

EMPLOYMENT IN NEW YORK STATE

RESEARCH AND STATISTICS



At a Glance

New York State had 9,375,200 total nonfarm jobs in March 2022, including 7,918,100 private sector jobs, after seasonal adjustment. The state's seasonally adjusted private sector job count increased by 0.3% in February-March 2022, while the nation's private sector job count also increased by 0.3% over this period. From March 2021 to March 2022, the number of private sector jobs increased by 5.9% in the state and by 5.2% in the nation (not seasonally adjusted).

In March 2022, New York State's seasonally adjusted unemployment rate decreased from 4.9% to 4.6%. The comparable rate for the nation in March 2022 was 3.6%.

New York State's seasonally adjusted labor force participation rate increased from 59.1% to 59.2% in March 2022.

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CHANGE IN NONFARM JOBS | NEW YORK STATE

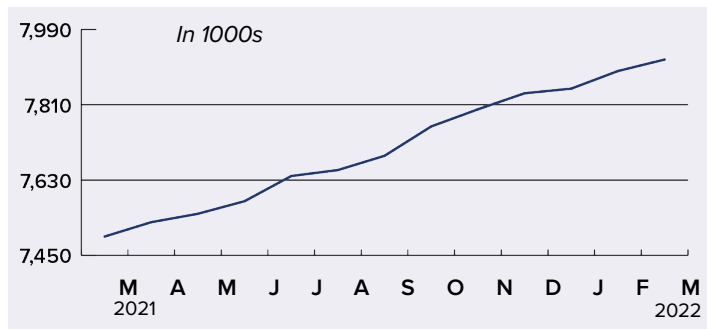
March 2021 - March 2022

(Data not seasonally adjusted, net change in thousands)

	NET	%
TOTAL NONFARM JOBS	465.5	5.3
PRIVATE SECTOR	433.4	5.9
Goods-producing	17.3	2.3
Nat. res. & mining	0.3	6.3
Construction	2.2	0.6
Manufacturing	14.8	3.7
Durable gds.	7.3	3.2
Nondurable gds.	7.5	4.4
Service-providing	448.2	5.6
Trade, trans. & util.	67.6	4.9
Wholesale trade	8.2	2.8
Retail trade	36.0	4.5
Trans., wrhs. & util.	23.4	8.2
Information	22.4	8.2
Financial activities	5.9	0.8
Prof. & bus. svcs.	73.9	5.9
Educ. & health svcs.	35.2	1.7
Leisure & hospitality	185.0	30.5
Other services	26.1	7.4
Government	32.1	2.2

IN MARCH 2022...

NYS PRIVATE SECTOR JOBS* | INCREASED



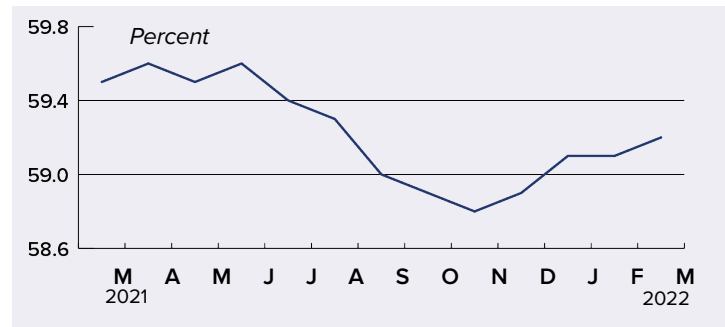
NYS UNEMPLOYMENT RATE* | DECREASED



NYS UNEMPLOYMENT* | DECREASED



NYS LABOR FORCE PARTICIPATION RATE* | INCREASED



*Seasonally adjusted

New Report Finds “Degree Inflation” Is Declining

Fewer job postings asking for college degrees not specifically related to the job...

by Steven Koczak, PhD, Program Research Specialist II

Starting about the time of the Great Recession in 2008-09, when there were far more job applicants than job openings, many employers started requiring a bachelor’s degree for jobs that potentially didn’t need one. Eventually, this increasing trend was called “degree inflation.”

However, a new report from the Burning Glass Institute (BGI), which used online job postings to look at trends in degree inflation, finds it may be declining. Here, we discuss the report’s findings and look at trends in New York State.

