

# 20 WESTERN NEW YORK 24 SIGNIFICANT INDUSTRIES

A Report to The Workforce Development System

Bureau of Labor Market Information  
*Division of Policy, Strategy, and Research*

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## **Preface**

One of the objectives of the workforce development system is to encourage local workforce development boards (LWDBs) to plan strategically and focus their resources on priority industries (and eventually on priority occupations within those industries). As the economy continues to move forward, many businesses are finding it difficult to fill open positions. Now more than ever it is imperative that the workforce development system understand the changes that have occurred in the labor market and develop effective strategies to match people to careers.

To assist in these efforts, the New York State Department of Labor Division of Policy, Strategy, and Research developed these reports to identify “significant industries” in New York State as well as for each of the ten regions in New York State. Industries presented here are classified according to their North American Industry Classification System (NAICS) code.

This report lists significant industries in the Western New York region based on several factors, including employment levels, wage levels, job growth (both net and percent) over the 2018-2023 period, and expected job growth based on industry employment projections through 2030. Priority industries that may have been designated by economic development or workforce development officials were also considered.

## **Regional Industries**

For the purposes of this publication, an industry was designated as “significant” with reference to the following characteristics:

- The industry experienced above-average job growth (in either net or percentage terms); or
- The industry had more than 15,000 jobs; or
- The industry’s projected employment growth for 2020-2030 was above average in the region (26.0%); or
- The industry paid annual wages above the regional average (\$61,500).

Thirteen industries are designated as “significant” in Western New York. Eight of these industries experienced an increase in employment between 2018 and 2023. In addition, seven of the 13 industries employed at least 15,000 workers during 2023.

A broad set of industries were identified for this report. They fall into seven major industry groups: construction; manufacturing; trade, transportation, and utilities; professional and business services; educational services; health care and social assistance; and leisure and hospitality.

## **Industry Analysis**

In the following analysis, industries are presented in ascending NAICS industry code order. For additional information regarding the NAICS industry classification system, visit <https://www.census.gov/naics>.

## Construction

*Construction of buildings* (NAICS Industry 236) pays an average annual wage (\$65,400) that was above the all-industry average annual wage (\$61,500) in 2023. From 2018 to 2023 this industry had a higher percent change in jobs (4.2%) than the average (-2.9%). The retirement of many baby boomers will contribute to job opportunities in this industry, especially among the skilled trades.

Skilled trade occupations comprise much of the employment (16,900 workers in 2023, a significant number) within *specialty trade contractors* (NAICS Industry 238). The industry experienced above-average job growth, on a percentage basis (3.0%), relative to the all-industry average in the Western New York Region (-2.9%). Annual average wages (\$69,700) in this industry were above the all-industry annual average wage (\$61,500) for the area.

## Manufacturing

Four of the thirteen industries on the list are in the manufacturing sector. Although employment in the manufacturing sector has declined over the long term, it remains an important part of the region's economy.

Employment in the *food manufacturing* (NAICS Industry 311) industry increased 11.1% between 2018 and 2023. The average annual wage (\$65,500) was above the all-industry average annual wage (\$61,500) in 2023. The most common occupations in the industry include packing and filling machine operators and tenders, food batchmakers, bakers, retail salespersons, and hand packers and packagers.

The *chemical manufacturing* (NAICS Industry 325) industry experienced employment growth of 7.8% (400 jobs) between 2018 and 2023. The industry is expected to add jobs at a faster rate (27.3%) between 2020 and 2030 than the overall industry average (26.0%). The industry also paid the highest average annual wages (\$93,700) of the thirteen industries in 2023.

*Fabricated metal product manufacturing* (NAICS Industry 332) lost 800 jobs between 2018 and 2023. The average annual wage for these jobs was \$68,600 per year, above the average all-industry annual wage (\$61,500). This industry employed more workers (10,000) in 2023 than any other industry in the manufacturing sector in the Western New York Region.

*Computer and electronic product manufacturing* (NAICS Industry 334) experienced employment growth of 47.2% (1,700 jobs) between 2018 and 2023 and experienced the second highest percentage growth of the thirteen industries during this period. Industry highlights also include above average annual wages (\$73,600).

## Trade, Transportation and Utilities

The *warehousing and storage* (NAICS Industry 493) industry had the highest percent change in jobs (gaining 127.3%) in Western New York between 2018 and 2023. This industry is also projected to add the second most jobs (45.1%), on a percentage basis, from 2020 through 2030 in the Western New York Region.



