



WOMEN

in the Workforce

Workforce Guidance and Information for
Women Evaluation Report 2023

DECEMBER 2023

WE ARE YOUR DOL



EXECUTIVE SUMMARY

The Department of Labor takes pride in its mission to strengthen the economy by connecting job seekers to careers, assisting the unemployed, partnering with businesses to help them compete, and protecting the safety and health of workers and the public. To further this core mission, the Department provides guidance to better educate and inform both women and men about higher paying jobs and careers, including jobs traditionally dominated by men. This report, required by Chapter 460 of the Laws of 2016, furthers that mission by articulating our efforts training women for and referring women to jobs in higher paid occupations, and by propagating data related to women in those occupations.

In New York State, the ratio of women to men in jobs and careers that offer high earning potential, including jobs traditionally dominated by men, is 42.6% for 2017-2021. This compares to 41.4% for the period considered in last year's report (2016-2020).

THROUGH THE DEPARTMENT'S EXTENSIVE NETWORK OF CAREER CENTERS, 24/7 ON-DEMAND ONLINE RESOURCES, AND ON-SITE ASSISTANCE SERVICES, JOB SEEKERS CAN ACCESS:

- Current information about compensation for jobs and careers that offer high earning potential;
- Counseling, skills development, and training that encourage both men and women to seek such jobs;
- Referrals to businesses offering such jobs; and
- Current local labor market information, like the gender wage gap and other pertinent data for families living and working there.

FOR THE PERIOD OF OCTOBER 1, 2022 TO SEPTEMBER 30, 2023:

- The Department referred 13,980 women to counseling or skills development and training for jobs and careers that offer high earning potential; and
- The Department referred 4,148 women to jobs and careers that offer high earning potential.

BACKGROUND

New York State has a long and proud tradition of leading on women's rights issues – from the movement's inception in Seneca Falls in 1848, to 1917 when New York women won the right to vote (three years before the 19th Amendment was ratified), to the passage of the historic Women's Equality Agenda in 2015.

But despite significant progress in New York and across the nation, a distinct gender pay gap persists. This is a societal issue. Either directly or indirectly, the gender pay gap affects everyone.

Governor Kathy Hochul, the first woman governor of New York State, marked the 102nd anniversary of women's constitutional right to vote by directing the Department of Labor to build on its previous work in 2018 examining the gender wage gap (*Closing the Gender Pay Gap in New York State*) and to do so through the lens of the COVID-19 pandemic and its impact on women in the workforce. The follow-up report, *The Gender Pay Gap in the Pandemic Era* (<https://nysdolreports.com/gwg/2023-gwgreport/>) was released on Equal Pay Day, March 14, 2023. Highlights from the second report include:

- Women in New York earned 88.2 cents for every dollar earned by men in 2021, a significantly smaller gap than the national average of 81.5 cents. The gender pay gap continues to be substantially larger for women of color compared to non-Hispanic White men in New York and nationally. Black or African American women in New York were paid 67.8 cents on the dollar while Hispanic and Latina women were paid only 62.9 cents on the dollar.
- The gender pay gap in New York narrowed between 2019 and 2021, despite the challenges presented by the COVID-19 pandemic. However, the pandemic-induced economic recession had a major impact on women in the labor force. From 2019 to 2021, the unemployment rate for women nearly doubled from 4.2% to 8.2%. In 2021, over 405,000 women were unemployed, a significant increase from 207,000 in 2019.
- The COVID-19 pandemic placed renewed emphasis on the child care crisis, including the shortage of child care workers. As schools and daycare centers closed, the burden of child care and remote schooling fell

primarily on women, forcing many to leave the labor force. In April 2020, 45% of mothers of school-age children were not working nationally. The rise of remote work options and workplace flexibility during the pandemic has helped some mothers balance their careers with child care responsibilities.

- However, women were also over-represented in jobs deemed essential and in jobs needing to be done in person, thus denying those women the ability to perform their work remotely and exposing them to a greater likelihood of job loss since many of the face-to-face jobs were also those most prone to layoffs. As such, the nationwide pivot to remote work, though likely a net positive, was, for various reasons, not enough to address the challenges facing many women.

Among the policy recommendations to close the wage gap in the second report, the implementation of the recommendations of the 2020 Child Care Task Force Report is on the list, as access to affordable child care remains critically important. Also, an increase in pay for low wage workers and expansion of paid parental leave to the union-represented state workforce are included. The full list of recommendations can be seen in the report on the Gender Wage Gap Hub (<https://nysdolreports.com/gwg/>). Other NYS Department of Labor reports relevant to the topic, including a recent NYS Department of Labor report on Child Care in NYS, can also be accessed on the Hub.

