

A photograph of a man and a woman shaking hands in an office. The man is on the left, wearing a brown blazer over a blue and white striped shirt. The woman is on the right, wearing a dark blue patterned shirt and glasses. They are both smiling. In the foreground, the back of a person's head and shoulder is visible on the left. A teal banner is overlaid on the bottom left of the image.

ANNUAL REPORT ON THE STATE OF SMALL BUSINESSES 2019



NEW YORK
STATE OF
OPPORTUNITY.

**Empire State
Development**

Empire State Development 2019 Annual Report on the State of Small Businesses

In accordance with section 134 of the NYS Economic Development Law, Empire State Development (ESD) is required to compile an annual report on the state of small businesses, particularly businesses with less than 25 employees which are often referred to as “micro-businesses.” Please note that the data provided in this report are the most recent available.

A. Growth and Economic Trends of Small Businesses

**Average Employment, Average Quarterly Wage
Private Sector Firms With Average Employment Between 1 And 99
2014 vs. 2018**

	Small Firms	Share of All Firms	Average Small Firm Employment	Share of All Employment
2014	592,913	98%	3,987,901	55%
2018	610,765	98%	4,173,719	54%
Percent Change	3%		4.7%	

*Source: Quarterly Census of Employment and Wages
Data are subject to revision
Firms with average quarterly employment less than one are excluded from this analysis*

Small businesses form a substantial portion of the New York State economy: 98 percent of New York businesses have fewer than 100 employees (the State’s definition of a small business). Looking at employment, over 54 percent of the workforce is employed in firms with fewer than 100 employees.

Both the number of small firms and average small firm employment has grown from 2014 to 2018 (3.0 percent and 4.7 percent growth, respectively).

National Small Business Association, 2017 Year-End Economic Report

The National Small Business Association (NSBA) is a nonpartisan organization advocating on behalf of small businesses and has 65,000 members representing every state and every industry in the U.S.

The NSBA 2017 Year-End Economic Report shows significant gains in the overall small-business outlook. More than half of small-business owners feel the national economy is doing better than it was just six months ago, compared to 43 percent who reported the same in Dec. 2016 and the only 20 percent in Dec. 2015.

Small-business confidence also experienced noteworthy gains with more than one-third of small-business owners saying they are very confident about the future of their own business—the highest this indicator has been in more than 10 years. Overall, 84 percent of small firms expressed confidence in the future of their business.

Business and job growth also improved. For the first time in a decade, the majority of small firms—53 percent—report increases in revenues. While hiring increased notably, from 22 percent in July 2017 to 30 percent in Dec. 2017, the highest it's been in more than 10 years, it's important to note that the majority of small businesses did not hire new employees in the last year.

The report also found that smaller employers place a premium on their employees: nearly all small businesses provide opportunities for on-the-job learning. The majority of small-business owners say employees stay with their business four or more years, with 37 percent reporting employees remain on average eight years or more.

While one tends to think of corporate America as the career ladders, small businesses also have ample opportunities for career growth. Sixty-six percent of all small businesses offer opportunities for promotion, and at companies with more than five employees, that number is 85 percent.

Federal Reserve Joint Small Business Credit Survey Report, 2019

The Federal Reserve Banks monitor small business credit conditions through regional surveys of business owners. These surveys provide insight into small business vitality and shed additional light on startups, micro-businesses, and growing firms which affect employment and growth in local and regional economies. Results from the 2019 survey showed that while many employer small businesses were profitable and optimistic in 2019, a significant majority faced financial challenges, experienced funding gaps and relied on personal finances. Specific findings for the US include:

