

Employment in New York State

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Department
of Labor

RESEARCH AND STATISTICS

At a Glance

New York State had 8,789,000 total nonfarm jobs in December 2020, including 7,354,300 private sector jobs, after seasonal adjustment. The state's seasonally adjusted private sector job count decreased by 0.3% in November-December 2020, while the nation's job count decreased by 0.1% over this period. From December 2019 to December 2020, the number of private sector jobs decreased by 11.5% in the state and by 6.1% in the nation (not seasonally adjusted).

In December 2020, New York State's seasonally adjusted unemployment rate decreased from 8.4% to 8.2%. The comparable rate for the nation in December 2020 was 6.7%.

New York State's seasonally adjusted labor force participation rate decreased from 58.4% in November to 58.3% in December 2020.

Change in Nonfarm Jobs

December 2019 - December 2020

(Data not seasonally adjusted, net change in thousands)

	Net	%
Total Nonfarm Jobs	-1,018.4	-10.3
Private Sector	-966.0	-11.5
Goods-producing	-61.1	-7.3
Nat. res. & mining	-0.6	-11.8
Construction	-22.4	-5.7
Manufacturing	-38.1	-8.7
Durable gds.	-19.7	-7.8
Nondurable gds.	-18.4	-10.0
Service-providing	-957.3	-10.6
Trade, trans. & util.	-141.9	-8.9
Wholesale trade	-27.6	-8.5
Retail trade	-79.3	-8.4
Trans., wrhs. & util.	-35.0	-10.7
Information	-6.0	-2.2
Financial activities	-37.2	-5.1
Prof. & bus. svcs.	-141.8	-10.2
Educ. & health svcs.	-157.6	-7.2
Leisure & hospitality	-366.6	-38.9
Other services	-53.8	-12.9
Government	-52.4	-3.5

New technology continues to reshape the labor market...

A Look at the Jobs of the Future

"Any kind of job is going to have a digital component. It doesn't mean everyone's got to be a computer scientist."

Satya Nadella, CEO, Microsoft

Headquartered in Cologny, Switzerland, the World Economic Forum (WEF) recently published an analysis – *The Future of Jobs Report 2020* – that looks at how changing technology is reshaping the global labor market. This topic is especially timely, since the COVID-19 pandemic led to millions of people around the world losing their jobs. Here, we highlight some of the report's main findings on emerging occupations, the skills and training needed for these jobs and the future of work.

Emerging Occupations

At the center of the WEF report is their *Future of Jobs Survey*, which assesses important short- and long-term trends in

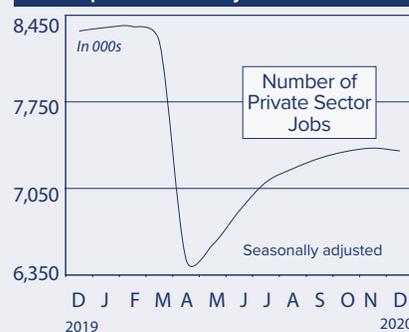
the labor market as well as the impact of new technology on emerging occupations. The WEF makes clear that new technology has been the most influential factor in shaping global labor market trends over the past two years. And, as we noted in the October 2020 issue of this newsletter ("Companies Use More Automation During COVID-19 Crisis"), the pandemic has accelerated this trend. More specifically, firms across a wide variety of industries are relying more on automation to replace workers sickened by the coronavirus and to cut costs to remain competitive during the current slowdown.

"Cloud computing," "predictive analytics," "big data," "e-commerce" and "encryption" all have become common buzzwords in corporate America. Many occupations expected to be in demand between now and 2025 revolve around these emerging

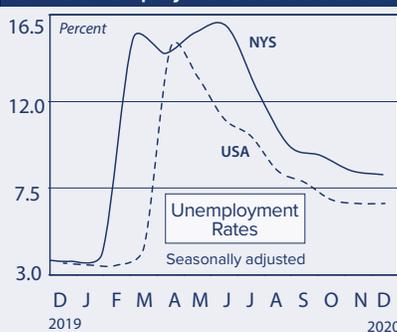
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In December...