With similar concerns in mind, Chapter 460 of the Laws of 2016 requires the Department annually to submit to the Governor, the Temporary President of the Senate, and the Speaker of the Assembly a report detailing:

- How many women were referred to counseling or skills development and training for jobs and careers that offer high earning potential, including jobs traditionally dominated by men;
- How many women were referred to such jobs; and
- The ratio of women to men in such jobs and any change in that ratio from the previous year.

This report is submitted to fulfill that requirement. The findings in this report are based on data available to the Department through the U.S. Census Bureau's American Community Survey, the One-Stop Operating System (the primary case management system used by our Career Centers), and the New York State Jobs Bank (which is hosted by DirectEmployers Association as part of the National Labor Exchange).

OCCUPATIONS WITH HIGH EARNING POTENTIAL

For the purposes of this report, the Department studied data from the U.S. Census Bureau's American Community Survey (ACS) for the time period 2017-2021 to determine the high earning potential occupations, and to determine the ratio of women employed in such occupations. (The time period under consideration in last year's report was 2016-2020.) Based on these data, the Department defined occupations with high earning potential as those with median earnings greater than \$87,450 (which amounts to the 70th earnings percentile of full-time, year-round workers). These occupation titles and groups are outlined below, in Table 1.

Women comprise 48.5% of the total civilian labor force in New York State. In the time period under consideration, they comprise a higher share of employment in only two occupational groups with higher earnings potential, as defined above: Healthcare Practitioners and Technical (68.4%) and Life, Physical, and Social Sciences (48.8%). Within all other major occupational groups with higher earnings potential, however, women are less represented than they are in the labor force as a whole. Overall, in the time period from 2017-2021, women are represented in careers with higher earnings potential at a rate of 42.6% in New York State. For the previous time period considered, 2016-2020, the equivalent rate was 41.4%.

TABLE 1: OCCUPATIONS WITH HIGH EARNING POTENTIAL*

SOCC**	OCCUPATION TITLE	TOTAL EMPLOYMENT IN NEW YORK STATE	% OF WOMEN
Total***		1,642,537	41.4%
Architecture and Engineering		102,129	17.6%
172011	Aerospace Engineers	2,542	13.0%
171011	Architectural, Except Landscape And Naval	17,188	29.9%
172041	Chemical Engineers	2,397	18.7%
172051	Civil Engineers	20,096	18.8%
172061	Computer Hardware Engineers	2,703	n/a
172070	Electrical and Electronics Engineers	10,108	11.7%
172081	Environmental Engineers	1,528	32.0%
172110	Industrial Engineers, Including Health and Safety	7,889	20.1%
172121	Marine Engineers And Naval Architects	158	n/a
172131	Materials Engineers	1,928	20.5%
172141	Mechanical Engineers	11,628	8.1%
1721XX	Petroleum, Mining and Geological Engineers Including Mine Safety	n/a	n/a
1721YY	Other Engineers	23,876	14.3%
Business and Financial Operations		170,344	39.7%
131021	Buyers And Purchasing Agents, Farm Products	n/a	n/a
131041	Compliance Officers	17,691	54.5%
132041	Credit Analysis	2,105	35.3%
132051	Financial And Investment Analysis	27,327	33.7%
130261	Financial Examiners	1,574	62.3%
132053	Insurance Underwriters	6,665	51.0%
131111	Management Analysts	43,013	41.5%
132052	Personal Financial Advisors	30,094	27.5%
131082	Project Management Specialists	35,334	43.5%
1320XX	Other Financial Specialists	6,368	40.0%
Computer and Mathematical Science		154,882	22.9%
152011	Actuaries	2,188	24.2%
151221	Computer And Information Research Scientists	1,390	28.4%

