Industry										Company Size					
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100	
Asset	43%	N/A	N/A	N/A	N/A	47%	53%	42%	42%	40%	43%	43%	33%	54%	35%	40%	26%	64%	78%	53%	33%	44%	40%	41%	
Detriment	29%	N/A	N/A	N/A	N/A	26%	19%	25%	35%	29%	29%	28%	37%	22%	35%	32%	21%	27%	22%	40%	33%	30%	24%	29%	
No effect	28%	N/A	N/A	N/A	N/A	27%	28%	32%	23%	31%	28%	30%	30%	24%	31%	28%	53%	9%	0%	7%	33%	25%	36%	30%	

Q15J. Crime in New York																								
	Total	Region					Industry												Company Size					
		2022 Total	2021 Total	2020 Total	2019 Total	2018 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100
Asset	2%	N/A	N/A	N/A	N/A	2%	1%	1%	3%	2%	3%	0%	0%	1%	2%	4%	2%	0%	0%	7%	0%	2%	2%	1%
Detriment	68%	N/A	N/A	N/A	N/A	69%	68%	74%	60%	70%	69%	61%	78%	62%	83%	70%	61%	70%	78%	60%	67%	67%	72%	68%
No effect	30%	N/A	N/A	N/A	N/A	28%	30%	25%	37%	28%	28%	39%	22%	37%	15%	26%	37%	30%	22%	33%	33%	31%	26%	31%
Q15K. Housing affordability in New York																								
	Total	Region					Industry												Company Size					
		2022 Total	2021 Total	2020 Total	2019 Total	2018 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100
Asset	12%	N/A	N/A	N/A	N/A	8%	20%	11%	4%	19%	11%	25%	7%	13%	11%	8%	13%	11%	11%	7%	14%	10%	17%	14%
Detriment	60%	N/A	N/A	N/A	N/A	66%	49%	58%	77%	39%	58%	50%	63%	52%	59%	62%	49%	80%	67%	67%	69%	62%	50%	63%
No effect	29%	N/A	N/A	N/A	N/A	26%	31%	31%	18%	41%	31%	25%	30%	35%	30%	30%	38%	9%	22%	27%	17%	29%	33%	23%
Q15L. New York's natural resources																								
	Total	Region					Industry												Company Size					
		2022 Total	2021 Total	2020 Total	2019 Total	2018 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100
Asset	52%	N/A	N/A	N/A	N/A	59%	67%	52%	36%	45%	46%	69%	48%	46%	48%	49%	47%	74%	89%	47%	50%	53%	48%	59%
Detriment	7%	N/A	N/A	N/A	N/A	5%	4%	6%	11%	5%	15%	10%	4%	4%	5%	10%	0%	2%	11%	0%	8%	7%	5%	4%
No effect	41%	N/A	N/A	N/A	N/A	37%	29%	42%	53%	50%	38%	21%	48%	49%	46%	41%	53%	23%	0%	53%	42%	40%	47%	36%
Q15M. New York's tourist attractions																								
	Total	Region					Industry												Company Size					
		2022 Total	2021 Total	2020 Total	2019 Total	2018 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100
Asset	48%	N/A	N/A	N/A	N/A	53%	53%	44%	47%	38%	42%	60%	48%	32%	48%	50%	43%	70%	100%	40%	53%	48%	37%	66%
Detriment	3%	N/A	N/A	N/A	N/A	2%	3%	4%	3%	4%	8%	6%	0%	2%	2%	3%	0%	5%	0%	0%	6%	2%	4%	3%
No effect	48%	N/A	N/A	N/A	N/A	45%	44%	52%	50%	57%	51%	33%	52%	66%	50%	46%	57%	25%	0%	60%	42%	49%	59%	31%
Q15N. Local permitting processes																								
	Total	Region					Industry												Company Size					
		2022 Total	2021 Total	2020 Total	2019 Total	2018 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100
Asset	8%	N/A	N/A	N/A	N/A	10%	9%	14%	3%	7%	9%	19%	0%	6%	7%	3%	4%	19%	22%	0%	6%	9%	4%	6%
Detriment	55%	N/A	N/A	N/A	N/A	59%	51%	38%	64%	63%	65%	48%	59%	54%	60%	67%	33%	53%	67%	50%	31%	52%	59%	65%
No effect	37%	N/A	N/A	N/A	N/A	31%	40%	48%	33%	31%	26%	33%	41%	40%	33%	30%	62%	28%	11%	50%	64%	38%	36%	29%
Q16. Of the following, what would you like to see the Governor and Legislature of New York focus on? Please check ALL that apply.																								
	Total	Region					Industry												Company Size					
		2022 Total	2021 Total	2020 Total	2019 Total	2018 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100
Business Income Tax Reform	61%	54%	54%	53%	52%	54%	59%	60%	68%	67%	62%	57%	44%	69%	61%	66%	70%	30%	67%	67%	64%	61%	66%	56%
Spending Cuts	60%	51%	48%	47%	53%	58%	63%	51%	54%	74%	58%	65%	52%	75%	64%	58%	65%	34%	89%	40%	53%	58%	71%	59%
Personal Income Tax Reform	59%	51%	52%	48%	50%	56%	60%	63%	62%	60%	52%	43%	70%	60%	59%	68%	67%	34%	56%	67%	67%	56%	68%	63%
Workforce Development	48%	41%	43%	31%	N/A	53%	44%	42%	39%	54%	58%	41%	48%	56%	43%	40%	30%	73%	44%	27%	61%	46%	54%	57%
Business Development Incentives	47%	40%	41%	45%	36%	45%	44%	39%	51%	51%	49%	35%	56%	48%	45%	49%	43%	50%	44%	40%	44%	47%	46%	46%
Infrastructure Development	44%	38%	44%	40%	42%	49%	46%	32%	48%	38%	63%	37%	52%	28%	34%	52%	37%	61%	33%	53%	25%	45%	41%	43%
Energy Infrastructure	37%	32%	26%	23%	24%	43%	31%	31%	33%	37%	40%	43%	26%	33%	30%	43%	33%	43%	33%	33%	28%	38%	26%	37%
Sales Tax Reform	36%	25%	25%	23%	25%	28%	37%	36%	34%	39%	34%	31%	26%	35%	48%	40%	46%	18%	44%	40%	31%	38%	26%	31%
Estate Tax Reform	35%	24%	29%	23%	24%	31%	35%	31%	39%	38%	28%	49%	26%	33%	41%	42%	33%	18%	33%	33%	33%	33%	45%	30%
Ethics Reform	34%	26%	28%	26%	28%	37%	39%	29%	32%	35%	26%	33%	26%	34%	34%	38%	33%	30%	33%	33%	42%	36%	32%	29%
Other	17%	14%	16%	18%	17%	17%	22%	14%	13%	17%	17%	27%	19%	16%	21%	12%	13%	25%	33%	13%	14%	18%	14%	19%
Climate Change	15%	16%	17%	N/A	N/A	18%	16%	22%	11%	13%	14%	22%	4%	14%	11%	18%	11%	20%	11%	27%	14%	18%	6%	11%