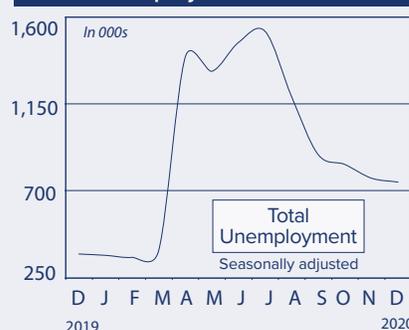
...NYS private sector jobs decreased



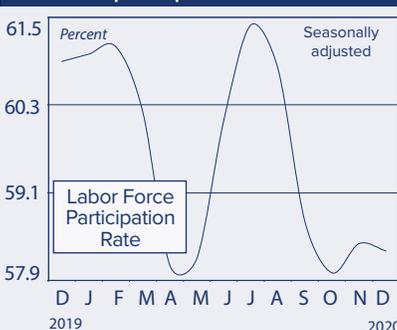
...NYS unemployment rate decreased



...NYS unemployment decreased



...NYS LF participation rate decreased



Focus on the Mohawk Valley

A Look at the Mohawk Valley's Manufacturing Sector

by *Brion Acton, Labor Market Analyst, Mohawk Valley*

For more than 200 years, manufacturing has played a major role in the Mohawk Valley's economy. Recent developments point to its continued importance. The Mohawk Valley has attracted new employers by leveraging its experienced workforce, educational institutions and affordable real estate. The result has been the addition of hundreds of new manufacturing jobs in the region.

Industry Analysis

In 2019, the Mohawk Valley's manufacturing sector consisted of 490 establishments, which employed 17,800 workers, paid out more than \$928 million in total wages, and accounted for 12% of private sector jobs in the region. The sector's average salary was \$52,200, or 24% higher than the region's private sector average wage.

Manufacturers in the region added 390 jobs in 2014-19, for a growth rate of 2.2%. The Mohawk Valley was one of three regions in the state to add manufacturing jobs during that time frame. Factory job growth was concentrated in three key industries – primary metals (NAICS 331), printing and related activities (NAICS 323) and chemicals (NAICS 325) – which together added 1,160 jobs over that period.

Primary metals experienced the largest net gain in jobs (+500) between 2014-19. The industry's average annual wage of \$62,100 was 48% greater than the region's overall private sector average.

During that same period, the job count in printing and related activities grew by 380. In 2019, workers in the industry had an average salary of \$41,800. With the rise in

online publishing and marketing, growth in this industry has slowed. Sticker Mule, a manufacturer of custom promotional products based in Amsterdam (Montgomery County), has grown despite these headwinds by embracing e-commerce and offering its custom services online.

The Mohawk Valley's chemicals industry added 280 jobs in 2014-19. The industry's annual average salary was \$45,400 in 2019. Vireo Health of New York, a supplier of cannabis-based products, opened a new pharmaceutical manufacturing facility in Johnstown (Fulton County) in 2015. Since opening, Vireo has doubled its local workforce. In addition, they recently secured an option to purchase 96 acres that will allow them to significantly expand their operations.

Recent Developments

Briggs & Stratton is the world's largest producer of engines for outdoor power equipment. They expanded local operations with a new commercial outdoor power equipment facility in Sherrill (Oneida County). Briggs is moving production of its lawn tractor, residential zero-turn mower, snow thrower and pressure washer lines from Wisconsin to the new facility. The move is expected to create 200 jobs in the region. The company is part of the machinery manufacturing (NAICS 333) industry. In 2019, this industry had an average salary of \$59,300 in the Mohawk Valley.

Construction work continues on Cree Inc.'s new \$1 billion, 200mm silicon carbide wafer fabrication facility in Oneida County. Known as the "Marcy Fab," chip production is



"With hundreds of new high-tech jobs on the horizon, the Mohawk Valley is poised to enter a new era."

expected to begin in January 2022. When completed, it will be the world's largest "fab" for silicon carbide power and radio frequency chips used in electric vehicles and in 4G-5G mobile wireless technologies. The "fab" will employ 600 workers with engineers and technicians making up 80% of the new jobs. Chip manufacturing is part of the computer and electronic products industry (NAICS 334), which paid an average salary of \$68,200 in 2019.

Cree has begun to hire staff for the facility, and the company hosted interns from New York State colleges at its sites in New York and North Carolina over the summer. They are also committed to creating a pipeline of high-tech professionals to meet their workforce needs. To do so, Cree partnered with SUNY Polytechnic and Mohawk Valley Community College to educate the next generation of tech workers.