SOCC**	OCCUPATION TITLE	TOTAL EMPLOYMENT IN NEW YORK STATE	% OF WOMEN
151241	Computer Network Architects	4,230	5.4%
151251	Computer Programmers	22,584	21.3%
151211	Computer Systems Analysts	30,670	38.5%
15124X	Database Administrators and Architects	5,533	32.3%
151212	Information Security Analysts	30,670	38.5%
151244	Network and Computer System Administrators	9,975	15.1%
151252	Software Developers	63,989	14.8%
1520XX	Other Mathematical Science Occupations	9,940	43.9%
Education, Training, and Library		73,764	47.4%
251000	Postsecondary Teachers	73,764	47.4%
Healthcare Practitioners and Technical		306,213	68.4%
291181	Audiologists	793	82.3%
292031	Cardiovascular Technologists and Technicians	2,426	66.4%
291011	Chiropractors	2,614	19.8%
291020	Dentists	6,445	30.2%
292035	Magnetic Resonance Imaging Technologists	2,721	34.0%
29203X	Nuclear Medicine Technologists & Medical Dosimetrists	2,149	42.7%
291151	Nurse Anesthetists	1,223	57.6%
2911XX	Nurse Practitioners, And Nurse Midwives	11,367	88.1%
291041	Optometrists	1,617	43.0%
291051	Pharmacists	14,807	53.1%
291123	Physical Therapists	13,780	57.4%
291071	Physician Assistants	11,355	64.2%
291210	Physicians	63,443	42.8%
291081	Podiatrists	800	n/a
291124	Radiation Therapists	897	63.2%
291141	Registered Nurses	158,156	85.6%
291126	Respiratory Therapists	4,769	49.3%
291240	Surgeons	3,498	18.5%
291131	Veterinarians	3,353	64.7%

SOCC**	OCCUPATION TITLE	TOTAL EMPLOYMENT IN NEW YORK STATE	% OF WOMEN
Installation, Maintenance, and Repair		5,157	n/a
499051	Electrical Power-Line Installers And Repairers	4,535	n/a
499096	Riggers	n/a	n/a
49209X	Other Electrical And Electronic Equipment Mechanics, Installers, & Repairers	572	n/a
Legal		111,048	39.7%
231012	Judicial Law Clerks	633	50.6%
2310XX	Lawyers, Judges, Magistrates And Other Judicial Workers	110,415	39.6%
Life, Physical, and Social Science		35,463	48.8%
192010	Astronomers And Physicsts	686	n/a
192021	Atmospheric And Space Scientists	504	n/a
193033	Clinical And Counseling Psychologists	1,287	65.0%
193011	Economists	2,086	14.1%
192099	Physical Scientists, All Other	16,326	34.9%
193034	School Psychologists	4,139	82.3%
19303X	Other Psychologists	8,236	67.8%
1930XX	Other Social Scientists	2,163	58.1%
Management		594,918	43.2%
112011	Advertising And Promotions Managers	7,496	50.7%
1110XX	Chief Executives And Legislators	83,307	30.1%
113111	Compensation And Benefits Managers	1,075	89.9%
113021	Computer And Information Systems Managers	32,399	26.3%
119030	Education And Child Care Administrators	62,599	62.7%
113031	Financial Managers	92,250	47.7%
113121	Human Resources	16,325	66.0%
113051	Industrial Production Managers	9,445	25.9%
112021	Marketing Managers	37,754	64.4%
112030	Public Relations And Fundraising Managers	5,523	67.0%
112022	Sales Managers	24,643	36.0%
113131	Training And Development Managers	2,656	58.2%
Production		1,890	n/a
518010	Power Plant Operators, Distributors, And Dispatchers	1,890	n/a

SOCC**	OCCUPATION TITLE	TOTAL EMPLOYMENT IN NEW YORK STATE	% OF WOMEN
Protective Service		42,287	10.6%
333021	Detectives And Criminal Investigators	11,288	21.8%
332011	Firefighters	18,188	2.0%
331011	First-Line Supervisors of Correctional Officers	2,676	20.1%
331021	First-Line Supervisors of Fire Fighting And Prevention Workers	2,160	n/a
331012	First-Line Supervisors Of Police And Detectives	7,975	13.0%
Sales and Related		43,273	29.7%
413011	Advertising Sales Agents	11,903	50.4%
419031	Sales Engineers	1,968	n/a
413031	Securities, Commodities, And Financial Services Sales Agents	29,402	23.1%
Transportation And Material Moving		6,351	8.3%
532020	Air Traffic Controllers And Airfield Operations	1,242	n/a
532010	Aircraft Pilots and Flight Engineers	2,034	8.9%
5370XX	Conveyor, Dredge, And Hoist and Winch Operators	479	n/a
534010	Locomotive Engineers And Operators	2,596	n/a

*Data from the U.S. Census Bureau's American Community Survey (ACS) for the time period 2017-2021 were used to determine the high earning potential occupations, and to determine the ratio of women employed in such occupations. The prior time period used for comparison was ACS data for 2016-2020.