- Small business respondents recounted a strong end to 2018. A majority of small businesses (57%) reported that their firms had experienced revenue growth in 2018 and more than one-third added employees to their payrolls;
- The shares of firms with growing revenues and employment represent increases from the 2017 survey; however, the percentage of firms operating at a profit remained unchanged;
- Looking to 2019, a strong majority of firms expect revenue growth, but the net share of firms that anticipates adding payroll jobs in the next year dipped to 38% from 43% in the prior year's survey;
- On the financing front, credit demand held steady in 2018, with 43% of firms seeking external funds for their businesses. Similar to 2017, more than half of firms that sought new funding—53%—experienced a financing shortfall, meaning they obtained less funding than they sought;
- Nearly half of applicants (47%) received the full amount of funding sought, similar to the 2017 survey. Of those that did not apply, roughly half reported they had sufficient financing;
- Applications to online lenders continued to trend upward: 32% of applicants turned to online lenders in 2018, up from 24% in 2017, and 19% in 2016; and
- Medium- and high-credit-risk applicants seeking loan or line of credit financing were as likely to apply to an online lender as to a large bank (54% and 50%, respectively), and more likely to apply to an online lender than to a small bank (41%), CDFI (5%), or credit union (12%).

Findings specific to New York State small businesses include:

- 60% have fewer than 5 employees;
- 36% are less than five years old;
- 72% have revenue under \$1 million;
- 76% are not growing;
- 13% are high credit risk;
- 47% faced financial challenges; and
- 52% sought financing in the past 12 months.

B. Employment and Economic Data of Small Businesses in New York State

Since the beginning of Governor Andrew M. Cuomo’s administration, New York State’s economy has added more than 1.1 million private sector jobs.

Micro-businesses, defined as firms with fewer than 20 employees, employ many workers across the state. For example, over 700,000 people are employed at micro-businesses in New York City, over 295,000 people on Long Island and over 320,000 people in selected upstate metropolitan areas. Average monthly earnings are highest in Manhattan (\$7,214) and in Nassau and Suffolk Counties (\$4,598 and \$4,224 respectively). Data is from the fourth quarter of 2017.

Employment in New York State Small Businesses with 0 -19 Employees, By Location
4th Quarter 2017*

Location	Total Employment	Average Monthly Earnings
New York State	1,653,306**	\$4,356
Upstate		
Albany-Schenectady-Troy MSA	64,678	\$3,633
Binghamton MSA	15,498	\$2,890
Buffalo-Cheektowaga-Niagara Falls MSA	87,508	\$3,228
Elmira MSA	5,293	\$2,818
Rochester MSA	79,792	\$3,299
Syracuse MSA	48,013	\$3,488
Utica-Rome MSA	19,818	\$3,026
New York City and Long Island		
Bronx	47,966	\$3,286
Kings	178,167	\$3,420
New York	314,347	\$7,214
Queens	143,926	\$3,520
Richmond	27,221	\$3,441
Nassau County	142,657	\$4,598
Suffolk County	154,690	\$4,224

MSA = Metropolitan Statistical Area

Source: US Census Bureau, Quarterly Workforce Indicators <http://qwexplorer.ces.census.gov/>

*Most recent available data.

Note: unlike Labor Department data (page 1), this source includes businesses with no employees.

** Total includes all MSA's

Small businesses with 20-49 employees also employ many workers across the state. For example, over 320,000 people are employed at businesses with 20-49 employees in New York City. Employment on Long Island totals over 126,000, while over 175,000 people are employed in selected upstate metropolitan areas. Average monthly earnings are highest in Manhattan (\$8,633), Nassau (\$5,128) and Suffolk (\$5,040) counties. Data is from the fourth quarter of 2017.

Employment in New York State Small Businesses with 20-49 Employees, By Location
4th Quarter 2017*

Location	Total Employment	Average Monthly Earnings
New York State	759,577**	\$5,390
Upstate		
Albany-Schenectady-Troy MSA	36,448	\$4,351
Binghamton MSA	8,252	\$3,762
Buffalo-Cheektowaga-Niagara Falls MSA	49,702	\$3,910
Elmira MSA	2,938	\$3,653
Rochester MSA	46,621	\$3,943
Syracuse MSA	25,450	\$4,390
Utica-Rome MSA	9,279	\$3,821
New York City and Long Island		
Bronx	20,981	\$4,624
Kings	65,191	\$4,242
New York	171,283	\$8,633
Queens	54,846	\$5,029
Richmond	10,176	\$4,471
Nassau County	58,977	\$5,128
Suffolk County	67,360	\$5,040

MSA = Metropolitan Statistical Area

Source: US Census Bureau, Quarterly Workforce Indicators <http://qwexplorer.ces.census.gov/>

*Most recent available data.