Conclusion

The manufacturing sector plays a significant role in the Mohawk Valley's labor market, as it provides above-average wages and generates revenue from outside the area. With hundreds of new high-tech jobs on the horizon, the region is poised to enter a new era as manufacturing transforms its economy.

Jobs of the Future... from page 1

technologies. The table on page 3 shows the top 20 "in-demand" occupations, according to the WEF.

Data Analysts and Scientists, AI and Machine Learning Specialists and Big Data Specialists top the list of "in-demand" occupations. In contrast, job titles that make less use of technology face less demand. Some examples are: Data Entry Clerks; Administrative and Executive Secretaries; and Accounting, Bookkeeping and Payroll Clerks. These latter titles all share one common factor – they can be easily automated. As technology progresses, these occupations will become increasingly

obsolete. Without additional skills and retraining, many workers in these positions face declining labor market prospects.

Skills in Demand

Companies often encounter two problems when attempting to increase their use of new technology – skills gaps and the inability to attract the right talent. Skills shortages are typically more pronounced in emerging professions, since these positions usually require at least a bachelor's degree and very specific skill sets. In addition, the WEF found that business leaders report persistent difficulties filling certain job titles, such as Data Analysts and Scientists, AI and Machine

Learning Specialists and Software and Application Developers, among many other emerging occupations.

For employees to successfully transfer into these types of emerging job titles, certain types of skills are needed. These skills can be general or specific. The WEF report found that analytical thinking and innovation, active learning and learning strategies, and complex problem solving are among the top general skills for 2025. The top three specialized skills for jobs of the future are product marketing, digital marketing and software development. These skills apply to careers across a variety of emerging job clusters, including data and

Unemployment Rates in New York State

Data Not Seasonally Adjusted

	DEC '19	DEC '20		DEC '19	DEC '20		DEC '19	DEC '20
New York State	3.7	8.1	Hudson Valley	3.8	5.8	Finger Lakes	4.4	6.4
Capital	3.8	5.4	Dutchess	3.6	5.4	Genesee	4.4	5.4
Albany	3.6	5.5	Orange	3.9	5.9	Livingston	4.5	5.5
Columbia	3.3	4.5	Putnam	3.8	5.0	Monroe	4.3	6.9
Greene	4.9	6.0	Rockland	3.5	5.5	Ontario	4.2	5.5
Rensselaer	3.8	5.3	Sullivan	4.4	6.2	Orleans	5.4	6.4
Saratoga	3.5	4.6	Ulster	3.8	5.4	Seneca	4.5	5.7
Schenectady	3.9	6.2	Westchester	3.8	6.0	Wayne	4.7	5.5
Warren	5.7	6.4	Mohawk Valley	4.9	6.4	Wyoming	5.3	6.1
Washington	4.5	5.3	Fulton	5.5	6.7	Yates	4.5	5.0
Central New York	4.6	6.3	Herkimer	5.4	7.4	Western New York	4.9	7.5
Cayuga	4.7	5.7	Montgomery	5.5	7.0	Allegany	5.9	6.2
Cortland	5.4	6.3	Oneida	4.5	6.2	Cattaraugus	5.8	6.4
Madison	5.0	5.8	Otsego	4.7	5.8	Chautauqua	5.4	7.8
Onondaga	4.1	6.4	Schoharie	4.9	5.6	Erie	4.6	7.6
Oswego	6.0	6.9	North Country	5.9	6.0	Niagara	5.6	7.3
Southern Tier	4.6	5.8	Clinton	4.7	5.8	Long Island	3.6	5.5
Broome	5.0	6.4	Essex	5.6	5.9	Nassau	3.4	5.5
Chemung	4.5	6.7	Franklin	5.4	5.7	Suffolk	3.8	5.5
Chenango	5.0	5.6	Hamilton	9.6	6.1	New York City	3.1	11.0
Delaware	4.9	5.6	Jefferson	6.9	6.3	Bronx	4.4	15.1
Schuyler	5.6	6.8	Lewis	6.7	6.0	Kings	3.2	11.3
Steuben	5.0	6.1	St. Lawrence	5.7	5.9	New York	2.8	8.7
Tioga	4.4	5.3				Queens	2.7	10.7
Tompkins	3.3	4.3				Richmond	3.0	9.4