### Professional and Business Services

Businesses in the *professional and technical services* (NAICS Industry 541) industry tend to sell their products to other businesses rather than consumers. This industry lost 0.3% of its employment between 2018 and 2023, but at a lower rate than the all-industry decline of 2.9% during the same period. This industry also employed a significant number of workers (29,000) in 2023. At \$80,500 per year, the industry paid a higher average annual wage than the average annual wage for all industries in 2023 (\$61,500).

The *administrative and support services* (NAICS Industry 561) industry employed a significant number of workers (31,200) and also added employment (3,400) between 2018 and 2023. The industry is expected to add jobs at a faster rate (29.3%) between 2020 and 2030 than the overall industry average (26.0%).

### Educational Services

With over 62,400 jobs between public and private ownerships, the *educational services* (NAICS Industry 611) industry employs more people than any other industry on the significant industries list in the region. The industry's 2023 average annual wage (\$63,200) were above the all-industry annual averages (\$61,500). Common job titles in this industry include secondary school teacher, teacher assistant and elementary school teacher.

### Health Care and Social Assistance

Growth in health care employment is driven more by demographics than by overall economic conditions. Health care occupations are expected to be in demand over the next decade as New York State's population continues to age.

*Ambulatory health care services* (NAICS Industry 621) added jobs (1,100) and had the third most jobs (33,200) of the thirteen significant industries in the region between 2018 and 2023. This industry's \$71,400 annual average wage in 2023 exceeded the all-industry annual average wage of \$61,500.

The *hospitals* (NAICS Industry 622) industry paid average annual wages (\$85,700) that were above the all-industry annual average wage in 2023 and the second highest among the thirteen significant industries. Of the two health care industries on the significant list, *hospitals* paid the higher average annual wage. The industry also employed a significant number of workers (26,700), again when both public and private hospitals are included.

### Leisure and Hospitality

*Food services and drinking places* (NAICS Industry 722) employed the second most workers (49,500) of the thirteen significant industries in 2023. The industry is expected to add jobs at the fastest rate (94.1%) between 2020 and 2030 than any of the thirteen industries and the above the overall industry average (26.0%).

### **For Further Information**

It is hoped that the statewide and local workforce development boards find the information in this report useful. The New York State Department of Labor's regional labor market analyst for Western New York, Timothy Glass, is available for consultation. He can be reached via E-Mail at [Timothy.Glass@labor.ny.gov](mailto:Timothy.Glass@labor.ny.gov) or by phone at (716) 851-2743.

Similar local data are available from our network of 10 regional labor market analysts to assist LWDBs. For questions regarding your local area, please contact your regional labor market analyst. Their contact information is available at: <https://dol.ny.gov/stats/labor-market-analysts>.

## Significant Industries, Western NY Region, 2024

NAICS Industry Code	Industry Name	Average Employment, 2018*	Average Employment, 2023*	Net Change in Jobs, 2018-2023	% Change in Jobs, 2018-2023	Average Annual Wage, 2023	Projected % Change in Jobs, 2020-2030	Why Industry is Significant**
	<b>Total, all industries (all ownerships)</b>	633,000	614,500	-18,500	-2.9%	\$61,500	26.0%	NA
<b>236</b>	Construction of Buildings	4,800	5,000	200	4.2%	\$65,400	24.7%	G, W
<b>238</b>	Specialty Trade Contractors	16,400	16,900	500	3.0%	\$69,700	18.7%	G, J, W
<b>311</b>	Food Manufacturing	7,200	8,000	800	11.1%	\$65,500	21.0%	G, W
<b>325</b>	Chemical Manufacturing	5,100	5,500	400	7.8%	\$93,700	27.3%	G, P, W
<b>332</b>	Fabricated Metal Product Manufacturing	10,800	10,000	-800	-7.4%	\$68,600	19.4%	W
<b>334</b>	Computer and Electronic Product Manufacturing	3,600	5,300	1,700	47.2%	\$73,600	14.9%	G, W
<b>493</b>	Warehousing and Storage	2,200	5,000	2,800	127.3%	\$35,100	45.1%	G, P
<b>541</b>	Professional, Scientific, and Technical Services	29,100	29,000	-100	-0.3%	\$80,500	11.8%	J, W
<b>561</b>	Administrative and Support Services	27,800	31,200	3,400	12.2%	\$50,400	29.3%	G, J, P
<b>611</b>	Educational Services	63,000	62,400	-600	-1.0%	\$63,200	14.1%	J, W
<b>621</b>	Ambulatory Health Care Services	32,100	33,200	1,100	3.4%	\$71,400	24.5%	G, J, W
<b>622</b>	Hospitals	27,800	26,700	-1,100	-4.0%	\$85,700	14.7%	J, W
<b>722</b>	Food Services and Drinking Places	53,600	49,500	-4,100	-7.6%	\$24,600	94.1%	J, P