** Standard Occupation Codes (SOC) based on U.S. Census Bureau aggregation of SOC codes.

*** The occupations shown are based on the 2021 5-year ACS list of occupations that had median earnings greater than the 70th percentile (\$87,450) of earnings in New York State.

Note: Full-time, year-round is defined as 35 hours or more per week and 50 weeks or more per year. Teachers working 35 hours or more per week and 40 weeks or more per year are included. Estimates will not add to total due to suppressions. Estimates with a coefficient of variation greater than 35% are suppressed (n/a).

JOB SEEKERS

The Department of Labor offers 95 Career Centers strategically located in every part of the state. The New York State Department of Labor is working to meet the demand of businesses for workers with convenient no-cost job search services, including the following.

CAREER COUNSELING

Counselors help individuals assess their needs, skills, and interests. They guide individuals through a step-by-step job search process.

RESUME DEVELOPMENT

Expert staff help individuals write and design a resume that gets results. Staff show individuals how to tailor a resume and how to market their skills effectively online.

VIRTUAL WORKSHOPS AND JOB CLUBS

Individuals can explore topics in a group setting, including:

- Job search strategies
- Resume preparation
- Networking
- Managing stress
- Salary negotiations
- Finances and budgeting
- Transferring skills
- Practice interviewing

RESOURCE ROOMS

Job seekers can use a wide range of no-cost technological resources to engage prospective employers.

ADULT BASIC EDUCATION/ENGLISH AS A SECOND LANGUAGE

Staff refer individuals to no-cost courses to help them earn a high school equivalency diploma or to improve English-language skills.

COURSERA ONLINE TRAINING

Unemployed New Yorkers have access to nearly 11,000 training programs across high-growth industries through a Department partnership with Coursera, and can hone skills in data science, business, and technology. Many of these programs are pathways to certifications or professional certificates and can help elevate the careers of unemployed New Yorkers. New York State has a team of experts working to curate content based on industry demand to help job seekers gain skills to help them advance in their careers.

JOB SEARCH RESOURCES AND JOB PLACEMENT ASSISTANCE

Businesses throughout New York State list job openings with the Department of Labor. Individuals can review job boards and online job openings. Placement Specialists also help individuals make a targeted job search.

EVENTS AND RECRUITMENTS

Each year, hundreds of businesses use Career Centers and Virtual Job Fairs to conduct job recruitments and interviews, to which thousands of job seekers are invited.

VOCATIONAL CLASSROOM AND ON-THE-JOB TRAINING

Staff provide short-term training for long-term careers.

ACCOMMODATIONS AND ADAPTIVE TECHNOLOGY

Career Centers have adaptive technology to help individuals access resources, including screen readers, magnifiers, text-to-speech software, Virtual Remote Interpretation, trackballs, and large-print keyboards.

FIND A CAREER CENTER

To find the nearest Career Center, visit dol.ny.gov/career-centers.

POTENTIAL JOBS

The primary tool for up-to-date job listings is the New York State Job Bank (newyork.usnlx.com), an online database hosted by DirectEmployers Association as part of the National Labor Exchange. The New York State Job Bank maintains a daily average of more than 310,000 job openings from more than 21,000 businesses. The relationship between the New York State Job Bank and DirectEmployers results in job orders with higher quality job content, more up-to-date job postings, control against discrimination, and elimination of duplicate job postings. The Department uses this central tool to connect job seekers to open positions.

RESULTS

To prepare this report, the Department analyzed data from the primary case management system used by Career Centers, the One-Stop Operating System. This system tracks services provided to job-seeking customers, businesses looking for qualified employees, and customers in need of training, and allows staff to enter and track relevant information, including needs, services provided, and case notes. Because not all customers served by the

Career Center System possess the requisite skill level for referral to counseling or skills development and training for jobs and careers that offer high earning potential, the cohort of customers evaluated for the purposes of this report are individuals who possess the requisite skill level, based on their education and work experience.

REFERRALS TO COUNSELING OR SKILLS DEVELOPMENT AND JOB TRAINING

Table 2 shows how many women were referred to counseling or skills development and training for jobs and careers that offer high earning potential, including jobs traditionally dominated by men for the time period October 1, 2022 through September 30, 2023.

