



**NYS LEGISLATIVE COMMISSION ON
RURAL RESOURCES**

**FY 2023-2024 Enacted Budget
and Its Impact on Rural Communities**



Senator Rachel May
Senate Chair (48th)



**Assemblymember
Angelo Santabarbara**
Assembly Co-Chair (111th)



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The New York State Legislative Commission on Rural Resources is a bicameral commission established by law on June 29, 1982. As stated by that law:

- “The Legislature hereby finds and declares that the economic and social well-being of the people of the State is clearly related to the State’s rural resources. The rural economy and environment contribute greatly to the quality and maintenance of life in New York State.”

The roles of the Commission include, but are not limited to, the following:

- Aggregating information to help better inform legislators of the impacts of policy on rural New York communities.
- Communicating to inform New York State residents of the work of the New York State Legislature.
- Providing resources to contextualize the important relationships between rural and urban communities and their residents.

The following is the Legislative Commission on Rural Resources’ summary of the FY 2024 Budget. This document provides an overview of the significant proposals contained in the enacted budget and their impacts on rural communities in New York. The Commission’s review of the budget is ongoing, and we will amend this document as the analysis continues.

This document would not be possible without recognizing the Majority Conference Counsel & Finance, input from various members and staff, as well as documented publications cited herein.

Sincerely,

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Food and Agriculture

- **Increased Funding for Local Agricultural Programs:** \$56.5 million, an increase of \$3.5 million from last year's Budget.
 - Increased investments in agriculture in the Budget are encouraging to many in the sector and contain numerous restores in research and development.
- **Expansion of Investment Tax Credit for Farmers:** enhances the ITC by converting it into a refundable tax credit for five years through January 2028; will apply in the year the investment is made.
 - Farmers may be eligible for 20% of qualified investment in property principally used in the production of goods by farming, agriculture, horticulture, floriculture, or viticulture.
- **Expanded Access to Free School Meals:** \$134 million in funding dedicated to serving free breakfast and lunch in high-needs school districts.
 - Since the largest cities in the state already have such programs, this is a *huge benefit for rural districts, where poverty is prevalent but less concentrated*.
 - Schools are legally obligated to serve a meal if a student asks for one—whether they can pay or not. If the student doesn't pay, then the school has to cover the cost out of its operating budget when, instead, that money could have been used in other ways. In essence, this new funding gives schools and districts more flexibility in their budgets while directly addressing child hunger. Programs like this have been proven to curb student misbehaviors, improve health, and lead to academic gains.^{1 2}
 - It also saves families money on grocery bills and represents the potential to open and extend "farm-to-school" pathways, benefiting local farmers.
- **Hunts Point Capital Project:** \$130 million for redevelopment.
 - The Hunts Point Cooperative Market is a major distribution hub for the New York City metro area, supplying restaurants, chain supermarkets, and hotels in the tri-state area, as well as butcher shops along the East Coast. It has 2,400 employees, and its facilities consist of seven buildings on sixty acres, or one million square feet.
 - Estimates state that 4.5 billion lbs. of food are distributed through the Hunts Point Food Distribution Center every year, 50% of which is distributed outside of New York City. 12% of all food distributed to NYC comes from the Hunts Point FDC.³
 - Because of the high volume of traffic and the wear-and-tear of everyday operations, the site needs significant upgrades to its infrastructure. This investment will assist in maintaining the facility as a key food distribution hub for New York's farmers. The market also exists as an important link in the Upstate/Downstate relationship, connecting farmers to business owners, and ultimately, consumers.
- **Full Restores for Cornell Cooperative Extension:** \$5.75 million
 - CCE employs 1,300 staff and educators statewide, reaching over 1 million residents directly each year.
 - It also partners 12,000 volunteers working in their communities with over 300 Cornell faculty and staff, deploys sixty agricultural specialists, and engages nearly 250,000 youth in 4-H programs.