Degree Inflation

In its new report, the BGI says degree inflation is most prevalent in postings for jobs where the qualifications can vary – around 36% of postings. The remaining 64% of postings can be split into two groups. One group is postings for jobs with widely accepted degree requirements (e.g., physicians, civil engineers). The other group consists of postings for jobs that are generally agreed to “operate out of the scope of higher education” (e.g., short-order cooks, truck drivers).

The BGI says the trend of degree inflation started around the time of the Great Recession and widened to about 2010. Not surprisingly, this trend was related to the fact that there were many more applicants than available jobs. Employers used degree requirements to narrow the talent pool and assumed applicants with bachelor’s degrees had better skills. The job duties hadn’t changed, but the requirements had.

The report highlights the fact that degree inflation often doesn’t have a clear connection to the actual qualifications for the job. Further, degree inflation can limit the ability of many to work their way up from entry-level positions, which is an important path into the middle class for many people.

The Reset

The times and the job market have both changed dramatically since the end of the Great Recession. Data from the JOLTS program show that in March 2022 (the latest month available) there were 0.5 job seekers per opening in the U.S. This is in sharp contrast to July 2009, at the end of the Great Recession, when there were 6.5 job seekers per opening – about 13 times as many as in March 2022. Given the way the COVID-19 pandemic reshaped the labor market, it isn’t surprising the Burning Glass Institute finds that degree inflation has reversed itself, at least partly. They call this reversal a “reset.”

For some occupations (around 27%), the BGI says the reset is temporary – primarily related to the COVID-19 pandemic and the resulting worker shortage. They call this a “cyclical reset.”

However, in 63% of occupations, the reset began before COVID-19 and the current worker shortage were factors, suggesting that employers were already rethinking the requirements of those jobs. The BGI report calls this a

“structural reset.” It also states that changes to degree requirements aren’t universal. Some employers change degree requirements faster than others. Also, there’s much variation between different types of jobs. For example, scientific and analytical jobs generally hold onto their degree requirements.

The BGI reports that bachelor’s degree requirements have often been replaced by what it calls “skill-based hiring.” Job postings will ask for job-specific skills instead of using a bachelor’s degree as a proxy for necessary skills. For example, employers might ask for experience in certain software packages, while others might specify what communication skills are needed. The BGI also found that employers who implement skills-based hiring can preserve the essential functions of a job without eliminating applicants who have the necessary skills but do not have a bachelor’s degree.

Around 51 million job postings were analyzed in the BGI report. They found signs of a reset in around 46% of postings for occupations that it calls “middle skill” and about 31% of postings for “high skill” occupations. BGI used Retail Store Manager/Supervisor as an example of a middle skill job. The share of announcements requiring a bachelor’s degree for this job went down from 26.3% in 2017 to 20.1% in 2020.

Similarly, BGI cited Insurance Sales Agent as an example of a “high-skill” job. The share of postings for Insurance Sales Agents that required a bachelor’s degree plunged from 61.5% in 2017 to 36.3% in 2020.

Trends in New York State

We used Burning Glass’s Labor Insight tool to examine degree requirements for job postings in New York from 2014 to 2021. Over this seven-year span, the share of new job postings in the state requiring at least a bachelor’s degree fell by more than six percentage points, from 37.1% to 31.0%. This result, shown on page 3, agrees with the principal findings of the BGI report.