Jobs of the Future... from page 2

World Economic Forum's Top 20 In-Demand Job Titles	
Rank	Occupation
1	Data Analyst and Scientist
2	AI and Machine Learning Specialist
3	Big Data Specialist
4	Digital Marketing and Strategy Specialist
5	Process Automation Specialist
6	Business Development Specialist
7	Digital Transformation Specialist
8	Information Security Analyst
9	Software and Applications Developer
10	Internet of Things Specialist
11	Project Manager
12	Business Services and Administration Manager
13	Database and Network Professional
14	Robotics Engineer
15	Strategic Advisor
16	Management and Organization Analyst
17	FinTech Engineer
18	Mechanics and Machinery Repairer
19	Organizational Development Specialist
20	Risk Management Specialist

Source: *Future of Jobs Survey 2020*, World Economic Forum

AI, people and culture, marketing, product development, sales, content, cloud computing and engineering.

Transitioning to Emerging Roles

As technology advances and makes certain jobs obsolete, companies will need to shift their staff from declining occupations to growing ones. The WEF notes that the private and public sectors will need to collaborate on these workforce development efforts to ensure workers get the necessary skills. Results from the *Future of Jobs Survey* show that firms hope to redeploy 50% of workers displaced by ongoing changes in technology.

The WEF identified a series of key steps companies can follow to help facilitate this transition. First, they must identify workers who are being displaced from their roles. Then, they must establish the appropriate internal committees to manage the displacement. Finally, companies must fund reskilling and upskilling, either from their own budgets or through government-funded programs. According to the WEF's research, 66% of companies that

invest in this type of workforce development see a return on their investment within a year.

Conclusion

Technology is reshaping the labor market at an increasingly fast rate. It is also a key player in the process of "creative destruction," in which some jobs are made obsolete and others are created. We may face growing pains in the short term as workers are displaced by new technology. In the long run, however, new technologies tend to create more jobs than they destroy. It will be critical for employees to learn new skills as labor markets continue to evolve. For more information on the WEF's report, see [weforum.org/reports/the-future-of-jobs-report-2020](https://www.weforum.org/reports/the-future-of-jobs-report-2020).

by Kylee Teague

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New York State Department of Labor
Division of Research & Statistics, Pubs. Unit
Building 12, State Office Campus
Albany, NY 12240

Deputy Director/Editor	Kevin Jack
Director of Communications	Deanna Cohen
Graphic Design	Laura A. Campbell
Editorial Advisor	Jean Genovese



Division of Research and Statistics
Building 12, Harriman State Office Campus
Albany, NY 12240

OFFICIAL BUSINESS

Regional Analysts' Corner

CAPITAL

Kevin Alexander — 518-242-8245

Over the past year, the private sector job count in the Capital Region fell by 45,300, or 10.2%, to 401,000 in December 2020. Job losses were greatest in leisure and hospitality (-16,900), educational and health services (-10,800), trade, transportation and utilities (-6,700), manufacturing (-3,100), professional and business services (-2,900), other services (-2,200) and natural resources, mining and construction (-1,500).

CENTRAL NY

Karen Knapik-Scalzo — 315-479-3391

Private sector jobs in the Syracuse metro area declined by 30,600, or 11.6%, to 234,000, in the 12-month period ending December 2020. Losses were greatest in trade, transportation and utilities (-7,600), educational and health services (-6,300), leisure and hospitality (-6,000), professional and business services (-5,200), manufacturing (-2,300), other services (-1,300) and natural resources, mining and construction (-1,100).

FINGER LAKES

Tammy Marino — 585-258-8870

Private sector jobs in the Rochester metro area fell by 47,500, or 10.3%, to 414,500 in the year ending December 2020. Employment losses were greatest in leisure and hospitality (-15,200), trade, transportation and utilities (-9,800), educational and health services (-8,900), manufacturing (-7,000), professional and business services (-2,900), other services (-1,900) and financial activities (-1,600).

HUDSON VALLEY

John Nelson — 914-997-8798

For the 12-month period ending December 2020, the private sector job count in the Hudson Valley fell by 74,800, or 9.2%, to 741,700. Job losses were largest in leisure and hospitality (-32,900), educational and health services (-10,900), professional and business services (-8,800), trade, transportation and utilities (-7,600), other services (-7,500), manufacturing (-3,700) and financial activities (-3,300).