¹ Cohen, J. F., Hecht, A. A., McLoughlin, G. M., Turner, L., & Chriqui, J. F. (2021). Universal School Meals and Associations with Student Participation, Attendance, Academic Performance, Diet Quality, Food Security, and Body Mass Index: A Systematic Review. *Nutrients*, 13(3), 911. <https://doi.org/10.3390/nu13030911>

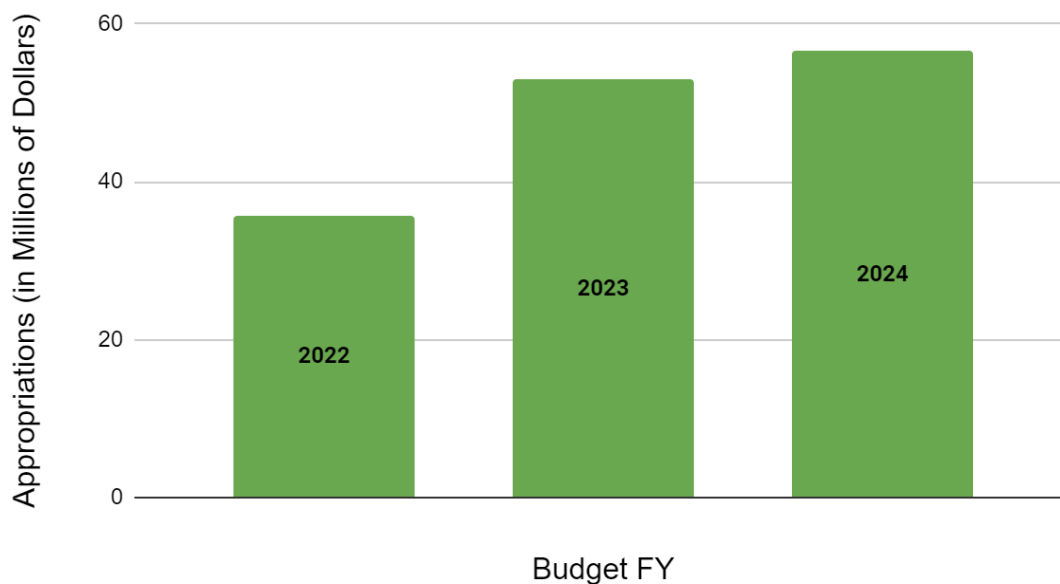
² Anderson, M. L., Gallagher, J., & Ritchie, E. R. (2017, May 3). How the quality of school lunch affects students' academic performance. *Brookings*. <https://www.brookings.edu/blog/brown-center-chalkboard/2017/05/03/how-the-quality-of-school-lunch-affects-students-academic-performance/>

³ *Hunts Point Peninsula*. (n.d.). NYCEDC. <https://edc.nyc/project/hunts-point-peninsula>

Food and Agriculture, Continued

- **Food Supply Chain Enhancements:** \$2 million for community garden programming and a \$10 million grant program to support the establishment of farm markets, supermarkets, food cooperatives, and other similar retail food stores.
 - Boosts demand for New York’s agricultural products and enhances the supply chain for fresh, local foods.
- **Double-Up Food Bucks:** \$2 million to match, dollar-for-dollar, SNAP recipients’ spending on fruits and vegetables, creating new local markets for farmers, promoting healthier eating habits, and increasing consumers’ purchasing power.
- **New Investment in Agrivoltaics Research:** \$1 million to Cornell University’s College of Agriculture and Life Sciences to study the ecological impacts of agrivoltaics, a new budget line item.
- **Farm-School-Pipelines:** Raises the discretionary threshold of schools’ purchasing of food grown, produced, or harvested in New York from \$100,000 to \$150,000, with authority to buy even larger amounts if given permission by the commissioner of education.
 - This expands markets for farmers and cuts down on transportation costs and emissions; provides more local, healthier meals for students and employees.

Ag and Markets: Aid to Localities FY 2022-2024



Since FY 2022, aid to local agricultural programs has increased by over \$20 million, from \$35.8 million to \$56.5 million.

Education and Higher Ed.

