

Employment in New York State



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Research and Statistics

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At a Glance

New York State had 9,605,900 total nonfarm jobs in April 2018, including 8,155,700 private sector jobs, after seasonal adjustment. The state's seasonally adjusted private sector job count increased by 0.1% in March-April 2018, while the nation's job count also increased by 0.1% over this period. From April 2017 to April 2018, the number of private sector jobs increased by 1.3% in the state and by 1.8% in the nation (not seasonally adjusted).

In April 2018, New York State's seasonally adjusted unemployment rate remained unchanged at 4.6%. The comparable rate for the nation in April 2018 was 3.9%.

New York State's seasonally adjusted labor force participation rate remained unchanged at 60.6% in April 2018.

Change in Nonfarm Jobs

April 2017 - April 2018

(Data not seasonally adjusted, net change in thousands)

	Net	%
Total Nonfarm Jobs	107.6	1.1%
Private Sector	106.6	1.3%
Goods-producing	3.9	0.5%
Nat. res. & mining	0.1	2.1%
Construction	8.5	2.3%
Manufacturing	-4.7	-1.1%
Durable gds.	-4.8	-1.9%
Nondurable gds.	0.1	0.1%
Service-providing	103.7	1.2%
Trade, trans. & util.	11.1	0.7%
Wholesale trade	1.8	0.5%
Retail trade	1.6	0.2%
Trans., wrhs. & util.	7.7	2.7%
Information	0.6	0.2%
Financial activities	8.6	1.2%
Prof. & bus. svcs.	20.4	1.6%
Educ. & health svcs.	39.8	2.0%
Leisure & hospitality	17.2	1.9%
Other services	5.0	1.2%
Government	1.0	0.1%

Millennials are now the largest group working in NYS...

Who is Working in New York State? A Generational Snapshot

"Generational cohorts ... provide a way to understand how different formative experiences (such as world events and technological, economic and social shifts) interact with the life cycle and aging process to shape people's views of the world."

Pew Research Center

"Each group has its own distinct characteristics, values, and attitudes toward work, based on its generation's life experience."

American Management Association

There are almost 10 million New Yorkers, spanning six distinct generations, in the state's workforce today. In this article, we combine definitions developed by the Pew Research Center with labor force data from the Current Population Survey to take a "generational snapshot" of New York State's workforce. See the table on page 3 to learn

about the beginning and end dates Pew assigns to each generation.

Generations in NY State's Labor Force

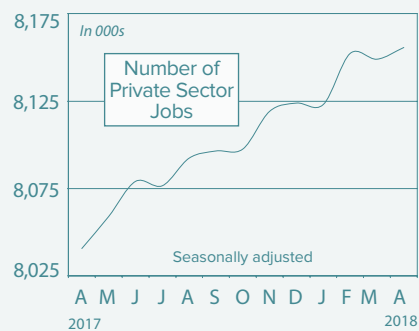
The state's two youngest generations are Gen Z (born 1999-present) and Millennials (born 1981-98). Together, they account for nearly 40% of the state's current labor force.

Members of Gen Z grew up amid cultural and political change, and are considered the first generation to have grown up in an entirely "post-digital" era. This group is constantly connected as about 90% of 12-17-year-olds own a smartphone. Surveys have found that Gen Z members place a premium on workplace flexibility. Only 22% of this generation who are old enough to work (age 16+) actually do so; most are still too young.

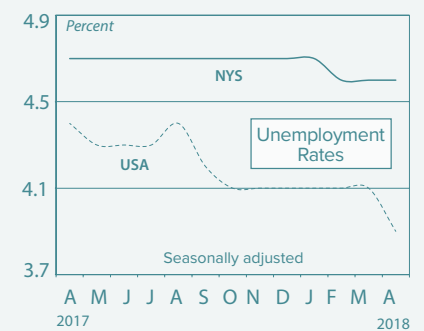
Continued on page 2

In April...