NA – Not Applicable

\*Represents both private and public sector jobs

**\*\*Key:**

G: Industry experienced above-average job growth; can be net or percentage growth

J: Industry employs a significant number of jobs (>15,000)

P: Above-average growth projected for 2020-2030

W: Industry pays above-average wages

**Construction of Buildings  
(NAICS Industry 236)  
Ten Most Common Occupations**

**Industry Description:** The *construction of buildings* industry consists of establishments primarily responsible for the construction of buildings. The work performed may include new work, additions, alterations, or maintenance and repairs. The on-site assembly of precut, panelized, and prefabricated buildings and construction of temporary buildings are included in this subsector. Part or all of the production work for which the establishments in this industry have responsibility may be subcontracted to other types of construction sector establishments--usually *specialty trade contractors*.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2020-2030	Education	Work Experience	Training
1	47-2031	Carpenters	29.0%	\$51,643	13.4%	High school diploma or equivalent	None	Apprenticeship
2	47-2061	Construction Laborers	13.2%	\$45,403	18.4%	No formal educational credential	None	Short-term on-the-job training
3	47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	8.8%	\$78,979	19.3%	High school diploma or equivalent	5 years or more	None
4	13-1082	Project Management Specialists	4.6%	\$102,417	NA	NA	NA	NA
5	47-2051	Cement Masons and Concrete Finishers	4.3%	\$64,023	14.8%	No formal educational credential	None	Moderate-term on-the-job training
6	11-1021	General and Operations Managers	3.9%	\$97,533	31.6%	Bachelor's degree	5 years or more	None
7	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	3.7%	\$44,510	8.2%	High school diploma or equivalent	None	Short-term on-the-job training
8	13-1051	Cost Estimators	3.7%	\$140,293	20.7%	Bachelor's degree	None	Moderate-term on-the-job training
9	47-2073	Operating Engineers and Other Construction Equipment Operators	3.1%	\$49,531	18.9%	High school diploma or equivalent	None	Moderate-term on-the-job training
10	43-9061	Office Clerks, General	2.9%	\$43,259	13.0%	High school diploma or equivalent	None	Short-term on-the-job training

**Specialty Trade Contractors  
(NAICS Industry 238)  
Ten Most Common Occupations**

**Industry Description:** The *specialty trade contractors* industry comprises establishments whose primary activity is performing specific activities (e.g., pouring concrete, site preparation, plumbing, painting, and electrical work) involved in building construction or other activities that are similar for all types of construction, but that are not responsible for the entire project. The work performed may include new work, additions, alterations, maintenance, and repairs. The production work performed by establishments in this industry is usually subcontracted from establishments of the general contractor type or for-sale builders, but especially in remodeling and repair construction, work also may be done directly for the owner of the property. *Specialty trade contractors* usually perform most of their work at the construction site, although they may have shops where they perform prefabrication and other work. Establishments primarily engaged in preparing sites for new construction are also included in this industry.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2020-2030	Education	Work Experience	Training
1	47-2111	Electricians	10.4%	\$71,369	22.9%	High school diploma or equivalent	None	Apprenticeship
2	47-2061	Construction Laborers	7.4%	\$47,840	18.4%	No formal educational credential	None	Short-term on-the-job training
3	47-2152	Plumbers, Pipefitters, and Steamfitters	7.3%	\$76,468	18.0%	High school diploma or equivalent	None	Apprenticeship
4	47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	5.6%	\$81,603	19.3%	High school diploma or equivalent	5 years or more	None
5	49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	5.0%	\$60,644	20.7%	Postsecondary non-degree award	None	Long-term on-the-job training
6	47-2031	Carpenters	5.0%	\$55,036	13.4%	High school diploma or equivalent	None	Apprenticeship
7	47-2141	Painters, Construction and Maintenance	4.2%	\$49,559	12.7%	No formal educational credential	None	Moderate-term on-the-job training
8	47-2181	Roofers	4.2%	\$61,357	16.7%	No formal educational credential	None	Moderate-term on-the-job training
9	11-1021	General and Operations Managers	3.5%	\$108,700	31.6%	Bachelor's degree	5 years or more	None
10	47-2051	Cement Masons and Concrete Finishers	2.9%	\$53,113	14.8%	No formal educational credential	None	Moderate-term on-the-job training