Education

- **Fully-Funded Foundation Aid:** \$24 billion (a \$2.6 billion increase); full funding for every school across the State, with every school receiving an increase of at least 3%.
 - Now under consideration is how we fund schools moving forward. Flat across-the-board increases without consideration for district or school need would result in similar inequities that prompted the creation of the current formula in the first place. This is particularly significant for rural schools that may have student populations with high levels of poverty, where need-based funding under a new formula would help hire more teachers, improve facilities, or provide more support services.
- **Universal Pre-K:** \$1.2 billion (a \$150 million increase) that will expand access to an additional 20,000 students. According to the Governor’s press release, “with this increase, the State is more than 95 percent phased-in in terms of universal prekindergarten coverage for four-year-old children.”⁴
 - This investment will restore child care capacity in New York State back to pre-COVID levels, where we’ve seen a net loss of 1,000 child care centers and 20,000 seats since 2020⁵. Upstate and rural communities lost child care facilities at a higher rate than other regions, and this funding will provide the support for families to have better, more convenient access to child care options.
- **The School Food Infrastructure Grant Program:** \$50 million over five years for local school districts to support cooking facilities that will facilitate the use of fresh New York State farm products in meal preparation for K-12 students.
 - Strengthens local food production while providing the resources schools need to aggregate, store, process, and prepare farm products, and making it possible to cook fresh, nutritious homemade meals on-site.
- **Mental Health Services in Schools:** \$30 million annually to expand vital support services.
 - In rural areas, schools may represent the most accessible option for mental health services for students.

Higher Education

Almost half of SUNY campuses (33 out of 64) are located in rural areas (“rural” as defined by having at least 50% of its population living in a community with 25,000 residents or fewer). These 33 campuses employ more than 17,000 people and in some cases (like Cortland and Morrisville), the campus represents the largest employer in the community. Despite declining enrollment at SUNY campuses in recent years, Governor Hochul and the Legislature have identified ways to continue investing in public colleges and universities to offer affordable options to rural and Upstate college students. These include:

- **SUNY and CUNY Investments**
 - \$2.4 billion in new funding for SUNY and CUNY capital projects to upgrade campus facilities and make strategic investments to support innovation and the growth of both systems.
 - \$500 million to create the first-ever New York State matching fund for contributions made to the endowments of SUNY’s four university centers (Albany, Binghamton, Buffalo, Stony Brook).
 - \$381 million in new operating support.
- **No Tuition Increases at SUNY and CUNY Schools**
 - Keeps a SUNY education more affordable for New Yorkers seeking a degree, particularly for campuses like Morrisville and Cobleskill, which cater to agricultural and rural skill sets.