...NYS private sector jobs increased



...NYS unemployment rate held steady



...NYS unemployment held steady



...NYS LF participation rate held steady



Focus on Western New York

Western New York Enjoys Broad-based, Steady Job Growth

by Timothy Glass, Labor Market Analyst, Western New York

Western New York's labor market has enjoyed broad-based, steady job growth in recent years. From 2010 to 2017, the region's total nonfarm job count increased by 19,300, or 3.2%, to 631,700, per data from the Quarterly Census of Employment and Wages. Moreover, the region's job count increased every year from 2011 to 2017.

Regional job gains in 2010-2017 were centered in leisure and hospitality (+9,400), educational and health services (+6,800), financial activities (+5,500), natural resources, mining and construction (+2,100), trade, transportation and utilities (+1,600), other services (+1,200) and manufacturing (+500). The region's annual average jobless rate fell from 8.7% to 5.5%, and the number of unemployed residents in Western New York fell by 40% in 2010-2017. Here, we review some of the region's major labor market developments from 2017.

Recent Labor Market Developments

Several large projects in the Western New York region were completed and opened last year. One is the new \$375 million, 628,000-square-foot building at the University at Buffalo's Jacobs School of Medicine and Biomedical Sciences in downtown Buffalo. It adds to the expanding Buffalo Niagara Medical Campus. The campus is a collection of health care and medical institutions that were built over the last few years and connected by enclosed skyways. The new facility is expected to lead to increased synergies with the clinical and research partners on the medical campus.

The John R. Oishei Children's Hospital, also located on the Buffalo Niagara Medical Campus, opened in November. The \$270 million, 410,000-square-foot facility has a total of 12 stories and 185 inpatient beds. It is the only free-standing pediatric hospital in New York State.

The Riverbend complex in South Buffalo, once the site of a Republic Steel plant, is now home to the Tesla GigaFactory. Panasonic signed a deal with Tesla to produce solar panels and to eventually manufacture the solar cells that go into the panels. They have since hired about 300 people, and they started producing panels in late 2017. Tesla is gearing up to produce their highly anticipated solar roof tiles at the factory and plans to begin hiring later in 2018.

Internet retailing giant Amazon opened a package sorting center in Lancaster (Erie County) at a former Tops warehouse. Company officials state that this is Amazon's second customer fulfillment facility in the state. There are about 500 workers at the site, per published reports. Staffing levels are expected to climb during the holiday shopping season. The "sortation center" receives pre-sorted items from a fulfillment center located elsewhere. It then sorts them further by ZIP code before shipping them to their final destinations.

The long wait for ride-hailing services Uber and Lyft ended last summer as the companies began operations in Western New York. The promise of flexible hours and extra earnings drew hundreds of people to sign



up as drivers for both companies. Popular local destinations for riders include Canalside, RiverWorks and the Walden Galleria.

A Manhattan-based financial services firm, Strategic Financial Solutions, opened new offices in Amherst (Erie County) at the end of last year. The employee-owned company, which was founded in 2007, focuses on debt consolidation. They work closely with clients with credit card debt to help them settle their obligations. Their resolution program helps customers by negotiating their debt with creditors and settling on a cost that is often a fraction of what was originally owed. The company plans to add up to 1,500 workers over the next five years.

Summing Up

Western New York has now enjoyed seven consecutive years of job growth. Three industry sectors – leisure and hospitality, educational and health services, and financial activities – were responsible for a majority of the region's employment growth in 2010-2017. Many of the area's large-scale projects, which were started in the past few years, were completed in 2017. These projects are expected to help drive the region's economic growth into the future.

NYS's Generations... from page 1

Millennials, sometimes called Gen Y, are the second youngest group working today. With 3.6 million members in the state's workforce, this generation has a 38% share. This makes them the single largest generation in the state's labor force today. This is a distinction they have held since 2015, when they moved past Gen X (which held the title in 2013 and 2014).

Millennials are considered the most team-centric group since the Silent Generation (born 1928-1945). Millennials came of age during the rise of the internet and global terrorism. Many consider the bursting of the dot.com bubble, the 2001 World Trade Center attacks and the Great Recession as defining moments for them.