Q17. Now, thinking specifically about New York and the relationship between the state government and businesses like yours, overall would you say the government of the State of New York is doing an excellent, good, fair or poor job of creating a business climate in which companies like yours will succeed?																								
	Total	Region					Industry												Company Size					
		2022 Total	2021 Total	2020 Total	2019 Total	2018 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100
Excellent	2%	1%	2%	1%	1%	1%	1%	4%	0%	4%	0%	6%	0%	1%	0%	7%	2%	0%	7%	0%	2%	0%	0%	
Good	9%	10%	10%	11%	5%	13%	5%	8%	7%	10%	15%	4%	11%	7%	5%	7%	7%	16%	11%	33%	3%	9%	5%	9%
Fair	35%	27%	31%	30%	25%	35%	33%	42%	41%	29%	28%	37%	30%	36%	35%	30%	39%	55%	33%	13%	42%	34%	37%	36%
Poor	55%	62%	57%	58%	66%	52%	61%	46%	52%	57%	57%	53%	59%	56%	60%	63%	48%	27%	56%	47%	56%	55%	58%	55%

  

Q18. How confident are you in the ability of the government of the State of New York to improve the business climate for businesses like yours here in New York State over the next year? Are you:																								
	Total	Region					Industry												Company Size					
		2022 Total	2021 Total	2020 Total	2019 Total	2018 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100
Very confident	1%	1%	1%	2%	1%	1%	1%	3%	0%	3%	0%	2%	0%	0%	0%	0%	9%	2%	0%	7%	0%	2%	0%	0%
Somewhat confident	13%	16%	17%	18%	12%	14%	11%	24%	13%	11%	18%	16%	11%	12%	11%	9%	9%	27%	11%	20%	8%	15%	6%	13%
Not very confident	38%	38%	41%	36%	40%	40%	40%	35%	43%	33%	29%	33%	37%	42%	33%	43%	33%	50%	11%	47%	39%	37%	42%	33%
Not at all confident	47%	45%	40%	44%	45%	45%	48%	39%	43%	53%	52%	49%	52%	45%	56%	48%	50%	20%	78%	27%	53%	46%	52%	54%

  

Q19. To what extent will these actions under the state's "Climate Leadership and Community Protection Act" (CLCPA) (focused on Green House Gas (GHG) emissions reductions and renewable energy) impact your business?																								
Q19A. Elimination of fossil fuel emissions from heating/cooling in most new construction (starting in 2026)																								
	Total	Region					Industry												Company Size					
		2022 Total	2021 Total	2020 Total	2019 Total	2018 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100
Positive	7%	N/A	N/A	N/A	N/A	6%	4%	4%	9%	7%	16%	2%	4%	4%	2%	5%	11%	12%	0%	13%	8%	8%	3%	7%
Negative	56%	N/A	N/A	N/A	N/A	46%	63%	52%	49%	72%	69%	65%	54%	55%	62%	61%	53%	41%	33%	27%	42%	53%	68%	57%
No impact	26%	N/A	N/A	N/A	N/A	37%	22%	32%	26%	17%	8%	25%	27%	27%	24%	24%	32%	56%	47%	33%	29%	20%	19%	
Don't know	11%	N/A	N/A	N/A	N/A	11%	11%	12%	15%	4%	8%	8%	15%	14%	9%	10%	11%	15%	11%	13%	17%	11%	9%	16%

  

Q19B. Requirements for zero-emission (light duty) and reduced emission (heavy duty) vehicles																								
	Total	Region					Industry												Company Size					
		2022 Total	2021 Total	2020 Total	2019 Total	2018 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100
Positive	7%	N/A	N/A	N/A	N/A	8%	3%	7%	7%	7%	12%	6%	0%	4%	4%	3%	11%	14%	0%	20%	8%	8%	4%	7%
Negative	60%	N/A	N/A	N/A	N/A	49%	62%	57%	57%	75%	71%	65%	42%	62%	69%	61%	62%	43%	67%	40%	47%	57%	70%	59%
No impact	23%	N/A	N/A	N/A	N/A	31%	24%	27%	23%	13%	12%	19%	38%	19%	18%	26%	20%	31%	33%	27%	31%	24%	18%	23%
Don't know	11%	N/A	N/A	N/A	N/A	12%	11%	9%	13%	5%	5%	10%	19%	15%	9%	10%	7%	12%	0%	13%	14%	11%	8%	10%

  

Q19C. The system in which large-scale GHG emissions sources must purchase "allowances" for GHG emissions (starting in 2025)																								
	Total	Region					Industry												Company Size					
		2022 Total	2021 Total	2020 Total	2019 Total	2018 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100
Positive	4%	N/A	N/A	N/A	N/A	6%	1%	3%	3%	5%	5%	4%	4%	3%	0%	3%	7%	10%	0%	7%	6%	4%	2%	7%
Negative	48%	N/A	N/A	N/A	N/A	41%	51%	43%	40%	63%	60%	40%	42%	54%	45%	51%	49%	36%	33%	33%	42%	45%	59%	49%
No impact	25%	N/A	N/A	N/A	N/A	32%	26%	30%	29%	11%	18%	21%	31%	19%	16%	29%	24%	29%	44%	33%	33%	26%	24%	19%
Don't know	23%	N/A	N/A	N/A	N/A	22%	23%	24%	28%	21%	17%	35%	23%	23%	38%	17%	20%	26%	22%	27%	19%	26%	14%	25%

  

Q19D. GHG "performance standards" for existing buildings (NYC effective in 2024, under consideration statewide)																								
	Total	Region					Industry												Company Size					
		2022 Total	2021 Total	2020 Total	2019 Total	2018 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100
Positive	6%	N/A	N/A	N/A	N/A	8%	4%	4%	4%	5%	17%	0%	0%	5%	2%	3%	7%	12%	0%	7%	6%	5%	5%	7%
Negative	54%	N/A	N/A	N/A	N/A	49%	56%	57%	48%	65%	58%	50%	62%	61%	64%	55%	47%	44%	67%	20%	47%	52%	64%	49%
No impact	21%	N/A	N/A	N/A	N/A	24%	17%	26%	26%	15%	11%	19%	19%	16%	16%	30%	22%	17%	11%	40%	28%	21%	20%	25%
Don't know	19%	N/A	N/A	N/A	N/A	19%	23%	13%	21%	14%	14%	31%	19%	18%	18%	13%	24%	27%	22%	33%	19%	22%	11%	19%

Q19E. Requirements for onsite EV charging for fleets, employees and/or customers (pending)																								
					Region					Industry										Company Size				
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100
Positive	9%	N/A	N/A	N/A	N/A	11%	9%	9%	8%	10%	20%	2%	12%	6%	4%	8%	7%	17%	22%	13%	8%	9%	4%	12%
Negative	58%	N/A	N/A	N/A	N/A	45%	63%	63%	53%	70%	58%	65%	42%	68%	69%	54%	67%	36%	56%	27%	56%	56%	71%	49%
No impact	21%	N/A	N/A	N/A	N/A	29%	16%	21%	26%	13%	17%	10%	35%	15%	16%	26%	18%	38%	22%	27%	25%	23%	18%	20%
Don't know	12%	N/A	N/A	N/A	N/A	15%	12%	7%	13%	8%	5%	23%	12%	11%	12%	9%	10%	10%	0%	33%	11%	11%	7%	19%