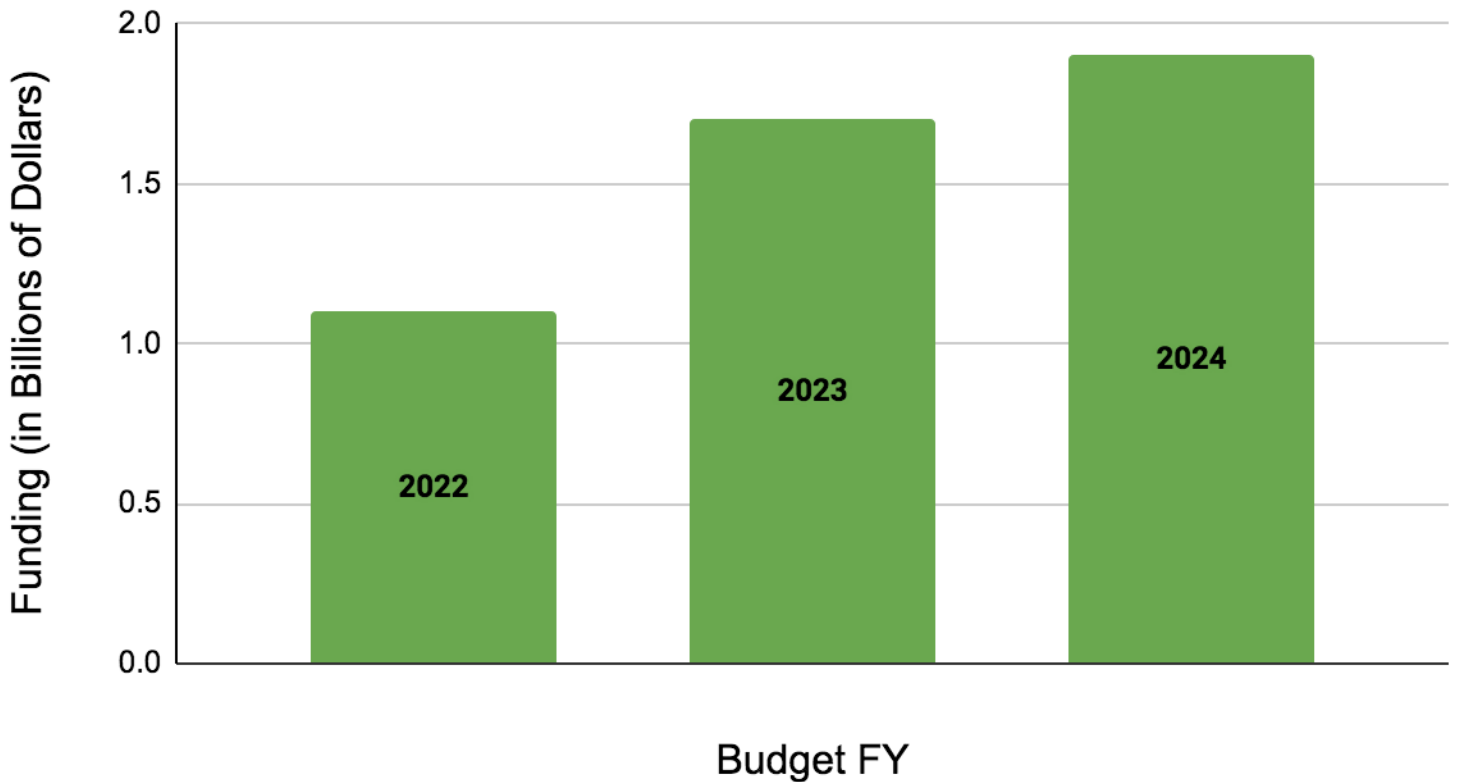
⁴ Governor Hochul Announces Unprecedented Support for Education in FY 2024 Budget, Including \$34.5 Billion in School Aid. (n.d.). Governor Kathy Hochul.

<https://www.governor.ny.gov/news/governor-hochul-announces-unprecedented-support-education-fy-2024-budget-including-345-billion>

⁵ Lisa, K. (2023, January 27). Lawmakers, Hochul clash on plans to fix child care crisis. *Spectrum News 1 Central NY*.

<https://spectrumlocalnews.com/nys/central-ny/politics/2023/01/27/lawmakers--hochul-clash-on-plans-to-fix-child-care-crisis>

SUNY Capital Projects Budget: FY 2022-2024



Funding for SUNY capital projects has increased from \$1.1 billion in FY 2022 to almost \$1.9 billion in this year's Budget.

Public Protection

- **Legal Representation:** The Budget increases assigned counsel rates to \$158 per hour statewide and dedicates \$92 million to offset county costs related to increasing rates paid to lawyers assigned to represent low-income New Yorkers.
- **Grants for Volunteer Fire Departments:** \$25 million for construction, renovation, or purchase of facilities and equipment.
- **Volunteer Firefighter Stipend:** \$10 million; allows the governing board of a city, town, village, or fire district to provide nominal fees to volunteer firefighters for training that would not be a substitute for compensation and would not be tied to productivity.
 - Many rural areas in New York struggle to find candidates for volunteer emergency services, so incentives like this will help recruit the volunteers needed.
- **Technical Amendments to the Concealed Carry Improvement Act:** Modifies the sensitive location requirement to expand hunting rights in specific circumstances in the Adirondacks and Catskills.