**Food Manufacturing  
(NAICS Industry 311)**

**Ten Most Common Occupations**

**Industry Description:** Establishments in the *food manufacturing* industry transform livestock and agricultural products into products for intermediate or final consumption. Further subdividing of this industry is performed with reference to the raw materials (generally of animal or vegetable origin) processed into food products.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2020-2030	Education	Work Experience	Training
1	51-9111	Packaging and Filling Machine Operators and Tenders	15.4%	\$45,763	26.1%	High school diploma or equivalent	None	Moderate-term on-the-job training
2	51-3092	Food Batchmakers	11.5%	\$39,384	22.3%	High school diploma or equivalent	None	Moderate-term on-the-job training
3	53-7051	Industrial Truck and Tractor Operators	5.0%	\$60,073	24.7%	No formal educational credential	None	Short-term on-the-job training
4	51-1011	First-Line Supervisors of Production and Operating Workers	3.6%	\$69,633	22.8%	High school diploma or equivalent	Less than 5 years	None
5	51-3011	Bakers	3.4%	\$36,835	38.2%	No formal educational credential	None	Long-term on-the-job training
6	49-9041	Industrial Machinery Mechanics	3.1%	\$69,667	46.6%	High school diploma or equivalent	None	Long-term on-the-job training
7	53-7062	Laborers and Freight, Stock, and Material Movers, Hand	2.9%	\$49,913	31.1%	No formal educational credential	None	Short-term on-the-job training
8	49-9071	Maintenance and Repair Workers, General	2.8%	\$64,865	28.0%	High school diploma or equivalent	None	Moderate-term on-the-job training
9	51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	2.4%	\$53,194	46.2%	High school diploma or equivalent	None	Moderate-term on-the-job training
10	41-2031	Retail Salespersons	2.3%	\$33,423	24.1%	No formal educational credential	None	Short-term on-the-job training

**Chemical Manufacturing  
(NAICS Industry 325)  
Ten Most Common Occupations**

**Industry Description:** The *chemical manufacturing* industry is based on the transformation of organic and inorganic raw materials by a chemical process and the formulation of products. This industry distinguishes the production of basic chemicals that comprise the first industry group from the production of intermediate and end products produced by further processing of basic chemicals that make up the remaining industry groups.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2020-2030	Education	Work Experience	Training
1	51-9011	Chemical Equipment Operators and Tenders	10.7%	\$51,016	18.2%	High school diploma or equivalent	None	Moderate-term on-the-job training
2	51-9111	Packaging and Filling Machine Operators and Tenders	9.1%	\$36,094	26.1%	High school diploma or equivalent	None	Moderate-term on-the-job training
3	51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	5.3%	\$51,622	5.2%	High school diploma or equivalent	None	Moderate-term on-the-job training
4	51-1011	First-Line Supervisors of Production and Operating Workers	4.7%	\$84,609	22.8%	High school diploma or equivalent	Less than 5 years	None
5	19-2031	Chemists	3.1%	\$72,754	25.0%	Bachelor's degree	None	None
6	17-2112	Industrial Engineers	3.1%	\$104,060	33.5%	Bachelor's degree	None	None
7	51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	2.9%	NA	18.6%	High school diploma or equivalent	None	Moderate-term on-the-job training
8	49-9041	Industrial Machinery Mechanics	2.7%	\$64,844	46.6%	High school diploma or equivalent	None	Long-term on-the-job training
9	51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	2.4%	\$44,174	21.3%	High school diploma or equivalent	None	Moderate-term on-the-job training
10	11-3051	Industrial Production Managers	2.2%	\$138,460	24.1%	Bachelor's degree	5 years or more	None