LONG ISLAND

Shital Patel — 516-934-8533

For the year ending December 2020, private sector jobs on Long Island declined by 98,500, or 8.5%, to 1,063,400. Job gains were focused in natural resources, mining and construction (+300). Losses were greatest in leisure and hospitality (-38,200), educational and health services (-22,800), professional and business services (-13,300), trade, transportation and utilities (-11,400), manufacturing (-7,100) and other services (-4,100).

MOHAWK VALLEY

Brion Acton — 315-793-2282

For the 12-month period ending December 2020, the private sector job count in the Mohawk Valley region fell by 14,300, or 9.7%, to 132,900. Employment gains were concentrated in financial activities (+200). Job losses were steepest in educational and health services (-4,100), leisure and hospitality (-4,000), trade, transportation and utilities (-2,500), other services (-1,100) and professional and business services (-1,000).

NEW YORK CITY

Elena Volovelsky — 718-613-3971

The private sector job count in New York City declined over the year by 560,100, or 13.5%, to 3,577,000 in December 2020. Employment losses were greatest in leisure and hospitality (-223,200), professional and business services (-88,000), trade, transportation and utilities (-84,800), educational and health services (-72,700), other services (-31,700), financial activities (-27,100) and natural resources, mining and construction (-19,100).

SOUTHERN TIER

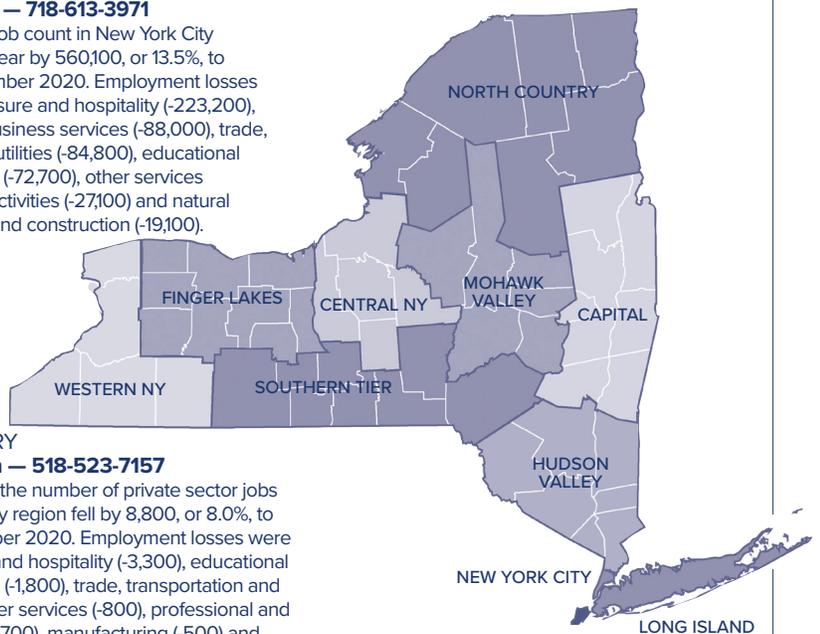
Christian Harris — 607-741-4480

Between December 2019 and December 2020, the private sector job count in the Southern Tier fell by 14,100, or 6.3%, to 211,200. The largest employment losses occurred in leisure and hospitality (-3,900), educational and health services (-3,300), trade, transportation and utilities (-2,100), natural resources, mining and construction (-1,200), professional and business services (-1,200), manufacturing (-1,000) and other services (-1,000).

WESTERN NY

Timothy Glass — 716-851-2742

Over the past 12 months, private sector jobs in the Buffalo-Niagara Falls metro area declined by 42,500, or 8.9%, to 435,100 in December 2020. Job gains were focused in manufacturing (+800) and natural resources, mining and construction (+400). The largest losses occurred in leisure and hospitality (-15,300), trade, transportation and utilities (-10,600), educational and health services (-9,700) and professional and business services (-4,100).



NORTH COUNTRY

Anthony Hayden — 518-523-7157

Over the past year, the number of private sector jobs in the North Country region fell by 8,800, or 8.0%, to 100,600 in December 2020. Employment losses were greatest in leisure and hospitality (-3,300), educational and health services (-1,800), trade, transportation and utilities (-1,000), other services (-800), professional and business services (-700), manufacturing (-500) and natural resources, mining and construction (-500).