Note: unlike Labor Department data (page 1), this source includes businesses with no employees.

** Total includes all MSA's

The statewide unemployment rate in New York was at 3.6 percent in April 2019 according to preliminary figures released by the New York State Department of Labor.

Unemployment Rates (%)*

	April 2019*	March 2019	April 2018
United States	3.6	3.8	3.9
New York State	3.6	4.1	4.0
New York City	3.7	4.2	3.9
NYS, outside NYC	3.5	4.0	4.1

*Data is preliminary and subject to change, based on standard procedures outlined by the U.S. Bureau of Labor Statistics.

C. Programs to Improve Small Business Growth in New York State

New York State supports small or micro-business growth by providing and implementing programs and services that facilitate access to capital, technical assistance, technology assistance and access to information and resources.

Increasing Access to Capital

Since January 2011, the state has launched or enacted over \$210 million in new small business access to capital programs which will leverage three quarters of a billion dollars in private capital.

In 2018, ESD launched the Minority Revolving Loan Fund to leverage approximately \$1.8 million in private funds via community-based lenders. Through selected lenders MBEs can gain access to fund to act as working capital, acquire or improve real property, acquire machinery and equipment, and in some cases refinance existing debt obligations if it provides a tangible benefit to the borrower. This fund specifically targets minority business owners who have difficulty accessing traditional credit markets.

ESD's Division of Small Business and Technology Development provide the following financial assistance programs:

- Small Business Revolving Loan Fund is a major fund targeted to minority- and women-owned businesses (MWBES) and main street businesses that have difficulty accessing regular credit markets. Since its launch, the fund has provided over \$245 million to over 39,000 small and micro-businesses throughout the state, with over 96 percent of the borrowers being MWBES.
- The New York State Capital Access Program (CAP) is a portfolio insurance program that provides matching funds to build loan loss reserves as an incentive to offset small business risk. Since the program's inception in 2012, CAP has facilitated approximately \$110 million in loans primarily to micro-businesses. With an average loan size of \$32,560 and with more than 88 percent of loans being disbursed to minority and/or woman-owned businesses, the program is facilitating loans to underserved populations in underserved communities.
- NYS Surety Bond Assistance Program provides financial credit assistance, as well as training and technical support to help small contractors and MWBES secure surety bonds for New York State government contracts. \$91.58 million in surety bonding authority has been facilitated since the inception of this innovative program. Through the collateral support portion alone, \$66.28 million in bonding was supported, of which \$41.85 million went to MWBES.
- New York Ventures administers the State's innovation investment funds which provide seed and early-stage venture funding to high growth technology based startups. The New York Venture Programs include the following:
 - The NYS Innovation Venture Capital Fund is approximately \$100 million investment fund providing critical seed and early-stage funding to incentivize new business formation and growth across the State of New York, as well as facilitate the transition from ideas and research to marketable products. The fund has invested in 22 companies for over \$22 million dollars.