**Fabricated Metal Product Manufacturing  
(NAICS Industry 332)  
Ten Most Common Occupations**

**Industry Description:** Establishments in the *fabricated metal product manufacturing* industry transform metal into intermediate or end products (other than machinery, computers and electronics, and metal furniture) or treat metals and metal formed products fabricated elsewhere. Important fabricated metal processes are forging, stamping, bending, forming, and machining, used to shape individual pieces of metal; and other processes, such as welding and assembling, used to join separate parts together. Establishments in this industry may use one of these processes or a combination of these processes.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2020-2030	Education	Work Experience	Training
1	51-2090	Miscellaneous Assemblers and Fabricators	9.1%	\$46,817	4.7%	High school diploma or equivalent	None	Moderate-term on-the-job training
2	51-4041	Machinists	7.0%	\$51,702	23.4%	High school diploma or equivalent	None	Long-term on-the-job training
3	51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	6.1%	\$39,133	5.2%	High school diploma or equivalent	None	Moderate-term on-the-job training
4	51-4121	Welders, Cutters, Solderers, and Brazers	6.0%	\$53,131	24.4%	High school diploma or equivalent	None	Moderate-term on-the-job training
5	51-1011	First-Line Supervisors of Production and Operating Workers	3.5%	\$74,183	22.8%	High school diploma or equivalent	Less than 5 years	None
6	51-9161	Computer Numerically Controlled Tool Operators	3.5%	\$53,646	10.7%	High school diploma or equivalent	None	Moderate-term on-the-job training
7	51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	3.2%	\$40,610	13.3%	High school diploma or equivalent	None	Moderate-term on-the-job training
8	17-2112	Industrial Engineers	3.2%	\$81,928	33.5%	Bachelor's degree	None	None
9	43-5071	Shipping, Receiving, and Inventory Clerks	3.2%	\$46,919	12.9%	High school diploma or equivalent	None	Short-term on-the-job training
10	11-1021	General and Operations Managers	3.1%	\$115,898	31.6%	Bachelor's degree	5 years or more	None

**Computer and Electronic Product Manufacturing  
(NAICS Industry 334)**

**Ten Most Common Occupations**

**Industry Description:** Establishments in the *computer and electronic product manufacturing* industry manufacture computers, computer peripherals, communications equipment, and similar electronic products, and manufacture components for such products. *Computer and electronic product manufacturing* exists in the hierarchy of NAICS to reflect the economic significance these establishments have attained. The rapid growth of this industry suggests that these establishments will become even more important to the economies of all three North American countries in the future, and in addition their manufacturing processes are fundamentally different from the manufacturing processes of other machinery and equipment.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2020-2030	Education	Work Experience	Training
1	51-9141	Semiconductor Processing Technicians	19.7%	NA	NA	NA	NA	NA
2	51-2028	Electrical, electronic, and electromechanical assemblers, except coil winders, tapers, and finishers	14.6%	\$39,302	22.8%	High school diploma or equivalent	None	Moderate-term on-the-job training
3	17-2112	Industrial Engineers	3.4%	\$85,101	33.5%	Bachelor's degree	None	None
4	51-2090	Miscellaneous Assemblers and Fabricators	3.3%	\$38,212	4.7%	High school diploma or equivalent	None	Moderate-term on-the-job training
5	51-1011	First-Line Supervisors of Production and Operating Workers	3.2%	\$82,779	22.8%	High school diploma or equivalent	Less than 5 years	None
6	51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	3.1%	\$44,404	5.2%	High school diploma or equivalent	None	Moderate-term on-the-job training
7	53-7062	Laborers and Freight, Stock, and Material Movers, Hand	3.1%	NA	31.1%	No formal educational credential	None	Short-term on-the-job training
8	15-1252	Software Developers	2.9%	\$110,007	NA	NA	NA	NA
9	49-9041	Industrial Machinery Mechanics	2.2%	NA	46.6%	High school diploma or equivalent	None	Long-term on-the-job training
10	17-3023	Electrical and Electronic Engineering Technologists and Technicians	2.2%	\$49,638	9.8%	Associate's degree	None	None