TABLE 2: CUSTOMERS REFERRED TO COUNSELING OR SKILLS DEVELOPMENT AND TRAINING SERVICES
(October 1, 2022-September 30, 2023)

GENDER/SERVICE LEVEL	WOMEN	MEN	NA	TOTAL
All Customers	193,238	219,334	4,466	417,038
% of All Customers	46.3%	52.6%	1.1%	
Referred to Counseling or Skills Dev. & Job Training	79,407	85,714	1,827	166,948
% Referred to Counseling or Skills Dev. & Job Training	47.6%	51.3%	1.1%	
Customers Seeking High Earning Potential Occupations	36,816	43,498	763	81,077
% of Customers Seeking These Occupations	45.4%	53.7%	0.9%	
Referred to Counseling Services or Skills Dev. & Job Training	13,980	16,714	290	30,984
% of Total Customers Referred	45.1%	53.9%	0.9%	

N/A = Gender information not available

Additionally, please note that a customer may indicate more than one desired occupation.

Source: New York State One Stop Operating System (NYOSOS)

REFERRALS TO JOBS THAT OFFER HIGH EARNINGS POTENTIAL

Table 3 shows how many women were referred to job openings on the NYS Job Bank for occupations with high earnings potential, for the time period October 1, 2022 through September 30, 2023.

TABLE 3: REFERRALS TO JOBS WITH HIGH EARNING POTENTIAL, BY OCCUPATIONAL CATEGORY*
(October 1, 2022-September 30, 2023)

OCCUPATIONAL CATEGORY	WOMEN	MEN	TOTAL
Total, all high earning potential occupations	4,148	5,249	9,397
% of Total	44.1%	55.9%	100.0%
Management	2,375	2,760	5,153
% of Total	46.3%	53.7%	100.0%
Business and Financial Operations	369	540	909
% of Total	40.6%	59.4%	100.0%
Computer and Mathematical	239	908	1,201
% of Total	24.4%	75.6%	100.0%
Architecture and Engineering	99	452	551
% of Total	18.0%	82.0%	100.0%
Life, Physical, and Social Science	12	15	27
% of Total	44.4%	55.6%	100.0%
Legal	105	127	232
% of Total	45.3%	54.7%	100.0%
Educational Instruction and Library	146	101	247
% of Total	59.1%	40.9%	100.0%
Healthcare Practitioners and Technical	629	141	770
% of Total	81.7%	18.3%	100.0%
Protective Service	20	27	47
% of Total	42.6%	57.4%	100.0%
Sales and Related	144	198	342
% of Total	42.1%	57.9%	100.0%
Installation, Maintenance and Repair	n/a	38	n/a
% of Total	n/a	n/a	n/a
Production	0	n/a	n/a
% of Total	0	n/a	n/a
Transportation and Material Moving	0	n/a	n/a
% of Total	n/a	n/a	n/a

*Categories are based on U.S. Census Bureau aggregation of Standard Occupational Codes (SOC).

Note: the sum of job seekers by occupational category will not add to total high earnings potential occupations since a job seeker may be referred to more than one occupation. Cells with more than 0 and less than 10 are suppressed (n/a) for confidentiality.

Source: New York State One Stop Operating System (NYOSOS)

WOMEN IN THE WORKFORCE

A review of civilian labor force data for women in New York State for the most recent 12-month average (October 2022–September 2023) compared to that of the previous year (October 2021–September 2022) shows women’s presence in the labor force has increased.

The labor force participation rate for women in New York State increased over the year by 1.0 percentage point, from 54.9% in October 2021–September 2022 to 55.9% in October 2022–September 2023. By comparison, the participation rate of men in New York State increased by 0.7 percentage points to 66.3% over the same time period. The over-the-year increase in the labor force participation rate for women in New York State also outpaced that of nation, which grew by 0.5 percentage points to 57.2% in October 2022–September 2023. As a result, the labor force participation rate for women in New York State was 1.3 percentage points lower than the participation rate for women nationally, compared to 1.8 percentage points lower during the previous 12-month period.

Not only did the share of women participating in the state labor force increase over the year in October 2022–September 2023, but also the share of unemployed women fell by 0.9 percentage points to 3.6% during the same time period. In contrast, the unemployment rate for men in New York State decreased by 0.6 percentage points over the year to 4.4% in October 2022–September 2023. The over-the-year decrease in the unemployment rate for women in New York State also outpaced that of nation, which declined by 0.3 percentage points to 3.5% in October 2022–September 2023. As a result, the unemployment rate for women in New York State was 0.1 percentage points higher than the unemployment rate for women nationally, compared to 0.7 percentage points higher during the previous 12-month period.

For additional detail and information regarding the source of these data, please see Table 4 below.