- The Innovate New York Fund is a seed-stage equity investment fund that supports innovative high-growth firms around the state. The fund, together with private matching investments, has facilitated over \$373 million in equity and other types of investment to over 81 startup enterprises.
- Technology Commercialization Fund is an \$8 million fund-of-funds focused on making pre-seed investments into companies that are focused on the commercialization of technologies emerging from universities and research labs across New York State. To date, NYS has invested \$3.85 million in 40 companies. The majority of the investments were made in upstate companies.
- The MWBE Investment Fund is a \$2 million equity investment fund providing seed capital to certified minority- and women-owned business enterprises (MWBEs). It was created to support innovation, job creation, and economic growth within minority-and women- owned enterprises throughout the State. Investments target early stage MWBEs primarily operating in emerging technologies.
- The Bridge to Success Loan Program is a \$20 million fund to expand access to short-term bridge loans for MWBEs by providing qualified MWBEs with the access to capital needed to participate in contracting opportunities with New York State. Since the program's inception \$24.7 million in working capital loans have been made supporting over \$221 million of contract work.
- The Linked Deposit Program (LDP) was funded at \$560 million and is used to lower interest rates on bank loans for small businesses. LDP has \$303 million currently available.
- The Job Development Authority Direct Loan Program was reinvigorated in the past few years to focus on small business lending for real estate purchases, renovations, and machinery and equipment purchases. \$40.9 million in new lending has been originated in the past five calendar years. In 2017-18, ESD launched the \$10 million JDA Agriculture Loan Fund which provides loan capital to third party lenders to provide small business loans to agri-businesses across that state. Eligible projects include the acquisition of and/or improvements to land or buildings located within New York State, as well as the purchase of machinery and equipment and working capital used in support of the New York State agricultural industry. Eligible businesses under this program include but not limited to value-added processors, food distribution companies, food aggregators, wineries, breweries, distillers, cider producers, and Food Hub participants.
- The Trust Funds created in 1994 were designed to assist a specific demographic, including businesses in regions throughout the state through the Regional Revolving Trust Fund; micro-businesses through the Micro Enterprise Revolving Loan Trust Fund; Minority and Women Owned Business Enterprises through the Minority and Women Revolving Loan Trust Fund; and retailers in business districts through the Commercial District Revolving Loan Fund. These Trust Fund programs have historically been underutilized due to the accessibility of other lending capital, inflexible term guidelines, and burdensome administrative requirements. There is approximately \$8.6 million allocated to all of these trust fund programs; \$4.1 million to active lenders and \$4.5 million unallocated or allocated to lenders that have not made loans in more than two years. In December 2018, the ESD Board of Directors approved \$2,317,535 of Regional Revolving Loan Trust Fund (RRLTF) grants to new and existing lenders in an effort to accelerate lending to minority- and women-owned firms and small businesses throughout the state.

ESD also made changes to the program to reduce the administrative burden and to better effectuate the use of the funds.

- ESD launched the Global NY Loan Fund in 2016, a program targeted to New York State-based small and medium-size businesses who seek to create or expand direct exports or to serve as suppliers to larger exporters. Through this program, ESD extends loan loss reserve credit enhancement to financial institutions that participate in the program. ESD has signed up five CDFIs and community-based lenders with small business financing experience interested in supporting export financing.

The state also has other access to capital programs targeted to small businesses such as the Community Development Financial Institutions Assistance Program, which has allocated \$1,795,000 in the 2018-2019 budget to support the growth of alternative small business lenders around the state.

Considerable program investments made over the last several years by Governor Cuomo and the Legislature are continuing to address the capital challenges small businesses face and will be critical to further growth for small businesses. Programs like the Small Business Revolving Loan Fund, or other Loan to Lenders programs, which provide funds directly to the lenders are responsive to the needs of small businesses and address the challenges outlined by the Federal Reserve's Joint Small Business Credit Survey Report. New York State has a strong track record in supporting and investing in its alternative lender ecosystem, which has been instrumental in the growth and strength of its small businesses.

Enhancing Training and Technical Assistance for Small Businesses

Providing technical assistance to help businesses launch and grow is critical to the growth of small businesses. Targeted assistance to subsectors of the small business community can overcome specific challenges faced by community businesses, immigrants, MWBEs and other sectors critical to the local economies of the state. Several new programs or enhancements to existing programs have been made since 2011.

- In May 2014, ESD launched Business Mentor NY, a pro bono mentorship program for MWBEs and other New York State small businesses. Through this on-line platform (www.BusinessMentor.NY.gov), entrepreneurs can access assistance from private industry professionals and other successful entrepreneurs who volunteer their time to help owners overcome challenges and grow their business. Since the launch, over 9,000 mentors and entrepreneurs have signed up, including nearly 1,800 business professionals who volunteered as mentors. In 2018, the program was extended for an additional five years, with new features and communication tools planned to further enhance the utility of services provided by mentors.
- The Entrepreneurship Assistance Centers (EAC), formerly the Entrepreneurial Assistance Program (EAP) stimulates new business development by establishing centers in local communities to provide instruction, training, technical assistance and support services to individuals who have recently started their own business or are interested in starting a business. These 24 strategically located centers strengthens businesses in the early stages of development by establishing basic business management skills, refining business concepts, devising early-stage marketing plans and preparation of action plans.