**Warehousing and Storage  
(NAICS Industry 493)  
Ten Most Common Occupations**

**Industry Description:** Establishments in the *warehousing and storage* industry primarily are engaged in operating warehousing and storage facilities for general merchandise, refrigerated goods, and other warehouse products. These establishments provide facilities to store goods. They do not sell the goods they handle. These establishments take responsibility for storing the goods and keeping them secure. They may also provide a range of services, often referred to as logistics services, related to the distribution of goods. Logistics services can include labeling, breaking bulk, inventory control and management, light assembly, order entry and fulfillment, packaging, pick and pack, price marking and ticketing, and transportation arrangement. However, establishments in this industry always provide warehousing or storage services in addition to any logistic services. Furthermore, the warehousing or storage of goods must be more than incidental to the performance of services, such as price marking.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2020-2030	Education	Work Experience	Training
1	53-7062	Laborers and Freight, Stock, and Material Movers, Hand	34.9%	\$47,679	31.1%	No formal educational credential	None	Short-term on-the-job training
2	53-7065	Stockers and Order Fillers	19.1%	\$44,844	30.4%	High school diploma or equivalent	None	Short-term on-the-job training
3	53-7051	Industrial Truck and Tractor Operators	10.2%	\$52,227	24.7%	No formal educational credential	None	Short-term on-the-job training
4	53-1047	First-Line Supervisors of Transportation and Material-Moving Workers, Except Aircraft Cargo Handling Supervisors	3.3%	\$63,389	30.9%	High school diploma or equivalent	Less than 5 years	None
5	43-5071	Shipping, Receiving, and Inventory Clerks	3.0%	\$48,103	12.9%	High school diploma or equivalent	None	Short-term on-the-job training
6	43-4051	Customer Service Representatives	2.3%	\$41,425	6.9%	High school diploma or equivalent	None	Short-term on-the-job training
7	53-3032	Heavy and Tractor-Trailer Truck Drivers	2.2%	NA	22.7%	Postsecondary non-degree award	None	Short-term on-the-job training
8	43-9061	Office Clerks, General	1.9%	\$36,394	13.0%	High school diploma or equivalent	None	Short-term on-the-job training
9	53-3033	Light Truck Drivers	1.8%	NA	26.2%	High school diploma or equivalent	None	Short-term on-the-job training
10	49-9071	Maintenance and Repair Workers, General	1.6%	NA	28.0%	High school diploma or equivalent	None	Moderate-term on-the-job training



**Professional, Scientific, and Technical Services  
(NAICS Industry 541)**

**Ten Most Common Occupations**

**Industry Description:** Establishments in the *professional, scientific, and technical services* industry are engaged in processes where human capital is the major input. These establishments make available the knowledge and skills of their employees, often on an assignment basis, where an individual or team is responsible for the delivery of services to the client. Further subdividing of this industry is done on the basis of the particular expertise and training of the services provider.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2020-2030	Education	Work Experience	Training
1	23-1011	Lawyers	6.1%	\$97,744	16.4%	Doctoral or professional degree	None	None
2	23-2011	Paralegals and Legal Assistants	5.4%	\$56,880	19.6%	Associate's degree	None	None
3	13-2011	Accountants and Auditors	5.1%	\$83,365	17.7%	Bachelor's degree	None	None
4	15-1252	Software Developers	3.8%	\$109,168	NA	NA	NA	NA
5	11-1021	General and Operations Managers	3.0%	\$141,919	31.6%	Bachelor's degree	5 years or more	None
6	43-3031	Bookkeeping, Accounting, and Auditing Clerks	2.9%	\$53,642	14.3%	Some college, no degree	None	Moderate-term on-the-job training
7	41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	2.8%	\$91,385	28.6%	High school diploma or equivalent	None	Moderate-term on-the-job training
8	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	2.5%	\$50,737	8.2%	High school diploma or equivalent	None	Short-term on-the-job training
9	13-1082	Project Management Specialists	2.1%	\$102,305	NA	NA	NA	NA
10	19-4021	Biological Technicians	2.0%	NA	9.4%	Bachelor's degree	None	None