Almost 70% of Millennials aged 25+ have obtained some level of college education. They boast the highest rate of educational attainment of any generation to date. Many point to "credentialing" as the reason behind this rise in college attendance. The jobs once held by high school graduates are now being filled with college graduates. Although basic job tasks largely remain the same, qualifications needed to be considered for even an entry-level job have increased.

Following Millennials, the next oldest group is Gen X (1965-80) with 3.2 million members. They comprise the second largest group in the New York State workforce, or one-third of the total. They also have the highest

labor force participation rate (80.8%) of any generation. This group is much smaller in absolute size than the Baby Boom and Millennial generations due to a sharp drop in fertility rates that occurred in the late 1960s and 1970s. Some defining moments for Gen X include the energy crisis of the 1970s, the end of the Cold War and the first Gulf War.

Many Gen Xers came of age during the challenging economic times of the late 1970s and early 1980s. They are the first generation to prepare for retirement without Social Security. They are also the first cohort to be affected by the changeover from defined benefit (DB) plans to defined

Unemployment Rates in New York State

Data Not Seasonally Adjusted

	APR '17	APR '18		APR '17	APR '18		APR '17	APR '18
New York State	4.4	4.4	Hudson Valley	4.2	4.2	Finger Lakes	4.6	4.8
Capital	4.1	4.3	Dutchess	4.0	4.1	Genesee	4.6	4.8
Albany	3.9	4.0	Orange	4.3	4.4	Livingston	4.8	5.0
Columbia	3.7	3.8	Putnam	3.8	4.0	Monroe	4.6	4.7
Greene	5.2	5.4	Rockland	4.0	4.1	Ontario	4.3	4.5
Rensselaer	4.1	4.3	Sullivan	4.8	4.7	Orleans	5.5	5.7
Saratoga	3.8	4.0	Ulster	4.4	4.2	Seneca	4.4	4.3
Schenectady	4.2	4.5	Westchester	4.2	4.2	Wayne	4.8	4.9
Warren	5.5	5.7	Mohawk Valley	5.1	5.4	Wyoming	5.7	5.6
Washington	4.5	4.7	Fulton	5.6	5.8	Yates	4.3	4.4
Central New York	4.9	5.0	Herkimer	5.9	5.9	Western New York	5.3	5.3
Cayuga	4.8	5.2	Montgomery	5.5	5.7	Allegany	6.7	6.7
Cortland	5.5	6.1	Oneida	4.8	5.1	Cattaraugus	6.2	6.4
Madison	5.4	5.7	Otsego	4.7	5.1	Chautauqua	6.0	5.9
Onondaga	4.4	4.4	Schoharie	5.5	5.6	Erie	4.9	4.9
Oswego	6.2	6.2	North Country	6.4	6.4	Niagara	6.0	6.0
Southern Tier	5.1	5.2	Clinton	5.6	5.2	Long Island	3.9	4.0
Broome	5.4	5.5	Essex	6.5	6.4	Nassau	3.8	3.8
Chemung	5.4	5.3	Franklin	6.3	6.4	Suffolk	4.1	4.1
Chenango	5.1	5.6	Hamilton	10.9	12.0	New York City	4.2	4.1
Delaware	5.5	6.0	Jefferson	6.6	6.6	Bronx	5.7	5.6
Schuyler	5.8	6.1	Lewis	7.1	7.2	Kings	4.3	4.2
Steuben	5.5	5.8	St. Lawrence	6.6	6.5	New York	3.7	3.6
Tioga	4.9	4.9				Queens	3.6	3.6
Tompkins	3.8	3.9				Richmond	4.2	4.0

NYS's Generations... from page 2

Labor Force Status of New York State's Six Generations, 2017

Generation (birth years)	Age in 2017	Labor Force (1000s)	LFPR**	% of NYS Labor Force
Gen Z* (1999-Present)	0 to 18	165.4	22.4%	1.7%
Millennials (1981-1998)	19 to 36	3,641.8	73.6%	37.6%
Gen X (1965-1980)	37 to 52	3,220.7	80.8%	33.2%
Baby Boomers (1946-1964)	53 to 71	2,482.0	55.5%	25.6%
Silent/Greatest (1945 and earlier)	72+	188.6	11.0%	1.9%
Total		9,698.5	61.1%	100.0%

Sources: Pew Research Center; Current Population Survey

*Labor force estimate includes only those of working age (16+).