In addition, the program actively assists EAC client efforts to obtain business financing. Two thirds of the centers operate or are formally affiliated with a micro-loan fund. EAC primarily assists minorities, women, dislocated workers, individuals with special needs, and veterans.

- The Small Business Development Center (SBDC) Network provides high quality business counseling and training to entrepreneurs who want to start a business or small business owners who want to improve the performance of an existing business. This service is provided through a network of 24 regional centers located throughout New York State. This network provides comprehensive training and include many targeted initiatives, including the SBDC's Veterans Business Outreach Program, staffed by business advisers who are veterans and dedicated to helping fellow veterans start and/or grow a small business by providing targeted business training, counseling, and mentoring.
- ESD's Division of Science, Technology & Innovation (NYSTAR) has over 70 partner centers which aid companies from the start-up to maturity phases. NYSTAR leverages New York's unparalleled investment in world class technology assets and expertise. NYSTAR funded centers provide vital tools for enabling technology and manufacturing led growth and job creation. NYSTAR partners include:
 - In June, 2018, NYSTAR was awarded a grant to assist defense focused manufactures with achieving cybersecurity compliance across New York State.
 - Created the new Small Business Innovation Research Assistance (SBIR) Program to improve the quality of applications and to increase the likelihood of success of New York State SBIR applications to federal agencies.
 - The Centers for Advanced Technology (CAT) Program encourages greater collaboration between private industry and the universities of the state in the development and application of new technologies. This includes working with small businesses to further develop their products to become more competitive in the marketplace. Currently, ESD funds 15 CATs at 12 Universities throughout New York State.
 - The Centers of Excellence (COE) Program is to foster collaboration between the academic research community and the business sector to develop and commercialize new products and technologies, to promote critical private sector investment in emerging high technology fields, and to create and expand technology-related businesses and employment. The goal is the creation and expansion of high technology businesses and jobs, which will result in economic growth in New York State. ESD funds 14 COEs throughout the state.
 - The Manufacturing Extension Partnership (MEP) Program provides funds to support a statewide network of eleven non-profit organizations whose mission is to provide services to small and medium-sized manufacturers, science and technology-based businesses, and start-ups in need of business assistance and technologies to improve their operations or products. This program is supported by New York State and the federal Manufacturing Extension Partnership Program. NYSTAR has designated ten regional MEP centers to support New York State manufacturers—one in each of the ten economic development regions—and a statewide center (FuzeHub) to provide overall marketing, resource matching, and referral.

- FuzeHub, works primarily with small and medium sized manufacturers and technology companies by matching their needs to the most appropriate NYS innovation resource. FuzeHub also administers the Manufacturing Innovation Fund that includes grants and other funding designed to assist small companies in advancing their manufacturing operations or products. Companies can find assistance at www.fuzehub.com.
- The Science and Technology Law Center’s goal is to facilitate New York State’s economic development by leveraging the experience and expertise of law faculty and students to assist even more NYS businesses and institutions in delivering new and emerging technology to the marketplace. The program helps entrepreneurs and companies with new technologies identify potential challenges and devise effective strategies to successfully bring that technology to market.
- The NYS Certified Business Incubator and Innovation Hot Spot Program provides strategic funding to business incubators to improve the quantity and quality of incubator services provided to emerging companies thereby enabling these businesses to successfully transition from their start-up phase to larger scale commercialization of their products and services. In addition, this program is providing ESD with valuable information on the companies which are at the early stage of entry into the state’s “innovation pipeline.”
- Additional programs administered by NYSTAR also serve small businesses in strategic high-tech fields. These include NYSTAR’s Matching Grants Leverage Program, which helps New York State higher education institutes secure federal research grants; the Faculty Development and Technology Transfer Incentive Program. The Faculty Development Program assists institutions of higher education in New York State in the recruitment and retention of leading entrepreneurial research faculty in science and technology fields with strong commercial potential. The Technology Transfer Incentive Program helps New York companies commercialize high-tech innovations in partnership with colleges and universities by providing awards to institutions of higher education to move leading-edge technologies from the research lab to the marketplace.

Streamlining Government

Governor Cuomo’s agenda for a more efficient government meant a reevaluation of core government operations and economic development strategies to provide better results and maximize resources.