Energy and Environment

Energy

There are perceptions in rural New York that a transition to clean, renewable energy could be extremely expensive and that Upstate communities site most large-scale renewable projects while the benefits of the renewable energy created will flow to Downstate. Programs such as the two listed below that foster the transition off of fossil fuels and give financial relief are crucial to reaching our climate goals in a timely manner, while gathering widespread support for climate initiatives.

- **Energy Affordability Program:** \$200 million to provide relief to New Yorkers experiencing high electric bills.
- **EmPower Plus Program:** \$200 million for this NYSERDA home retrofits program.
 - This program will help 20,000 low-income families retrofit their homes and, where eligible, switch from inefficient fossil fuel heating systems to clean, efficient electric alternatives.
- **Building Public Renewables:** Allows the New York Power Authority (NYPA) to develop, finance, own, and operate renewable energy generating projects, to sell the power generated from such projects, and to provide bill credits to consumers in disadvantaged communities. It also provides funding to help prepare workers for employment in the renewable energy field.
 - Siting for such projects typically occurs Upstate. Because of the proximity to rural communities, the renewable energy sector represents significant new employment opportunities with the right workforce development.
- **Climate Action Fund:** Creates accounts to support New York's consumers, small businesses, and government in the transition to renewables.
 - Includes a provision to assist in training laborers for work in the clean-energy sector.

Environment

- **Clean Water Infrastructure:** \$500 million for water quality improvement, wastewater treatment, storm and sewer systems, replacing lead drinking water service lines, and upgrading septic systems and cesspools.
 - New York has invested \$5 billion in clean water infrastructure since 2017 to address some of the oldest water infrastructure in the country. Continued capital funding is essential for cities, towns, and villages to repair and replace existing infrastructure in addition to building out.
 - Specific projects for rural communities could be converting from septic systems to sewers, updating wastewater treatment, and protecting well water from contaminants.
- **Environmental Protection Fund:** \$400 million
 - Including, but not limited to: climate mitigation and adaptation, land acquisition and conservation, parks and recreation, and managing solid waste.
 - Funding for studying harmful algal blooms, integrated pest management, invasive species, and pollinators
 - Farmland protection
 - Maintenance of public parks
 - Environmental justice projects
- **Environmental Restoration Program:** \$100 million to assist with cleaning up hazardous waste and contaminants.

Health

- **Health Care Facility Transformation Program:** \$1 billion for transforming, redesigning, and strengthening quality health care services in alignment with statewide and regional health care needs.
 - The flexibility of meeting regional needs helps to avoid a top-down “one-size-fits-all” approach in the effort to innovate our healthcare system and make technological upgrades efficiently.
- **Increases in Medicaid Reimbursement Rates:** 7.5% increase for inpatient hospital services, up to 7.5% increase for nursing homes, and a 6.5% increase for outpatient hospital services and assisted living providers.
 - Many hospitals in rural New York serve low-income residents who have Medicaid or are Medicaid-eligible. Since Medicaid reimburses at a lower rate than commercial insurances, these increases mean more money going to hospitals that are too often in financial distress.
 - Governor Hochul’s office projects that this “will provide a \$1.2 billion annual gross benefit to health care providers.”⁶
 - In addition to increased Medicaid reimbursement rates, the Budget also allows for the designation of some general hospitals to transition to “rural emergency hospitals” with commissioner approval if certain financial standards are met. This designation would allow these facilities to continue delivering “access to outpatient medical services and reduce health disparities in areas that may not be able to sustain a full-service hospital.”⁷
- **Support for Financially Distressed Hospitals:** \$500 million
 - In FY ‘22-’23, this account was \$250 million. According to DOH, \$25 million of that was delivered in grants to hospitals in Upstate, and an additional \$25 million was “used to support a new, permanent program to provide additional funding to all Critical Access Hospitals and Sole Community Hospitals, all of which are located outside of New York City.”
- **Opioid Settlement Fund:** \$212 million allocated to support local governments in implementing plans by the Office of Addiction Services and Supports as well as health-related state agencies.
 - Drug overdose deaths in New York have increased almost 400% since 2010, and most of those deaths are attributed to opioids. Since rural residents generally live further away from hospitals and EMS dispatch locations, they are particularly vulnerable.
 - Two anecdotes:
 - Steuben County reported 289 opioid overdoses in 2022, twelve of which resulted in death. These numbers have more than doubled from just two years prior. And it’s not just in the more populated areas.
 - Dutchess County leads the state in drug overdose death rate among the counties with available data.
- **Rural Health Programs:** \$9.4 million for state grants to expand access and develop networks
 - With last year’s legislative appropriation, this funding allowed 31 Rural Health Networks and 43 Rural Health Care Access Hospitals to participate. Common services include chronic disease prevention and management, transportation services, insurance navigation, community health workers, health literacy, and nutrition programs.