**Labor Force Participation Rate

contribution (DC) plans. Under a DB plan, also known as a pension, employers guarantee a specified dollar benefit or payout. With DC plans, like a 401(k), 403(b) or IRA, the worker shoulders many of the investment decisions and risks. As a result, DC plans tend to offer less retirement security.

Born between 1946 and 1964, Baby Boomers are the next oldest group in the workforce. Just over 55% of this group is in the labor force today. About 25% of the state's current labor force is from this generation, ranking them third largest in New York. Boomers were the largest generation in the state's workforce for many years, until they were surpassed by Gen X in 2013. Studies have shown that, for many

Baby Boomers, work has been a greater priority than personal life. Events shaping this group include the Kennedy and King assassinations, the Apollo 11 moon landing, the civil rights movement and the Vietnam War.

Our older generations still participate in the state's labor force. There are about 190,000 New Yorkers who are at least 72 years old and still working. They come from two distinct generations – Silent (born 1928-1945) and Greatest (born 1927 and earlier), but most are from the former. Together, they account for just under 2% of the state's workforce. Defining events for these two eldest generations include the Great Depression, World War II and the Korean War.

Summing Up

More than 95% of New York State's labor force comes from three generations – Millennials, Gen X and Baby Boomers. In the past few years, the Baby Boomers, who were the largest generation in the state's workforce for many years, slipped to second place with the ascendancy of Gen X in 2013. In turn, the Millennials took over first place in 2015, with Gen Xers in second place and the Boomers well back in third.

In summary, each generation, which has its own set of distinct characteristics, has been influenced by a unique set of circumstances and events. They all have had, and will continue to have, an important role in New York State's economy.

by Kayla Baker

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Regional Analysts' Corner

CAPITAL

Kevin Alexander — 518-242-8245

For the 12-month period ending April 2018, private sector jobs in the Capital Region rose by 3,800, or 0.9 percent, to 438,600. Job growth was centered in educational and health services (+2,400), leisure and hospitality (+1,400) and natural resources, mining and construction (+400). Losses were greatest in professional and business services (-500) and information (-200).

CENTRAL NY

Karen Knapik-Scalzo — 315-479-3391

Private sector jobs in the Syracuse metro area rose over the year by 2,600, or 1.0 percent, to 261,400 in April 2018. Growth was centered in professional and business services (+1,400), educational and health services (+600), manufacturing (+500) and trade, transportation and utilities (+500). The largest job losses occurred in financial activities (-300) and leisure and hospitality (-200).

FINGER LAKES

Tammy Marino — 585-258-8870

Private sector jobs in the Rochester metro area increased over the year by 4,700, or 1.0 percent, to 459,800 in April 2018. Gains were greatest in educational and health services (+2,400), leisure and hospitality (+1,100), manufacturing (+800), trade, transportation and utilities (+600) and financial activities (+500). Losses were concentrated in natural resources, mining and construction (-500) and information (-200).

HUDSON VALLEY

John Nelson — 914-997-8798

For the year ending April 2018, private sector jobs in the Hudson Valley increased by 8,800, or 11 percent, to 798,600. Gains were largest in educational and health services (+8,500), natural resources, mining and construction (+1,000), leisure and hospitality (+800) and professional and business services (+800). Losses were centered in trade, transportation and utilities (-1,600), information (-1,100) and manufacturing (-600).