The state has a number of tools and resources to help small businesses navigate government. These include the New York State Directory of Small Business Programs, the Directory of Alternative Lending Programs, New York State Small Business Guide, and New York Business Express. Most resources can be accessed through:

<http://esd.ny.gov/SmallBusiness.html>

Improving the Business Climate

FY 2020 State Budget: Strategic Investments and Fiscal Discipline to Grow the Economy and Create Jobs

The \$175.5 billion FY 2020 State Budget:

- Holds the growth in State spending to 2 percent for the ninth year in a row;
- Continues the phase-in of the \$4.2 billion Middle Class Tax Cut to deliver relief to six million New Yorkers;
- Protects New Yorkers from negative federal tax implications with the continuation of the new state tax code;
- Expands Eligibility for the Excelsior Scholarship Free Tuition Program and increases education spending by over \$1 billion to a record \$27.9 billion - equipping more New Yorkers with the talent and tools they need to compete in today's global economy; and
- Supports the Governor's \$150 billion infrastructure plan over the next five years, generating 675,000 jobs, which is rebuilding and reimagining the State's capital assets, with investments in roads and bridges, mass transit, affordable housing and homelessness, state colleges and universities, clean water infrastructure, health care infrastructure, State Parks and other projects that support the future of communities across New York.

The FY 2020 State Budget builds on the historic reforms enacted under Governor Andrew M. Cuomo to grow the State's economy and create jobs, including:

- Makes Permanent the Highly Successful Property Tax Cap. The inclusion of the permanent 2% property tax cap in the FY 2020 Budget will build upon the approximately \$25 billion in taxpayer savings since the cap was implemented by the Governor in 2012;
- Supports Reform of the MTA with Long-Term Revenue Streams Including Central Business District Tolling;
- Continues the Phase-In of Middle Class Tax Cuts. The Budget supports the phase-in of the middle class tax cuts. Under these reforms, rates will continue to drop to 5.5% and 6% when the cuts are fully phased in - an up to 20% cut in income tax rates for the middle class - and produce a projected \$4.2 billion in annual savings for six million filers by 2025.
- Extends the Millionaire's Tax. To protect the progress that has been made in enhancing progressivity and ensuring tax fairness for New York's middle-class, a five-year extension of the current tax rate on millionaires will preserve an estimated \$4 billion in the first year of the extension, and increase annually thereafter.
- Invests \$750 million for Round Nine of the Regional Economic Development Councils: In 2011, Governor Cuomo established 10 Regional Economic Development Councils (REDCs) to develop long-term regional strategic economic development plans. Since then, the REDCs have awarded over \$6.1 billion to more than 7,300 projects. This strategy has resulted in more than 230,000 new or retained jobs in New York.

Governor Cuomo is working for New York. Private sector employers have added 1.1 million new jobs since the start of this administration. The State has the best credit ratings in decades. Learn more at <http://governor.ny.gov>.

D. Statistical and Economic Analysis of New York State’s Small Businesses by Industry

Micro-businesses are present in all New York industry groups. The highest-employing industries are accommodations and food services (236,142 workers; 14.28 percent of the total) and retail (201,653 workers; 12.20 percent of the total). Average monthly earnings are highest in management of companies and enterprises (\$13,191), finance and insurance (\$10,652) and professional services (\$7,235). Data is from the fourth quarter of 2017.

Employment in New York State Small Businesses with 0 - 19 Employees, By Industry
(4th Quarter 2017*)