⁶ *Governor Hochul Announces Highlights of Historic FY 2024 New York State Budget.* (n.d.). Governor Kathy Hochul. <https://www.governor.ny.gov/news/governor-hochul-announces-highlights-historic-fy-2024-new-york-state-budget>

⁷ *Rural Emergency Hospitals.* (2023, May 8). National Conference of State Legislatures. <https://www.ncsl.org/health/rural-emergency-hospitals>

Transportation

Recently, NYS DOT and the Federal Government have been making record-high investments in the State's infrastructure. Budget highlights for transportation outside of New York City include:

- **Support for Non-MTA Authorities:** \$829 million for operations
- **Electrification of Non-MTA Buses:** \$20 million
- **Rehabilitation of Niagara Frontier Transportation Authority:** \$20 million
- **Innovative Transit Mobility Pilot Program:** \$10 million over 5 years for non-MTA transit systems to support riders with issues accessing traditional transit by creating new technological products, such as phone apps that can connect users with transit.
 - This is a five-year pilot program that will provide \$1 million each to the seven largest non-MTA systems (Upstate, Westchester, and Long Island) and will provide \$3 million in a competitive process for the remaining smaller systems.
 - Could ease transportation disparities in rural areas if it is eventually extended beyond a pilot program and/or into rural areas.

Mental Hygiene

Mental health has been getting a lot of attention since the COVID-19 pandemic. Investments to improve access in rural communities is particularly important when recent studies have shown that, in recent years, suicide has been twice as prevalent in rural New York than in urban population centers.⁸

Governor Hochul's office has highlighted parts of the Budget's long-term **\$1 billion** investment in mental health:

- **Developing New Residential Units:** \$890 million in capital and \$120 million in annual operating costs.
- **Inpatient Psychiatric Treatment:** \$25 million in capital and \$7.3 million annually to increase operational capacity.
- **Expanded Outpatient Services:** \$60 million in capital and \$121.6 million annually.
- **Critical Time Intervention:** \$28 million annually to improve post-discharge connections to services through the creation of 50 new care coordination teams.

- **9-8-8 Crisis Hotline:** \$60 million to support its development.
 - Since this service can be accessed via cell phone, text, or online chat, it's a particularly valuable mental health resource for rural New Yorkers.

- **Suicide Prevention:** \$10 million in services that target high-risk youth.
 - The University of Chicago study cited states that, in 2020, New York's "[r]ural counties had an average suicide rate of 15.2 people per population of 100,000, while urban areas had a suicide rate of 7.5 for every 100,000 people." The compounding factors of poverty, long distances to treatment facilities and mental health professionals, and the lingering effects of the pandemic have created a more pronounced need for resources in rural New York. Specific funding to serve young people in these communities is vital.

⁸ Silberstein, R. (2023, January 12). Study shows suicides soared in rural New York during pandemic. *Times Union*. <https://www.timesunion.com/news/article/Suicides-soared-in-rural-New-York-during-the-17710637.php>

Housing

According to tax.ny.gov, residential median sale prices in New York have been rising year-over-year, even in our most rural counties. This could be attributed to a range of factors: an aging housing stock, supply chain issues, inflation in the cost of building materials, pandemic-related migration from cities, the short-term rental market, or investor purchasing, among others. To address the rising cost of housing, the Budget contains a number of relevant items for rural New York, several of which have significant increases over the previous fiscal year.