Q20. And thinking about the efforts of the federal government, overall would you say the federal government is doing an excellent, good, fair or poor job of creating a business climate in which companies like yours will succeed?																								
					Region					Industry										Company Size				
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100
Excellent	1%	1%	3%	4%	12%	2%	0%	4%	0%	0%	3%	4%	0%	1%	0%	1%	0%	0%	0%	0%	0%	1%	1%	1%
Good	11%	13%	13%	20%	27%	12%	7%	14%	10%	11%	11%	8%	7%	11%	9%	9%	11%	19%	0%	20%	11%	12%	6%	10%
Fair	32%	32%	34%	47%	32%	35%	35%	32%	35%	31%	36%	31%	37%	37%	27%	31%	33%	47%	33%	20%	14%	34%	30%	30%
Poor	56%	53%	51%	29%	25%	51%	57%	50%	55%	58%	50%	56%	56%	51%	64%	60%	56%	35%	67%	60%	75%	54%	62%	59%

Q21. How confident are you in the ability of the federal government to improve the business climate for businesses like yours here in New York over the next year? Are you:																								
					Region					Industry										Company Size				
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100
Very confident	1%	1%	1%	4%	7%	1%	0%	3%	0%	2%	0%	4%	0%	0%	1%	4%	2%	0%	0%	0%	0%	1%	0%	0%
Somewhat confident	12%	17%	19%	27%	30%	13%	11%	18%	13%	9%	17%	10%	4%	15%	4%	12%	9%	21%	0%	27%	11%	13%	8%	11%
Not very confident	40%	37%	35%	37%	42%	38%	47%	38%	42%	38%	36%	37%	46%	41%	48%	39%	40%	56%	22%	20%	22%	41%	39%	33%
Not at all confident	47%	45%	45%	32%	19%	48%	43%	41%	45%	51%	47%	49%	50%	45%	48%	48%	47%	23%	78%	53%	67%	44%	54%	56%

Q22. On another topic, "Disruptive Technologies", innovations that significantly alter the way that consumers, industries, or businesses operate. How familiar are you with Disruptive Technologies?																								
					Region					Industry										Company Size				
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100
Very familiar	12%	N/A	N/A	N/A	N/A	13%	11%	10%	13%	15%	8%	6%	31%	19%	7%	11%	2%	2%	56%	47%	0%	9%	21%	11%
Somewhat familiar	37%	N/A	N/A	N/A	N/A	40%	43%	30%	37%	36%	38%	35%	46%	35%	29%	44%	32%	35%	38%	33%	40%	34%	37%	50%
Not very familiar	30%	N/A	N/A	N/A	N/A	34%	27%	32%	27%	24%	28%	38%	15%	21%	39%	28%	32%	42%	11%	20%	40%	33%	27%	24%
Not at all familiar	21%	N/A	N/A	N/A	N/A	13%	19%	28%	23%	24%	27%	21%	8%	24%	25%	18%	34%	21%	0%	0%	20%	24%	15%	14%

Q23. Which of the following disruptive technologies do you currently use or do you see your company using in the near future? Please select ONE response per row.

Q23A. Social media																								
					Region					Industry										Company Size				
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100
Currently use	74%	N/A	N/A	N/A	N/A	84%	73%	65%	69%	71%	56%	79%	84%	72%	77%	74%	58%	93%	100%	80%	81%	71%	74%	87%
Future use	7%	N/A	N/A	N/A	N/A	5%	7%	11%	4%	8%	8%	6%	4%	8%	2%	9%	11%	2%	0%	0%	8%	7%	8%	3%
No plans to use	20%	N/A	N/A	N/A	N/A	11%	21%	24%	27%	21%	36%	15%	12%	21%	21%	18%	31%	5%	0%	20%	11%	22%	18%	10%

Q23B. Artificial intelligence (AI) and machine learning																								
					Region					Industry										Company Size				
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100
Currently use	14%	N/A	N/A	N/A	N/A	18%	6%	11%	17%	15%	8%	11%	24%	13%	9%	17%	4%	10%	56%	60%	3%	12%	13%	23%
Future use	36%	N/A	N/A	N/A	N/A	41%	42%	20%	36%	37%	33%	28%	64%	35%	18%	38%	33%	45%	33%	27%	47%	30%	47%	48%
No plans to use	51%	N/A	N/A	N/A	N/A	41%	53%	69%	48%	47%	59%	62%	12%	52%	73%	44%	62%	45%	11%	13%	50%	58%	40%	29%

Q23C. 5G and Improved Connectivity																								
					Region					Industry										Company Size				
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100
Currently use	57%	55%	N/A	N/A	N/A	63%	52%	57%	59%	58%	61%	50%	71%	60%	44%	62%	51%	48%	78%	73%	49%	54%	61%	62%
Future use	25%	28%	N/A	N/A	N/A	22%	27%	19%	24%	27%	26%	27%	29%	20%	22%	26%	22%	31%	22%	13%	34%	25%	29%	24%
No plans to use	18%	17%	N/A	N/A	N/A	15%	21%	24%	17%	15%	13%	23%	0%	20%	33%	12%	27%	21%	0%	13%	17%	21%	10%	15%