Industry	Total Employment	Share of Total Employment, All Firms with 0 - 19 Employees	Average Monthly Earnings
Accommodation and Food Services	236,142	14.28%	\$1,865
Administrative and Support and Waste Management and Remediation Services	85,895	5.20%	\$4,168
Agriculture, Forestry, Fishing and Hunting	18,384	1.11%	\$2,860
Arts, Entertainment, and Recreation	41,191	2.49%	\$5,742
Construction	174,143	10.53%	\$4,782
Educational Services	26,718	1.62%	\$2,646
Finance and Insurance	46,543	2.82%	\$10,652
Health Care and Social Assistance	174,257	10.54%	\$4,884
Information	22,210	1.34%	\$7,020
Management of Companies and Enterprises	3,173	0.19%	\$13,191
Manufacturing	63,142	3.82%	\$3,913
Mining, Quarrying, and Oil and Gas Extraction	947	0.06%	\$5,254
Other Services (except Public Administration)	191,945	11.61%	\$2,789
Professional, Scientific, and Technical Services	155,011	9.38%	\$7,235
Real Estate and Rental and Leasing	91,057	5.51%	\$4,828
Retail Trade	201,653	12.20%	\$3,008
Transportation and Warehousing	35,953	2.17%	\$3,626
Utilities	697	0.04%	\$5,657
Wholesale Trade	84,246	5.10%	\$5,835

Source: US Census Bureau, Quarterly Indicators <http://qwiexplorer.ces.census.gov/>

*Most recent available data.

Note: unlike Labor Department data (page 1), this source includes businesses with no employees.

Examining the larger small businesses with 20 - 49 employees, the highest-employing industries are accommodations and food services (156,916 workers; 20.66 percent of the total), health care and social assistance (84,432 employees, 11.12 percent) and retail (67,478 workers; 8.88 percent). Average monthly earnings are highest in finance and insurance (\$20,690), management of companies and enterprises (\$11,659), and utilities (\$8,573). Data is from the fourth quarter of 2017.

**Employment in New York State Small Businesses with 20 - 49 Employees, By Industry
(4th Quarter 2017*)**

Industry	Total Employment	Share of Total Employment, All Firms with 20 - 49 Employees	Average Monthly Earnings
Accommodation and Food Services	156,916	20.66%	\$2,276
Administrative and Support and Waste Management and Remediation Services	37,389	4.92%	\$4,514
Agriculture, Forestry, Fishing and Hunting	8,491	1.12%	\$3,344
Arts, Entertainment, and Recreation	23,298	3.07%	\$3,241
Construction	73,045	9.62%	\$7,308
Educational Services	25,101	3.30%	\$3,108
Finance and Insurance	19,564	2.58%	\$20,690
Health Care and Social Assistance	84,432	11.12%	\$4,846
Information	14,823	1.95%	\$5,604
Management of Companies and Enterprises	3,327	0.44%	\$11,659
Manufacturing	51,296	6.75%	\$4,912
Mining, Quarrying, and Oil and Gas Extraction	818	0.11%	\$6,942
Other Services (except Public Administration)	46,514	6.12%	\$3,802
Professional, Scientific, and Technical Services	57,323	7.55%	\$9,797
Real Estate and Rental and Leasing	26,253	3.46%	\$6,211
Retail Trade	67,478	8.88%	\$4,088
Transportation and Warehousing	19,014	2.50%	\$4,386
Utilities	509	0.07%	\$8,573
Wholesale Trade	43,986	5.79%	\$7,332

Source: US Census Bureau, Quarterly Workforce Indicators
<http://qwiexplorer.ces.census.gov/>

*Most recent available data.

Note: unlike Labor Department data (page 1), this source includes businesses with no employees.

E. State and Local Small Business Regulations

Summaries of regulatory changes affecting small businesses are available at:
<http://www.esd.ny.gov/SmallBusiness/Reports.html>.

The 2019 budgetary summary and regulatory and legislative summaries from July 1, 2018 through June 30, 2019 will be updated in September 2019.

Previous years summaries of regulatory changes affecting small businesses are also available at the link above.

The state's Regional Economic Development Councils and community stakeholders have developed draft recommendations of regulatory measures. Many of these recommendations have either already been addressed and many others are currently being addressed.

Finally, substantial information on state and some local regulations affecting small businesses are contained within the following directories:

- <http://www.dos.ny.gov/info/nycrr.html> - Access New York Codes, Rules and Regulations (NYCRR) from the Department of State, Division of Administrative Rules web page.
- http://www.tax.ny.gov/pubs_and_bulls/ - The New York State Department of Taxation and Finance website contains a comprehensive list of publications and tax regulations affecting businesses.
- http://www.nyssbdc.org/services/reg_compliance.html - The New York Small Business Development Center network compiles resources for local, state and federal laws and regulations.