LONG ISLAND

Shital Patel — 516-934-8533

Long Island's private sector job count increased over the year by 19,400, or 1.7 percent, to 1,153,100 in April 2018. The largest gains were in trade, transportation and utilities (+8,100), leisure and hospitality (+4,000), professional and business services (+3,200), educational and health services (+2,700) and natural resources, mining and construction (+2,700). Losses were centered in manufacturing (-1,300) and financial activities (-600).

MOHAWK VALLEY

Brian Acton — 315-793-2282

For the year ending April 2018, the private sector job count in the Mohawk Valley declined by 1,100, or 0.8 percent, to 145,300. Employment losses were greatest in educational and health services (-500), leisure and hospitality (-300), information (-200) and natural resources, mining and construction (-200).

NEW YORK CITY

James Brown — 718-613-3971

Private sector jobs in New York City rose over the year by 66,900, or 1.7 percent, to 3,917,100 in April 2018. Gains were greatest in educational and health services (+30,800), professional and business services (+13,000), natural resources, mining and construction (+6,800), trade, transportation and utilities (+6,200), financial activities (+4,500), information (+3,300) and leisure and hospitality (+3,100). Manufacturing was the only sector to lose jobs (-1,400).

SOUTHERN TIER

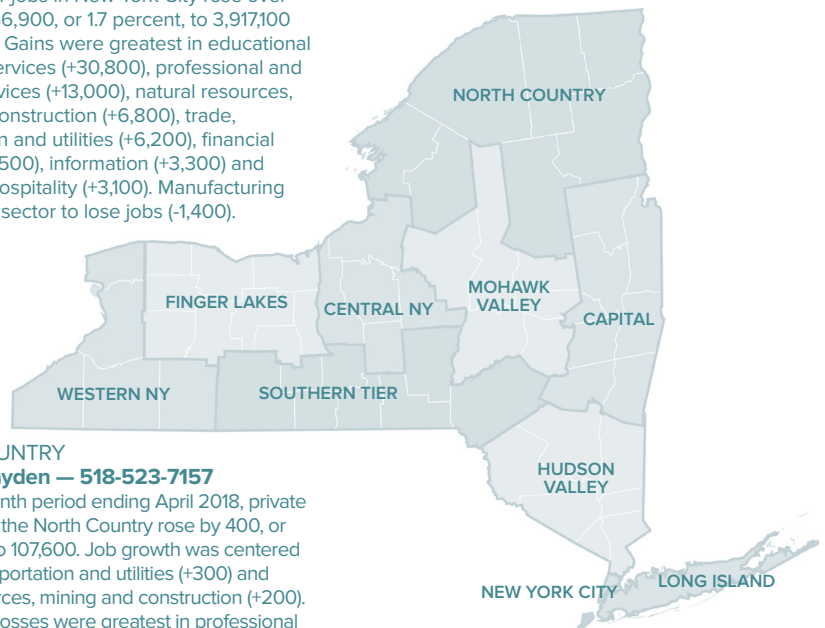
Christian Harris — 607-741-4480

For the 12-month period ending April 2018, private sector jobs in the Southern Tier rose by 700, or 0.3 percent, to 226,200. Employment growth was centered in leisure and hospitality (+800), educational and health services (+600) and other services (+200). Job losses were greatest in professional and business services (-700) and manufacturing (-400).

WESTERN NY

John Slenker — 716-851-2742

Over the past year, private sector jobs in the Buffalo-Niagara Falls metro area rose by 6,800, or 1.5 percent, to 473,400 in April 2018. Job growth was centered in educational and health services (+3,700), other services (+1,600), professional and business services (+1,200) and natural resources, mining and construction (+600). Losses were greatest in trade, transportation and utilities (-300) and manufacturing (-200).



NORTH COUNTRY

Anthony Hayden — 518-523-7157

For the 12-month period ending April 2018, private sector jobs in the North Country rose by 400, or 0.4 percent, to 107,600. Job growth was centered in trade, transportation and utilities (+300) and natural resources, mining and construction (+200). Employment losses were greatest in professional and business services (-400).

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