**Administrative and Support Services  
(NAICS Industry 561)  
Ten Most Common Occupations**

**Industry Description:** Establishments in the *administrative and support services* industry are engaged in activities that support the day-to-day operations of other organizations. The processes employed in this sector (e.g., general management, personnel administration, clerical activities, cleaning activities) are often integral parts of the activities of establishments found in all sectors of the economy. The establishments classified in this industry have specialization in one or more of these activities and can, therefore, provide services to clients in a variety of industries and, in some cases, to households. Further subdividing of this industry is performed on the basis of the particular processes and services the establishments engage in or provide.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2020-2030	Education	Work Experience	Training
1	37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	10.3%	\$34,411	29.4%	No formal educational credential	None	Short-term on-the-job training
2	37-3011	Landscaping and Groundskeeping Workers	6.7%	\$39,449	26.9%	No formal educational credential	None	Short-term on-the-job training
3	33-9032	Security Guards	6.3%	\$36,891	42.4%	High school diploma or equivalent	None	Short-term on-the-job training
4	29-1141	Registered Nurses	4.6%	\$90,177	17.7%	Bachelor's degree	None	None
5	31-1120	Home Health and Personal Care Aides	4.5%	\$30,860	40.6%	High school diploma or equivalent	None	Short-term on-the-job training
6	43-3011	Bill and Account Collectors	4.5%	\$37,959	2.7%	High school diploma or equivalent	None	Moderate-term on-the-job training
7	43-4051	Customer Service Representatives	3.7%	\$39,788	6.9%	High school diploma or equivalent	None	Short-term on-the-job training
8	11-1021	General and Operations Managers	3.4%	\$86,550	31.6%	Bachelor's degree	5 years or more	None
9	53-7062	Laborers and Freight, Stock, and Material Movers, Hand	2.4%	\$34,645	31.1%	No formal educational credential	None	Short-term on-the-job training
10	31-1131	Nursing Assistants	2.3%	\$36,536	17.4%	Postsecondary non-degree award	None	None

**Educational Services  
(NAICS Industry 611)**

**Ten Most Common Occupations**

**Industry Description:** Establishments in the *educational services* industry provide instruction and training in a wide variety of subjects. The instruction and training is provided by specialized establishments, such as schools, colleges, universities, and training centers. In this report, numbers for this industry include both public and private ownerships.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2020-2030	Education	Work Experience	Training
1	25-2021	Elementary School Teachers, Except Special Education	10.6%	\$69,470	15.3%	Bachelor's degree	None	None
2	25-9045	Teaching Assistants, Except Postsecondary	10.5%	\$36,745	18.2%	Some college, no degree	None	None
3	25-2031	Secondary School Teachers, Except Special and Career/Technical Education	6.3%	\$79,610	15.6%	Bachelor's degree	None	None
4	25-3031	Substitute Teachers, Short-Term	5.5%	\$41,401	20.5%	Bachelor's degree	None	None
5	37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	3.6%	\$37,313	29.4%	No formal educational credential	None	Short-term on-the-job training
6	25-2022	Middle School Teachers, Except Special and Career/Technical Education	3.5%	\$80,658	15.7%	Bachelor's degree	None	None
7	21-1012	Educational, Guidance, and Career Counselors and Advisors	2.0%	\$64,327	19.2%	Master's degree	None	None
8	49-9071	Maintenance and Repair Workers, General	2.0%	\$50,469	28.0%	High school diploma or equivalent	None	Moderate-term on-the-job training
9	25-2058	Special Education Teachers, Secondary School	1.8%	\$68,429	16.3%	Bachelor's degree	None	None
10	43-9022	Word Processors and Typists	1.8%	\$42,744	-31.3%	High school diploma or equivalent	None	Short-term on-the-job training

**Ambulatory Health Care Services  
(NAICS Industry 621)  
Ten Most Common Occupations**

**Industry Description:** Establishments in the *ambulatory health care services* industry provide health care services directly or indirectly to ambulatory patients and do not usually provide inpatient services. Health practitioners in this industry provide outpatient services, with the facilities and equipment not usually being the most significant part of the production process.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2020-2030	Education	Work Experience	Training
1	31-1120	Home Health and Personal Care Aides	8.4%	\$34,709	40.6%	High school diploma or equivalent	None	Short-term on-the-job training
2	29-1141	Registered Nurses	7.7%	\$83,811	17.7%	Bachelor's degree	None	None
3	43-4171	Receptionists and Information Clerks	5.9%	\$38,240	20.3%	High school diploma or equivalent	None	Short-term on-the-job training
4	31-9092	Medical Assistants	4.9%	\$40,051	27.6%	Postsecondary non-degree award	None	None
5	43-6013	Medical Secretaries and Administrative Assistants	4.9%	\$40,132	16.0%	High school diploma or equivalent	None	Moderate-term on-the-job training
6	29-2061	Licensed Practical and Licensed Vocational Nurses	4.2%	\$54,336	18.1%	Postsecondary non-degree award	None	None
7	31-9091	Dental Assistants	4.0%	\$46,615	19.8%	Postsecondary non-degree award	None	None
8	29-1292	Dental Hygienists	3.2%	\$75,075	19.0%	Associate's degree	None	None
9	29-1171	Nurse Practitioners	2.4%	\$125,862	63.2%	Master's degree	None	None
10	29-1229	Physicians, All Other	2.3%	\$169,700	NA	NA	NA	NA