Rural-Specific Programs

- **Rural Rental Assistance Program:** \$21.7 million
- **Rural Preservation Program:** \$7.6 million (an increase of \$2 million) to fund Rural Preservation Companies around New York that serve rural counties.

Statewide Initiatives That Will Assist Rural New York

- **Homeless Housing Programs:** \$50.8 million from the Mortgage Insurance Fund.
- **Affordable Housing Corporation:** \$40.5 million (an increase of \$4.5 million). The AHC “creates homeownership opportunities for low- and moderate-income families by providing grants to governmental, not-for-profit and charitable organizations to help subsidize the cost of newly constructed houses and the renovation of existing housing.”⁹
- **Homeowner Protection Program:** \$40 million (an increase of \$5 million). This program provides funding to dozens of nonprofit housing counseling and legal services organizations around the State (such as Franklin County Community Housing Council and the Keuka Housing Council) to help homeowners in default and foreclosure.
- **First-Time Homeowners Program:** \$25 million to be distributed to Rural Preservation Companies and Neighborhood Preservation Coalitions.
- **RESTORE (Residential Emergency Services to Offer Repairs to the Elderly)/HOPE:** \$8.4 million (an increase of \$5 million) to help keep seniors in their homes.
- **Small Rental Development Initiative:** \$7 million that supports the creation and preservation of single-family housing with one to four units and small rental developments of fewer than 25 apartments.
- **Manufactured Home Advantage Program:** \$5 million for affordable financing for the acquisition and/or rehabilitation of manufactured home communities.
- **ACCESS to HOME:** \$3 million (an increase of \$2 million) to make residential units accessible for low- and moderate-income persons with disabilities.

Other Housing-Related Items

- **Lead Abatement:** \$20 million dedicated for lead abatement outside of New York City.
- **Land Banks:** \$10 million
- **New York Main Street Program:** \$4.2 million to revitalize historic downtowns, commercial districts, and village centers. Some of last year’s award recipients include:
 - \$500,000 to the village of Waterloo to renovate 9-27 East Main Street, creating 13 upper-floor residential apartments and building out commercial units on the ground floor.
 - \$500,000 to the village of Pulaski to renovate a blighted building into a commercial and residential space.
 - \$428,000 to stabilize a large mixed-use property in the hamlet of LaFargeville.

⁹ *Affordable Housing Corporation*. (n.d.). Homes and Community Renewal. <https://hcr.ny.gov/affordable-housing-corporation-0>

Human Services

Child Care: The Budget includes several strategies to tackle the child care crisis. Many rural communities find themselves in “child care deserts,” where there are few programs or available slots, long distances between facilities, or no affordable options. Highlights¹⁰ include:

- **Expansion of the Empire State Child Credit:** Provides \$179 million in total support.
 - Now includes children under four years of age.
 - Supports low- and middle-income households: over 525,000 families and nearly 630,000 additional children.
 - An additional average benefit of \$340 per affected taxpayer and \$284 per newly-included child.
 - According to the USDA Economic Research Service, the average per capita income for all New York residents in 2020 was \$74,472, with the rural per capita income being \$47,934. The ERS reports, based on 2020 ACS data, that the poverty rate in rural New York is 12.7%, compared with 12.8% in urban areas of the state. These economic indicators suggest that this tax credit (and the expanded child care assistance below) will be a powerful support for many rural families.
- **Expanded Eligibility for Child Care Assistance:** Provides \$7.6 billion over four years.
 - Now includes families with incomes up to 85% of the state median income, raising the income limit for eligibility almost \$10,000.
 - This new expansion will assist over 100,000 additional families in making child care more affordable.
- **Workforce Retention Grant Program:** \$500 million in federal funding directed to support New York’s child care workforce.
 - Will benefit an estimated 250,000 caregivers.
 - Provides bonuses for existing employees and funding for recruitment strategies, including sign-on bonuses for new employees and other related expenses.
- **Employer Child Care Tax Credit:** Offered to businesses that create new child care options and expand existing programs for their workers.
- **Employer-Sponsored Child Care Pilot Program:** \$4.8 million invested for the State to match employers’ contribution of a third of the cost of care for families between 85 percent and 100 percent of the State median income; occurring in three regions of New York.
 - An additional \$1 million is allocated to create a statewide business navigator program to assist businesses in further supporting the child care needs of their employees.