Q23D. The Internet of things (computing devices embedded in everyday objects)																									
						Region					Industry										Company Size				
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100	
Currently use	48%	39%	N/A	N/A	N/A	55%	47%	45%	50%	42%	49%	39%	72%	37%	47%	58%	38%	36%	67%	67%	53%	46%	46%	57%	
Future use	20%	27%	N/A	N/A	N/A	17%	22%	23%	16%	24%	29%	28%	12%	29%	18%	14%	18%	19%	11%	7%	17%	18%	30%	20%	
No plans to use	31%	34%	N/A	N/A	N/A	28%	31%	32%	34%	33%	22%	33%	16%	34%	35%	28%	44%	45%	22%	27%	31%	36%	24%	23%	
Q23E. The cloud																									
						Region					Industry										Company Size				
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100	
Currently use	75%	81%	N/A	N/A	N/A	82%	76%	66%	72%	76%	75%	62%	83%	74%	67%	75%	62%	93%	100%	93%	80%	70%	84%	84%	
Future use	9%	9%	N/A	N/A	N/A	7%	7%	10%	11%	10%	11%	8%	10%	5%	13%	11%	11%	2%	0%	0%	9%	10%	8%	9%	
No plans to use	16%	10%	N/A	N/A	N/A	11%	17%	24%	17%	14%	14%	28%	8%	16%	27%	13%	27%	5%	0%	7%	11%	20%	9%	7%	
Q23F. Advanced robotics																									
						Region					Industry										Company Size				
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100	
Currently use	6%	8%	N/A	N/A	N/A	6%	5%	4%	6%	8%	11%	2%	8%	16%	2%	1%	2%	2%	0%	13%	11%	5%	8%	10%	
Future use	19%	16%	N/A	N/A	N/A	20%	24%	17%	17%	21%	19%	29%	8%	34%	9%	14%	13%	21%	11%	7%	17%	13%	33%	31%	
No plans to use	75%	75%	N/A	N/A	N/A	74%	70%	79%	78%	71%	70%	69%	83%	50%	89%	85%	84%	76%	89%	80%	71%	82%	59%	59%	
Q23G. Autonomous or near autonomous vehicles																									
						Region					Industry										Company Size				
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100	
Currently use	1%	1%	N/A	N/A	N/A	1%	1%	1%	2%	2%	3%	2%	0%	1%	4%	0%	2%	0%	0%	0%	0%	1%	2%	3%	
Future use	14%	15%	N/A	N/A	N/A	14%	14%	11%	16%	12%	24%	15%	20%	14%	9%	10%	18%	7%	11%	27%	8%	9%	19%	35%	
No plans to use	85%	84%	N/A	N/A	N/A	85%	84%	87%	82%	86%	73%	83%	80%	85%	88%	90%	80%	93%	89%	73%	92%	90%	79%	62%	
Q23H. 3-D Printing																									
						Region					Industry										Company Size				
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100	
Currently use	9%	12%	N/A	N/A	N/A	12%	10%	9%	7%	8%	10%	2%	0%	26%	0%	5%	2%	19%	0%	20%	6%	6%	14%	13%	
Future use	20%	17%	N/A	N/A	N/A	19%	20%	19%	19%	23%	27%	28%	13%	24%	18%	15%	16%	24%	33%	3%	3%	18%	24%	25%	
No plans to use	71%	72%	N/A	N/A	N/A	69%	70%	73%	74%	69%	63%	70%	88%	51%	82%	80%	82%	57%	67%	47%	92%	76%	62%	62%	
Q23I. Renewable energy																									
						Region					Industry										Company Size				
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100	
Currently use	19%	19%	N/A	N/A	N/A	21%	17%	18%	21%	13%	19%	22%	20%	22%	16%	17%	9%	17%	33%	47%	14%	16%	17%	34%	
Future use	31%	42%	N/A	N/A	N/A	34%	37%	20%	31%	30%	37%	39%	28%	32%	18%	31%	33%	29%	22%	20%	28%	31%	38%	22%	
No plans to use	51%	39%	N/A	N/A	N/A	45%	47%	62%	47%	57%	44%	39%	52%	46%	65%	51%	58%	54%	44%	33%	58%	53%	46%	44%	
Q23J. Cyber security																									
						Region					Industry										Company Size				
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100	
Currently use	67%	70%	N/A	N/A	N/A	71%	66%	63%	60%	73%	67%	41%	96%	73%	59%	69%	49%	69%	44%	93%	83%	59%	78%	88%	
Future use	16%	16%	N/A	N/A	N/A	16%	15%	14%	18%	16%	21%	24%	4%	15%	13%	16%	16%	19%	44%	7%	6%	19%	13%	4%	
No plans to use	17%	14%	N/A	N/A	N/A	13%	19%	23%	22%	11%	13%	35%	0%	12%	29%	15%	36%	12%	11%	0%	11%	22%	9%	7%	

Q23K. Digital analytics																									
	Total	Region					Industry											Company Size							
		2022 Total	2021 Total	2020 Total	2019 Total	2018 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100
Currently use	36%	42%	N/A	N/A	N/A	38%	29%	30%	44%	36%	24%	28%	54%	34%	41%	41%	20%	45%	56%	60%	28%	30%	41%	55%	
Future use	26%	33%	N/A	N/A	N/A	29%	28%	26%	20%	29%	27%	26%	25%	24%	13%	26%	31%	31%	33%	33%	36%	23%	37%	29%	
No plans to use	38%	25%	N/A	N/A	N/A	33%	43%	44%	36%	36%	49%	46%	21%	42%	46%	33%	49%	24%	11%	7%	36%	47%	22%	16%	

  

Q23L. Chat GPT																									
	Total	Region					Industry											Company Size							
		2022 Total	2021 Total	2020 Total	2019 Total	2018 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100
Currently use	17%	N/A	N/A	N/A	N/A	20%	15%	13%	23%	18%	10%	9%	38%	20%	7%	20%	9%	26%	44%	53%	6%	13%	27%	26%	
Future use	26%	N/A	N/A	N/A	N/A	35%	22%	19%	19%	26%	30%	26%	42%	19%	19%	28%	21%	36%	11%	27%	31%	24%	27%	32%	
No plans to use	56%	N/A	N/A	N/A	N/A	45%	63%	62%	58%	57%	60%	65%	21%	60%	74%	52%	70%	38%	44%	20%	64%	62%	47%	42%	

  

Q23M. Blockchain technology																									
	Total	Region					Industry											Company Size							
		2022 Total	2021 Total	2020 Total	2019 Total	2018 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100
Currently use	4%	N/A	N/A	N/A	N/A	6%	6%	1%	3%	1%	2%	4%	4%	3%	6%	2%	0%	5%	22%	7%	8%	3%	2%	12%	
Future use	15%	N/A	N/A	N/A	N/A	17%	16%	14%	13%	17%	5%	11%	56%	11%	7%	18%	18%	12%	0%	47%	19%	10%	29%	24%	
No plans to use	81%	N/A	N/A	N/A	N/A	77%	79%	84%	84%	82%	94%	85%	40%	86%	87%	80%	82%	83%	78%	47%	72%	87%	69%	65%	

  

Q23N. Virtual reality																									
	Total	Region					Industry											Company Size							
		2022 Total	2021 Total	2020 Total	2019 Total	2018 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100
Currently use	6%	N/A	N/A	N/A	N/A	10%	3%	7%	3%	3%	13%	4%	8%	5%	2%	4%	2%	2%	22%	7%	14%	5%	4%	12%	
Future use	20%	N/A	N/A	N/A	N/A	25%	16%	14%	26%	19%	23%	9%	25%	20%	16%	24%	11%	36%	11%	27%	8%	13%	31%	33%	
No plans to use	74%	N/A	N/A	N/A	N/A	65%	81%	79%	71%	78%	64%	87%	67%	74%	82%	71%	87%	62%	67%	67%	78%	82%	65%	55%	

  

Q24. Do you tend to see these disruptive technologies more as an opportunity for your business or as a threat to your business?																									
	Total	Region					Industry											Company Size							
		2022 Total	2021 Total	2020 Total	2019 Total	2018 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100
Opportunity	70%	80%	N/A	N/A	N/A	78%	80%	61%	72%	62%	61%	59%	92%	77%	55%	70%	59%	88%	78%	87%	67%	65%	76%	87%	
Threat	28%	20%	N/A	N/A	N/A	21%	18%	38%	26%	35%	38%	32%	8%	19%	43%	30%	36%	9%	22%	13%	33%	33%	23%	13%	
Don't know/Refused	2%	N/A	N/A	N/A	N/A	1%	2%	2%	2%	3%	2%	9%	0%	4%	2%	0%	5%	2%	0%	0%	0%	3%	1%	0%	

  