TABLE 4: EMPLOYMENT STATUS OF THE CIVILIAN NONINSTITUTIONAL POPULATION (16 YEARS AND OVER)

12-Month Averages October 2021 – September 2022 and October 2022 – September 2023

New York State and United States

Current Population Survey (CPS)

(Numbers in thousands)

	OCTOBER 2022–SEPTEMBER 2023			OCTOBER 2021–SEPTEMBER 2022		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
NEW YORK STATE						
Civilian Noninstitutional Population	15,859.7	7,653.1	8,206.6	15,723.0	7,555.8	8,167.2
Civilian Labor Force - Number	9,661.0	5,077.6	4,583.4	9,435.3	4,954.0	4,481.4
Percent of Population	60.9%	66.3%	55.9%	60.0%	65.6%	54.9%
Employed	9,271.8	4,851.8	4,420.0	8,985.9	4,704.3	4,281.6
Unemployed - Number	389.2	225.8	163.4	449.4	249.6	199.8
Unemployment Rate	4.0%	4.4%	3.6%	4.8%	5.0%	4.5%
Not in Labor Force	6,198.7	2,575.5	3,623.2	6,287.6	2,601.8	3,685.8
UNITED STATES						
Civilian Noninstitutional Population	266,161.5	129,994.9	136,166.6	263,305.5	128,067.5	135,238.1
Civilian Labor Force - Number	166,352.8	88,525.5	77,827.3	163,654.5	86,960.8	76,693.7
Percent of Population	62.5%	68.1%	57.2%	62.2%	67.9%	56.7%
Employed	160,385.3	85,255.3	75,130.0	157,435.3	83,627.9	73,807.4
Unemployed - Number	5,967.5	3,270.3	2,697.2	6,219.2	3,332.9	2,886.3
Unemployment Rate	3.6%	3.7%	3.5%	3.8%	3.8%	3.8%
Not in Labor Force	99,808.7	41,469.4	58,339.3	99,651.0	41,106.6	58,544.4

Prepared by New York State Department of Labor, Division of Research and Statistics.

Note: Items may not add to totals due to rounding. These data are based on public use files and may differ slightly from published Bureau of Labor Statistics (BLS) estimates of Current Population Survey (CPS) data.

MORE INFORMATION: REGIONAL LABOR MARKETS

The Department of Labor’s Division of Research & Statistics has labor market analysts in all 10 regions across the state. These analysts provide data about wages, important economic trends, and labor availability in their region to employers, developers, and others. They also provide occupational and career information to job seekers. Use the table below to locate and contact the labor market analyst in your region.

REGION/COUNTIES	LABOR MARKET ANALYST
Statewide Trends New York State	Elena Grovenger Phone: 518-457-3800 Email: Elena.Grovenger@labor.ny.gov
Capital Region Albany, Columbia, Greene, Rensselaer, Saratoga, Schenectady, Warren, and Washington counties	Kevin Alexander Phone: 518-242-8245 Email: Kevin.Alexander@labor.ny.gov
Central New York Cayuga, Cortland, Madison, Onondaga, and Oswego counties	Karen Knapik-Scalzo Phone: (315) 479-3391 Email: Karen.Knapik-Scalzo@labor.ny.gov
Finger Lakes Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, and Yates counties	Tammy Marino Phone: (585) 258-8870 E-mail: Tammy.Marino@labor.ny.gov
Hudson Valley Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, and Westchester counties	Johny Nelson Phone: (914) 997-8798 Email: Johny.Nelson@labor.ny.gov
Long Island Nassau and Suffolk counties	Shital Patel Phone: (516) 934-8533 Email: Shital.Patel@labor.ny.gov
Mohawk Valley Fulton, Herkimer, Montgomery, Oneida, Otsego, and Schoharie counties	Brion Acton Phone: (315) 793-2282 Email: Brion.Acton@labor.ny.gov
New York City Bronx, Kings, New York, Queens, and Richmond counties	Elena Volovelsky Phone: (718) 613-3971 Email: Elena.Volovelsky@labor.ny.gov
North Country Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, and Saint Lawrence counties	Konstantin Sikhaou Phone: (518) 523-8957 Email: Konstantin.Sikhaou@labor.ny.gov
Southern Tier Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, and Tompkins counties	Christian Harris Phone: (607) 741-4480 Email: Christian.Harris@labor.ny.gov
Western New York Allegany, Cattaraugus, Chautauqua, Erie, and Niagara counties	Timothy Glass Phone: (716) 851-2740 Email: Timothy.Glass@labor.ny.gov



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