Local Government

According to the Office of the State Comptroller’s Fiscal Stress Monitoring System, in FY 2021, the number of local governments experiencing fiscal stress is at a new record low of 20 municipalities out of nearly 1,600. For the first time, the System did not identify any of New York’s 57 counties as experiencing fiscal stress.

- **Aid and Incentives for Municipalities:** AIM funding remains steady at \$754 million.

¹⁰ Governor Hochul Announces Significant Actions to Expand Affordable Child Care Access Statewide as Part of FY 2024 Budget. (n.d.). Governor Kathy Hochul.

<https://www.governor.ny.gov/news/governor-hochul-announces-significant-actions-expand-affordable-child-care-access-statewide>

Labor and Economic Development

As of March 2023, federal unemployment numbers are among the lowest (3.5%)¹¹ in decades. While the unemployment rate in New York hovers slightly above the national average at 4.1%¹², this number is skewed by New York County's unemployment, which was the highest in the state at 5.6% as of March 2023.¹³

- **Minimum Wage:** Raised to \$15 in areas outside of the NYC metro area, which will increase by \$0.50 for two years and index to inflation after 2026.

\$1 Billion Investment in Local Economies, Including:

- **Regional Economic Development Council Initiative:** \$225 million in grants and tax credits to invest at the regional and municipal levels.
- **Downtown Revitalization Initiative and New York Forward:** \$100 million for each program.
 - The DRI redevelops downtown neighborhoods to provide a higher quality of life to attract further redevelopment, businesses, job creation, and economic and housing diversity.
 - In the past year, recipients include: \$10 million each for Ticonderoga, Kirkland, and Clinton; \$4.5 million for Coxsackie; \$2.5 million each for Cambridge and Kinderhook.
 - NY Forward focuses on reinvigorating downtowns in New York's smaller and rural communities.
 - A few recent award recipients: Waverly and Montour Falls (\$4.5 million each); Moravia, Hamilton, Dolgeville, and Lyons Falls (\$2.25 million each).
- **RESTORE New York Communities Initiative:** \$50 million to provide municipalities with financial assistance for the revitalization of commercial and residential properties.
- **NYWORKS Economic Development Fund:** \$400 million.
- **Community Growth and Enhancement:** Almost \$200 million in additional funding for projects.
- **GO-SEMI:** \$45 million for the Governor's Office of Semiconductor Expansion, Management, and Integration to lead the growth of the State's growing semiconductor industry.

Workforce Development

- **Job Training:** \$10 million over two years in competitive funding for every region that will be dedicated for school districts, BOCES, and community colleges to develop strategic workforce programs.
- **Youth Jobs Connector Program:** Created to provide educational support and job training to unemployed and underemployed people ages 16 to 24.
- **Statewide YouthBuild Programs:** \$2.5 million to develop skill sets in populations of young people who lack a high school diploma and financial resources.

¹¹ *The Employment Situation-April 2023*. (2023, May 5). Bureau of Labor Statistics. <https://www.bls.gov/news.release/pdf/empsit.pdf>

¹² *NYS Economy Added 19,100 Private Sector Jobs in March 2023*. (2023, April 20). NYS Department of Labor. <https://dol.ny.gov/system/files/documents/2023/04/nys-economy-added-19100-private-sector-jobs-in-march-2023.pdf>

¹³ Reisman, N. (2023, March 28). New York City continues to lead in unemployment rate. *Spectrum News 1 Central NY*. <https://spectrumlocalnews.com/nys/central-ny/ny-state-of-politics/2023/03/28/new-york-city-continues-to-lead-in-unemployment-rate>



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