Q25. Did the COVID-19 pandemic result in an increase in the use of disruptive technologies for your company, a decrease in the use of disruptive technologies, or did it have no impact on your company's use of disruptive technologies?																									
	Total	Region					Industry											Company Size							
		2022 Total	2021 Total	2020 Total	2019 Total	2018 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100
Increase	40%	52%	N/A	N/A	N/A	43%	41%	35%	37%	41%	31%	53%	48%	25%	38%	40%	29%	59%	67%	53%	53%	36%	50%	47%	
Decrease	4%	2%	N/A	N/A	N/A	4%	2%	3%	8%	8%	6%	4%	4%	3%	4%	6%	2%	0%	0%	7%	8%	4%	5%	6%	
No impact	55%	46%	N/A	N/A	N/A	53%	55%	61%	54%	50%	63%	43%	48%	69%	59%	53%	67%	39%	33%	40%	39%	59%	45%	46%	
Don't know/Refused	1%	N/A	N/A	N/A	N/A	1%	1%	1%	2%	1%	0%	0%	0%	3%	0%	1%	2%	2%	0%	0%	0%	1%	0%	1%	

  

Q26. Turning to your impressions of the local workforce. Is there an ample supply of local workers that are appropriately trained for your employment needs?																									
	Total	Region					Industry											Company Size							
		2022 Total	2021 Total	2020 Total	2019 Total	2018 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100
Yes	13%	14%	13%	28%	21%	15%	11%	14%	15%	10%	9%	6%	20%	5%	16%	14%	16%	17%	22%	47%	17%	15%	6%	17%	
No	80%	82%	79%	61%	71%	79%	80%	83%	78%	82%	89%	86%	64%	92%	75%	78%	73%	73%	78%	40%	78%	77%	89%	80%	
Don't know	7%	4%	8%	11%	8%	6%	10%	3%	7%	8%	2%	8%	16%	3%	9%	8%	11%	10%	0%	13%	6%	9%	4%	3%	

Q27. Please indicate with which, if any, of the following you are currently having difficulty. Please select ALL that apply.																								
	Total	Region					Industry											Company Size						
		2022 Total	2021 Total	2020 Total	2019 Total	2015 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100
Recruiting to fill open positions	75%	75%	78%	N/A	N/A	79%	76%	76%	68%	74%	92%	73%	60%	79%	65%	71%	69%	73%	78%	47%	89%	68%	89%	90%
Retaining existing employees	33%	38%	36%	N/A	N/A	31%	33%	27%	27%	40%	32%	25%	28%	30%	35%	32%	18%	46%	33%	27%	61%	29%	33%	51%
Neither	21%	22%	18%	N/A	N/A	16%	19%	20%	26%	21%	8%	23%	36%	17%	22%	21%	31%	22%	22%	47%	8%	25%	11%	9%
Q28. Please indicate which of the following have you done to recruit/retain. Please check ALL that apply.																								
Q28A. Increased wages																								
	Total	Region					Industry											Company Size						
		2022 Total	2021 Total	2020 Total	2019 Total	2015 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100
Recruit	67%	72%	88%	N/A	N/A	72%	65%	67%	64%	66%	83%	62%	71%	69%	56%	57%	67%	78%	78%	50%	86%	59%	83%	93%
Retain	83%	85%	86%	N/A	N/A	78%	82%	86%	86%	87%	83%	79%	88%	86%	81%	83%	86%	78%	89%	79%	86%	81%	86%	91%
Not applicable	7%	7%	58%	N/A	N/A	6%	8%	9%	6%	6%	2%	6%	4%	4%	11%	9%	9%	15%	0%	14%	6%	9%	3%	1%
Q28B. Offered bonuses																								
	Total	Region					Industry											Company Size						
		2022 Total	2021 Total	2020 Total	2019 Total	2015 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100
Recruit	33%	37%	39%	N/A	N/A	35%	28%	29%	29%	39%	46%	18%	21%	35%	29%	38%	25%	23%	11%	31%	48%	25%	45%	53%
Retain	67%	65%	58%	N/A	N/A	68%	66%	59%	68%	71%	76%	69%	67%	61%	71%	67%	86%	45%	44%	69%	76%	65%	74%	72%
Not applicable	25%	26%	N/A	N/A	N/A	24%	23%	34%	22%	21%	14%	26%	33%	27%	21%	23%	11%	55%	56%	23%	15%	29%	15%	13%
Q28C. Designed flexible work hours																								
	Total	Region					Industry											Company Size						
		2022 Total	2021 Total	2020 Total	2019 Total	2015 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100
Recruit	43%	53%	51%	N/A	N/A	48%	36%	41%	53%	38%	42%	53%	57%	34%	40%	42%	17%	53%	44%	53%	73%	40%	44%	63%
Retain	71%	75%	66%	N/A	N/A	70%	64%	81%	72%	75%	64%	68%	74%	65%	70%	72%	72%	75%	67%	91%	71%	68%	75%	
Not applicable	25%	19%	N/A	N/A	N/A	24%	29%	19%	23%	22%	27%	18%	22%	33%	24%	27%	22%	25%	33%	27%	6%	23%	30%	22%
Q28D. Designed flexible work location																								
	Total	Region					Industry											Company Size						
		2022 Total	2021 Total	2020 Total	2019 Total	2015 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100
Recruit	24%	35%	24%	N/A	N/A	26%	16%	16%	32%	28%	25%	9%	65%	10%	15%	26%	4%	35%	13%	47%	33%	18%	20%	54%
Retain	41%	54%	37%	N/A	N/A	50%	35%	40%	42%	41%	38%	21%	78%	22%	33%	52%	40%	55%	25%	60%	43%	38%	36%	60%
Not applicable	57%	44%	N/A	N/A	N/A	47%	65%	60%	55%	55%	56%	76%	13%	78%	63%	48%	60%	45%	75%	33%	53%	60%	64%	35%
Q28E. Offered referral bonuses to existing employees																								
	Total	Region					Industry											Company Size						
		2022 Total	2021 Total	2020 Total	2019 Total	2015 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100
Recruit	33%	40%	36%	N/A	N/A	30%	37%	27%	32%	41%	33%	34%	45%	39%	20%	33%	24%	23%	22%	38%	45%	19%	46%	73%
Retain	26%	24%	23%	N/A	N/A	25%	25%	23%	29%	32%	29%	28%	18%	24%	20%	33%	16%	18%	11%	23%	38%	20%	28%	45%
Not applicable	54%	53%	N/A	N/A	N/A	59%	45%	63%	49%	49%	54%	50%	41%	48%	68%	52%	64%	74%	78%	46%	38%	66%	44%	19%
Q29. Based on the job applicants that you have seen over the last couple of years, how would you assess those job applicants on the following skills or attributes?																								
Q29A. Technical skills																								
	Total	Region					Industry											Company Size						
		2022 Total	2021 Total	2020 Total	2019 Total	2015 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100
Excellent	3%	N/A	N/A	N/A	3%	3%	3%	4%	0%	5%	8%	2%	4%	0%	4%	1%	0%	5%	0%	13%	6%	3%	2%	3%
Good	29%	N/A	N/A	N/A	29%	31%	27%	30%	32%	22%	25%	30%	57%	10%	22%	34%	25%	51%	33%	53%	26%	27%	26%	40%
Fair	39%	N/A	N/A	N/A	38%	39%	38%	43%	36%	41%	33%	41%	17%	53%	36%	38%	43%	26%	44%	7%	54%	38%	40%	43%
Poor	21%	N/A	N/A	N/A	23%	17%	23%	16%	27%	23%	30%	22%	13%	29%	25%	19%	18%	10%	11%	7%	9%	22%	28%	10%
Not applicable	9%	N/A	N/A	N/A	7%	10%	9%	6%	6%	9%	3%	4%	9%	9%	13%	8%	14%	8%	11%	20%	6%	10%	4%	4%