**Hospitals  
(NAICS Industry 622)**

**Ten Most Common Occupations**

**Industry Description:** Establishments in the *hospitals* industry provide medical, diagnostic, and treatment services that include physician, nursing, and other health services to inpatients and the specialized accommodation services required by inpatients. Hospitals may also provide outpatient services as a secondary activity. Establishments in this industry provide inpatient health services, many of which can only be provided using the specialized facilities and equipment that form a significant and integral part of the production process.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2020-2030	Education	Work Experience	Training
1	29-1141	Registered Nurses	31.0%	\$89,830	17.7%	Bachelor's degree	None	None
2	31-1131	Nursing Assistants	6.3%	\$39,816	17.4%	Postsecondary non-degree award	None	None
3	43-6013	Medical Secretaries and Administrative Assistants	3.0%	\$48,796	16.0%	High school diploma or equivalent	None	Moderate-term on-the-job training
4	29-2034	Radiologic Technologists and Technicians	2.7%	\$79,414	16.9%	Associate's degree	None	None
5	37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	2.4%	\$36,695	29.4%	No formal educational credential	None	Short-term on-the-job training
6	29-2010	Clinical Laboratory Technologists and Technicians	2.2%	\$75,875	16.7%	Bachelor's degree	None	None
7	29-2061	Licensed Practical and Licensed Vocational Nurses	1.8%	\$55,788	18.1%	Postsecondary non-degree award	None	None
8	29-1051	Pharmacists	1.8%	\$147,781	13.8%	Doctoral or professional degree	None	None
9	11-9111	Medical and Health Services Managers	1.7%	\$139,413	41.8%	Bachelor's degree	Less than 5 years	None
10	37-2012	Maids and Housekeeping Cleaners	1.7%	\$37,956	35.7%	No formal educational credential	None	Short-term on-the-job training



**Food Services and Drinking Places  
(NAICS Industry 722)  
Ten Most Common Occupations**

**Industry Description:** Establishments in the *food services and drinking places* industry prepare meals, snacks, and beverages to customer order for immediate on-premises and off-premises consumption. There is a wide range of establishments in this industry. Some provide food and drink only, while others provide various combinations of seating space, waiter/waitress services, and incidental amenities, such as limited entertainment. Further subdivision in this industry is based on the type and level of services provided.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2020-2030	Education	Work Experience	Training
1	35-3023	Fast Food and Counter Workers	30.4%	\$34,579	80.0%	No formal educational credential	None	Short-term on-the-job training
2	35-3031	Waiters and Waitresses	14.5%	\$46,444	94.6%	No formal educational credential	None	Short-term on-the-job training
3	35-1012	First-Line Supervisors of Food Preparation and Serving Workers	8.2%	\$40,589	86.8%	High school diploma or equivalent	Less than 5 years	None
4	35-2014	Cooks, Restaurant	8.0%	\$37,844	124.4%	No formal educational credential	Less than 5 years	Moderate-term on-the-job training
5	35-3011	Bartenders	5.4%	\$48,732	82.3%	No formal educational credential	None	Short-term on-the-job training
6	35-9021	Dishwashers	4.7%	\$30,972	92.4%	No formal educational credential	None	Short-term on-the-job training
7	35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	3.2%	\$31,416	72.7%	No formal educational credential	None	Short-term on-the-job training
8	35-2021	Food Preparation Workers	3.1%	\$31,864	45.4%	No formal educational credential	None	Short-term on-the-job training
9	35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	3.1%	\$32,929	102.0%	No formal educational credential	None	Short-term on-the-job training
10	35-2011	Cooks, Fast Food	2.9%	\$31,629	57.3%	No formal educational credential	None	Short-term on-the-job training

This workforce product was funded by a grant awarded by the U.S. Department of Labor's Employment and Training Administration. The product was created by the grantee and does not necessarily reflect the official position of the U.S. Department of Labor. The Department of Labor makes no guarantees, warranties, or assurances of any kind, express or implied, with respect to such information, including any information on linked sites and including, but not limited to, accuracy of the information or its completeness, timeliness, usefulness, adequacy, continued availability, or ownership. This product is copyrighted by the institution that created it. Internal use by an organization and/or personal use by an individual for non-commercial purposes is permissible. All other uses require the prior authorization of the copyright owner.



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