Q29B. Verbal skills																								
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Region					Industry										Company Size			
						Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100
Excellent	3%	N/A	N/A	N/A	2%	4%	2%	6%	2%	2%	2%	7%	4%	2%	6%	3%	0%	3%	0%	7%	0%	4%	0%	1%
Good	32%	N/A	N/A	N/A	27%	34%	30%	40%	28%	26%	38%	20%	26%	22%	24%	33%	42%	56%	44%	27%	43%	34%	25%	39%
Fair	42%	N/A	N/A	N/A	44%	45%	42%	36%	47%	46%	35%	48%	35%	58%	35%	44%	27%	36%	44%	40%	37%	36%	57%	48%
Poor	18%	N/A	N/A	N/A	22%	11%	21%	16%	19%	21%	25%	24%	26%	14%	26%	13%	24%	3%	0%	7%	17%	20%	16%	10%
Not applicable	5%	N/A	N/A	N/A	5%	7%	4%	3%	4%	6%	0%	2%	9%	4%	9%	7%	7%	3%	11%	20%	3%	7%	2%	1%

  

Q29C. Writing skills																								
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Region					Industry										Company Size			
						Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100
Excellent	1%	N/A	N/A	N/A	1%	1%	1%	4%	1%	0%	2%	2%	0%	1%	2%	1%	0%	3%	0%	7%	0%	2%	0%	1%
Good	18%	N/A	N/A	N/A	17%	19%	17%	25%	17%	15%	24%	9%	26%	13%	18%	19%	18%	31%	0%	13%	21%	18%	14%	28%
Fair	39%	N/A	N/A	N/A	41%	45%	38%	36%	40%	40%	35%	42%	39%	44%	27%	38%	36%	41%	67%	47%	41%	36%	45%	45%
Poor	30%	N/A	N/A	N/A	34%	24%	33%	26%	33%	35%	34%	38%	26%	32%	36%	30%	27%	18%	11%	13%	35%	31%	35%	23%
Not applicable	11%	N/A	N/A	N/A	7%	11%	11%	9%	9%	10%	5%	9%	9%	10%	16%	12%	20%	8%	22%	20%	3%	14%	5%	3%

  

Q29D. Initiative																								
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Region					Industry										Company Size			
						Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100
Excellent	2%	N/A	N/A	N/A	2%	4%	3%	3%	0%	2%	5%	2%	5%	2%	2%	3%	0%	5%	0%	0%	0%	3%	1%	1%
Good	20%	N/A	N/A	N/A	21%	24%	21%	17%	16%	17%	19%	28%	41%	16%	18%	16%	11%	39%	11%	27%	9%	21%	12%	25%
Fair	40%	N/A	N/A	N/A	40%	42%	36%	39%	46%	36%	44%	33%	18%	30%	35%	48%	32%	47%	44%	40%	60%	35%	42%	55%
Poor	33%	N/A	N/A	N/A	32%	24%	35%	36%	36%	40%	32%	37%	27%	48%	36%	28%	48%	5%	44%	13%	29%	35%	43%	16%
Not applicable	5%	N/A	N/A	N/A	5%	7%	5%	4%	2%	4%	0%	0%	9%	3%	9%	7%	9%	3%	0%	20%	3%	7%	1%	1%

  

Q29E. Work ethic																								
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Region					Industry										Company Size			
						Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100
Excellent	4%	N/A	N/A	N/A	2%	4%	7%	6%	1%	4%	5%	2%	13%	2%	6%	4%	2%	5%	11%	7%	0%	5%	0%	4%
Good	18%	N/A	N/A	N/A	26%	22%	16%	24%	17%	12%	20%	22%	22%	15%	15%	18%	11%	36%	11%	27%	12%	21%	9%	19%
Fair	35%	N/A	N/A	N/A	37%	32%	35%	29%	38%	37%	34%	38%	30%	30%	24%	34%	38%	49%	33%	33%	44%	31%	41%	45%
Poor	38%	N/A	N/A	N/A	29%	36%	36%	39%	42%	43%	41%	38%	26%	49%	44%	37%	42%	8%	44%	20%	41%	36%	49%	30%
Not applicable	5%	N/A	N/A	N/A	5%	7%	7%	3%	2%	3%	0%	0%	9%	3%	11%	7%	7%	3%	0%	13%	3%	6%	1%	1%

  

Q29F. Realistic about compensation																								
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Region					Industry										Company Size			
						Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100
Excellent	1%	N/A	N/A	N/A	1%	1%	1%	1%	0%	1%	0%	0%	0%	2%	2%	1%	0%	0%	0%	0%	0%	1%	0%	0%
Good	17%	N/A	N/A	N/A	23%	21%	15%	16%	18%	10%	11%	23%	9%	18%	13%	16%	20%	32%	33%	7%	9%	17%	20%	12%
Fair	41%	N/A	N/A	N/A	41%	40%	38%	36%	39%	49%	42%	45%	43%	41%	38%	40%	31%	47%	11%	53%	44%	38%	41%	58%
Poor	36%	N/A	N/A	N/A	30%	31%	39%	42%	39%	35%	45%	32%	39%	34%	36%	35%	42%	18%	56%	27%	44%	37%	39%	28%
Not applicable	6%	N/A	N/A	N/A	5%	7%	7%	4%	3%	4%	2%	0%	9%	4%	11%	8%	7%	3%	0%	13%	3%	8%	0%	1%

  

Q29G. Professionalism																								
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Region					Industry										Company Size			
						Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100
Excellent	3%	N/A	N/A	N/A	3%	3%	2%	4%	2%	4%	2%	2%	4%	2%	7%	5%	0%	5%	11%	0%	0%	4%	1%	1%
Good	24%	N/A	N/A	N/A	26%	27%	25%	30%	20%	19%	32%	27%	39%	17%	16%	24%	16%	33%	22%	20%	26%	25%	17%	29%
Fair	46%	N/A	N/A	N/A	47%	46%	47%	43%	46%	49%	35%	33%	30%	53%	38%	48%	61%	54%	44%	53%	50%	41%	60%	54%
Poor	21%	N/A	N/A	N/A	19%	17%	22%	19%	28%	21%	25%	38%	17%	22%	27%	18%	18%	5%	11%	7%	21%	23%	20%	13%
Not applicable	6%	N/A	N/A	N/A	5%	7%	4%	3%	3%	7%	6%	0%	9%	6%	11%	6%	5%	3%	11%	20%	3%	8%	1%	1%

Q30. To what extent would these labor-related measures impact your business?																								
Q30A. Relief on Unemployment Insurance taxes																								
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Region					Industry										Company Size			
						Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100
Very positive	33%	N/A	N/A	N/A	N/A	36%	33%	36%	27%	31%	40%	43%	27%	27%	35%	34%	36%	24%	67%	33%	26%	34%	34%	28%
Somewhat positive	41%	N/A	N/A	N/A	N/A	33%	45%	41%	43%	52%	41%	34%	64%	52%	29%	39%	43%	39%	33%	27%	46%	40%	44%	50%
Somewhat negative	3%	N/A	N/A	N/A	N/A	3%	0%	4%	1%	7%	3%	6%	0%	2%	10%	2%	0%	0%	0%	7%	3%	3%	5%	3%
Very negative	4%	N/A	N/A	N/A	N/A	1%	3%	4%	4%	5%	3%	9%	0%	3%	12%	2%	0%	3%	0%	0%	0%	5%	1%	1%
No impact	19%	N/A	N/A	N/A	N/A	26%	19%	14%	25%	5%	13%	9%	9%	16%	14%	23%	20%	34%	0%	33%	26%	19%	15%	18%
Q30B. Repealing the state's weekly pay mandate for manual workers																								
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Region					Industry										Company Size			
						Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100
Very positive	11%	N/A	N/A	N/A	N/A	10%	10%	20%	7%	10%	14%	19%	0%	11%	12%	8%	7%	13%	11%	7%	8%	9%	16%	9%
Somewhat positive	17%	N/A	N/A	N/A	N/A	19%	14%	17%	15%	22%	25%	23%	5%	17%	24%	15%	14%	11%	33%	13%	6%	17%	20%	14%
Somewhat negative	3%	N/A	N/A	N/A	N/A	2%	2%	6%	4%	3%	2%	4%	5%	6%	6%	2%	2%	0%	0%	0%	6%	3%	5%	5%
Very negative	5%	N/A	N/A	N/A	N/A	4%	7%	3%	6%	8%	5%	6%	0%	4%	6%	3%	7%	8%	0%	13%	8%	6%	1%	3%
No impact	64%	N/A	N/A	N/A	N/A	65%	67%	55%	69%	57%	54%	48%	90%	62%	51%	73%	70%	68%	56%	67%	72%	65%	57%	70%
Q30C. Increased workers' compensation benefits																								
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Region					Industry										Company Size			
						Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100
Very positive	2%	N/A	N/A	N/A	N/A	1%	1%	1%	1%	3%	5%	0%	0%	0%	2%	1%	0%	3%	0%	0%	8%	2%	2%	0%
Somewhat positive	9%	N/A	N/A	N/A	N/A	9%	3%	7%	12%	13%	6%	10%	5%	3%	17%	12%	5%	14%	0%	20%	6%	9%	9%	8%
Somewhat negative	32%	N/A	N/A	N/A	N/A	33%	34%	30%	21%	34%	27%	40%	48%	37%	31%	26%	36%	28%	44%	20%	31%	30%	40%	33%
Very negative	35%	N/A	N/A	N/A	N/A	27%	40%	36%	43%	34%	43%	35%	33%	42%	37%	36%	30%	22%	56%	20%	17%	33%	39%	39%
No impact	23%	N/A	N/A	N/A	N/A	29%	22%	25%	23%	14%	19%	15%	14%	18%	13%	25%	30%	33%	0%	40%	39%	26%	11%	20%
Q30D. "Advanced scheduling mandates" - If an employer deviates from the advanced schedule, they will have to pay the employee a premium																								
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Region					Industry										Company Size			
						Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100
Very positive	1%	N/A	N/A	N/A	N/A	0%	0%	0%	1%	0%	0%	4%	0%	0%	0%	1%	0%	0%	0%	0%	0%	0%	0%	0%
Somewhat positive	2%	N/A	N/A	N/A	N/A	2%	1%	1%	1%	6%	5%	0%	0%	0%	4%	3%	2%	3%	0%	0%	3%	2%	2%	0%
Somewhat negative	19%	N/A	N/A	N/A	N/A	27%	13%	16%	14%	23%	19%	21%	10%	25%	15%	17%	14%	18%	11%	20%	31%	17%	21%	27%
Very negative	48%	N/A	N/A	N/A	N/A	38%	53%	51%	58%	48%	53%	62%	57%	43%	55%	45%	45%	37%	78%	40%	44%	47%	54%	51%
No impact	30%	N/A	N/A	N/A	N/A	33%	33%	31%	26%	23%	23%	13%	33%	33%	26%	35%	38%	42%	11%	40%	22%	33%	23%	22%
Q30E. Employee benefits for independent contractors																								
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Region					Industry										Company Size			
						Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100
Very positive	2%	N/A	N/A	N/A	N/A	2%	1%	1%	4%	1%	3%	2%	0%	0%	2%	3%	2%	0%	11%	0%	3%	2%	1%	5%
Somewhat positive	5%	N/A	N/A	N/A	N/A	6%	4%	6%	7%	4%	10%	4%	0%	0%	4%	7%	0%	22%	0%	7%	0%	6%	3%	3%
Somewhat negative	15%	N/A	N/A	N/A	N/A	15%	14%	10%	12%	15%	21%	20%	29%	10%	13%	16%	10%	16%	0%	7%	14%	13%	18%	23%
Very negative	37%	N/A	N/A	N/A	N/A	32%	39%	35%	41%	38%	37%	36%	43%	36%	32%	37%	36%	24%	78%	27%	47%	38%	37%	29%
No impact	42%	N/A	N/A	N/A	N/A	45%	41%	47%	36%	42%	30%	38%	29%	53%	49%	38%	52%	38%	11%	60%	36%	42%	41%	41%

Q31. Which of the following industry sectors do you think will have a positive impact on the economic vitality of your region in the next three to five years? Check all that apply.																									
	Total	Region					Industry													Company Size					
		2022 Total	2021 Total	2020 Total	2019 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100	
Education	45%	N/A	N/A	N/A	N/A	43%	41%	49%	57%	41%	54%	43%	46%	32%	47%	45%	50%	50%	22%	53%	53%	45%	46%	46%	
Tourism	42%	N/A	N/A	N/A	N/A	39%	32%	43%	45%	43%	33%	72%	54%	35%	39%	37%	26%	58%	89%	40%	31%	44%	39%	39%	
Technology	54%	N/A	N/A	N/A	N/A	63%	70%	42%	56%	48%	56%	45%	67%	59%	53%	53%	48%	50%	44%	93%	50%	50%	61%	67%	
Transportation	26%	N/A	N/A	N/A	N/A	25%	22%	23%	34%	34%	31%	28%	17%	28%	20%	28%	24%	29%	0%	47%	17%	27%	29%	16%	
Medical	37%	N/A	N/A	N/A	N/A	39%	34%	34%	37%	43%	34%	26%	50%	39%	31%	38%	24%	45%	0%	47%	61%	35%	40%	39%	
Green and sustainable energy	22%	N/A	N/A	N/A	N/A	27%	20%	18%	22%	20%	25%	19%	13%	24%	22%	21%	29%	33%	27%	19%	22%	20%	22%		
Manufacturing	39%	N/A	N/A	N/A	N/A	38%	44%	42%	35%	45%	44%	26%	29%	61%	39%	32%	60%	24%	11%	47%	25%	38%	43%	35%	
Cannabis	17%	N/A	N/A	N/A	N/A	17%	25%	14%	13%	16%	18%	19%	17%	18%	12%	16%	14%	26%	22%	13%	19%	18%	18%	16%	
Other	6%	N/A	N/A	N/A	N/A	2%	6%	8%	7%	7%	3%	4%	13%	6%	6%	2%	8%	11%	7%	3%	6%	4%	6%		

  

Q32. Turning to another topic, immigration, looking back over the past 20 years or so, do you think migrants resettling in New York has been more of a benefit, or more of a burden to the state?																									
	Total	Region					Industry													Company Size					
		2022 Total	2021 Total	2020 Total	2019 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100	
Benefit	44%	N/A	N/A	N/A	N/A	49%	46%	45%	42%	39%	33%	58%	35%	55%	35%	38%	47%	53%	44%	60%	42%	44%	40%	49%	
Burden	56%	N/A	N/A	N/A	N/A	51%	54%	55%	58%	61%	67%	42%	65%	45%	65%	62%	53%	48%	56%	40%	58%	56%	60%	51%	

  

Q33. Currently, would you describe the recent influx of migrants coming to New York as a major problem for New York, a minor problem for New York or not really a problem for New York at all?																									
	Total	Region					Industry													Company Size					
		2022 Total	2021 Total	2020 Total	2019 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100	
Major	63%	N/A	N/A	N/A	N/A	59%	65%	51%	70%	64%	69%	64%	79%	58%	65%	66%	58%	55%	67%	53%	61%	61%	71%	64%	
Minor	27%	N/A	N/A	N/A	N/A	30%	23%	35%	26%	24%	25%	26%	17%	30%	29%	25%	24%	30%	11%	33%	33%	28%	23%	29%	
Not a problem	10%	N/A	N/A	N/A	N/A	11%	12%	14%	4%	11%	6%	11%	4%	12%	5%	9%	18%	15%	22%	13%	6%	12%	5%	7%	

  

Q34. Do you think recent migrants to New York could supply businesses like yours with needed workers or not?																									
	Total	Region					Industry													Company Size					
		2022 Total	2021 Total	2020 Total	2019 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100	
Yes, migrants could supply needed workers	46%	N/A	N/A	N/A	N/A	46%	49%	55%	46%	39%	48%	64%	21%	60%	37%	34%	40%	57%	67%	71%	31%	41%	51%	64%	
No, migrants could not supply needed workers	54%	N/A	N/A	N/A	N/A	54%	51%	45%	54%	61%	52%	36%	79%	40%	63%	66%	60%	43%	33%	29%	69%	59%	49%	36%	

  

Q35. Overall, do you think New Yorkers should accept new migrants and work to assimilate them into New York, OR New Yorkers have already done enough for new migrants and should now work to slow the flow of migrants to New York?																									
	Total	Region					Industry													Company Size					
		2022 Total	2021 Total	2020 Total	2019 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100	
New Yorkers should accept and work to assimilate new migrants	39%	N/A	N/A	N/A	N/A	49%	41%	48%	30%	33%	37%	45%	21%	45%	35%	34%	36%	54%	44%	53%	40%	41%	30%	43%	
New Yorkers have already done enough for new migrants and should slow the flow	61%	N/A	N/A	N/A	N/A	51%	59%	52%	70%	67%	63%	55%	79%	55%	65%	66%	64%	46%	56%	47%	60%	59%	70%	57%	

  

Q36. Finally, just a few questions about you and your company. Do you think your company will be in business in New York ten years from today or not?																									
	Total	Region					Industry													Company Size					
		2022 Total	2021 Total	2020 Total	2019 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100	
Yes	56%	67%	59%	61%	56%	64%	53%	59%	62%	49%	54%	49%	75%	52%	40%	55%	60%	83%	78%	60%	50%	51%	66%	71%	
No	18%	13%	14%	14%	17%	11%	12%	22%	22%	20%	19%	21%	8%	15%	20%	25%	13%	0%	11%	20%	25%	22%	10%	7%	
Don't know	26%	20%	27%	25%	27%	25%	35%	19%	16%	30%	27%	30%	17%	33%	40%	19%	27%	18%	11%	20%	25%	27%	25%	21%	

  

Q37. If you had it all to do all over again, considering all factors, would you locate your business in New York or someplace else?																									
	Total	Region					Industry													Company Size					
		2022 Total	2021 Total	2020 Total	2019 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100	
New York	45%	38%	35%	36%	32%	55%	36%	51%	51%	34%	44%	45%	45%	32%	45%	46%	41%	81%	44%	40%	47%	47%	35%	50%	
Someplace else	55%	53%	55%	52%	64%	45%	64%	49%	49%	66%	56%	55%	55%	68%	55%	54%	59%	19%	56%	60%	53%	53%	65%	50%	
		10%	11%	12%	4%																				

Siena College Research Institute  
 In Partnership with The Business Council of New York State, Inc.,  
 UHY Advisors, Inc. and Hudson Valley Economic Development Corporation  
 October 10 - January 24, 2024  
 585 Upstate New York CEOs

Q38. Please select your gender:																										
					Region					Industry												Company Size				
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100		
Male	78%	77%	78%	70%	74%	70%	85%	84%	89%	80%	84%	85%	91%	83%	76%	80%	86%	48%	50%	93%	67%	75%	89%	84%		
Female	22%	23%	22%	30%	21%	30%	15%	16%	11%	20%	16%	15%	9%	17%	24%	20%	14%	53%	50%	7%	33%	25%	11%	16%		
Q39. How would you describe your race/ethnicity?																										
					Region					Industry												Company Size				
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100		
White	95%	95%	94%	94%	90%	94%	99%	91%	97%	95%	100%	98%	91%	96%	98%	96%	95%	88%	88%	80%	92%	96%	96%	86%		
African-American	1%	0%	1%	1%	1%	1%	0%	3%	0%	1%	0%	0%	0%	0%	0%	2%	0%	8%	0%	7%	0%	1%	1%	3%		
Hispanic	0%	2%	1%	1%	1%	0%	0%	0%	1%	0%	0%	0%	0%	0%	0%	1%	0%	3%	0%	0%	0%	1%	0%	0%		
Asian	1%	1%	1%	1%	1%	1%	0%	3%	1%	0%	0%	2%	0%	0%	0%	0%	0%	0%	0%	7%	6%	0%	1%	3%		
Other	3%	2%	3%	3%	1%	4%	1%	3%	1%	3%	0%	0%	9%	4%	2%	2%	5%	3%	13%	7%	3%	2%	2%	8%		
Q40. Approximately how many employees do you have in all New York State locations																										
					Region					Industry												Company Size				
	Total	2022 Total	2021 Total	2020 Total	2019 Total	Capital Region	Central/Mohawk	Finger Lakes	Mid-Hudson	Western NY	Eng & Constr	Food & Bev	Financial	Manu	Retail	Service	Wholesale & Dist	Nonprofit	Tourism	Tech	Health Care	Less than 50	50 to 100	More than 100		
Less than 50	69%	58%	60%	68%	62%	71%	65%	64%	75%	65%	63%	79%	58%	63%	76%	76%	79%	69%	56%	73%	43%	100%	0%	0%		
50 to 100	18%	15%	18%	13%	16%	15%	22%	16%	15%	26%	21%	17%	21%	29%	15%	15%	21%	0%	11%	13%	17%	0%	100%	0%		
More than 100	13%	19%	23%	19%	18%	15%	13%	19%	10%	9%	16%	4%	21%	8%	9%	9%	0%	31%	33%	13%	40%	0%	0%	100%		