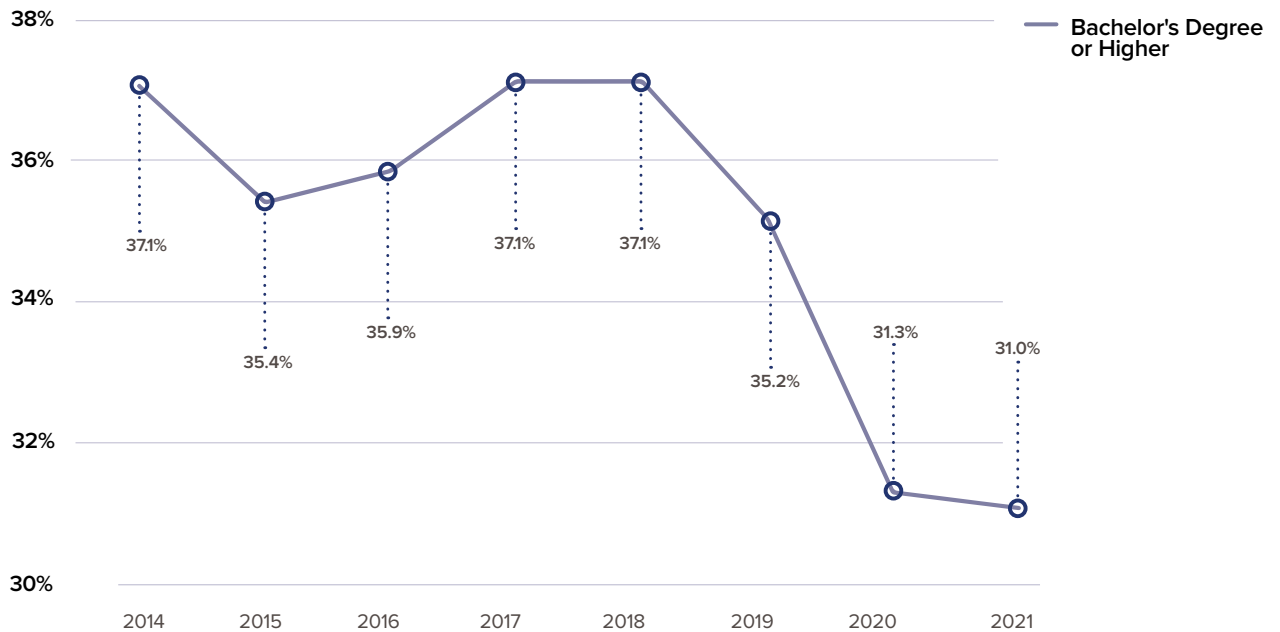
Conclusion

The BGI says the reset occurred in multiple parts of the economy before COVID-19. However, the pandemic accelerated the pace and breadth of the reset. The BGI anticipates about 1.4 million jobs opening up to workers without college degrees over the next five years as employers increasingly specify what skills they want rather than using a bachelor’s degree requirement as a shortcut.

The easing of degree requirements is helping to maintain the ability of employees to work their way up the job ladder, into the middle class. To learn more about the BGI report, see: burningglassinstitute.org/research/the-emerging-degree-reset.

SHARE OF NEW JOB POSTINGS REQUIRING A BACHELOR'S DEGREE OR HIGHER

SHARE OF NEW JOB POSTINGS | REQUIRING A BACHELOR'S DEGREE OR HIGHER New York State, 2014 - 2021



Source: Burning Glass Labor Insight tool

UNEMPLOYMENT RATES IN NEW YORK STATE

UNEMPLOYMENT RATES IN NEW YORK STATE

Data Not Seasonally Adjusted

	MAR '21	MAR '22		MAR '21	MAR '22		MAR '21	MAR '22
New York State	8.3	4.7	Hudson Valley	5.7	3.5	Finger Lakes	6.1	3.8
Capital	5.5	3.4	Dutchess	5.4	3.4	Genesee	5.6	3.7
Albany	5.4	3.3	Orange	5.7	3.6	Livingston	5.5	3.8
Columbia	5.0	3.2	Putnam	5.1	3.2	Monroe	6.3	3.9
Greene	6.2	4.1	Rockland	5.4	3.1	Ontario	5.5	3.5
Rensselaer	5.5	3.5	Sullivan	6.3	3.9	Orleans	6.8	4.3
Saratoga	4.8	3.0	Ulster	5.9	3.5	Seneca	6.3	3.8
Schenectady	6.2	3.8	Westchester	5.8	3.5	Wayne	5.9	3.7
Warren	6.8	4.2	Mohawk Valley	6.6	4.3	Wyoming	6.2	4.4
Washington	6.1	4.0	Fulton	7.0	4.8	Yates	5.2	3.2
Central New York	6.2	4.0	Herkimer	7.7	4.9	Western New York	6.8	4.3
Cayuga	6.1	4.1	Montgomery	7.3	4.8	Allegany	5.9	4.4
Cortland	6.4	4.4	Oneida	6.3	4.0	Cattaraugus	6.8	4.6
Madison	5.9	4.0	Otsego	5.8	3.9	Chautauqua	6.8	4.5
Onondaga	6.0	3.7	Schoharie	6.1	4.2	Erie	6.8	4.2
Oswego	6.9	4.7	North Country	6.3	4.4	Niagara	7.3	4.7
Southern Tier	6.0	3.9	Clinton	5.8	3.7	Long Island	5.6	3.4
Broome	6.5	4.3	Essex	6.3	4.5	Nassau	5.5	3.2
Chemung	6.5	4.2	Franklin	6.1	4.0	Suffolk	5.7	3.5
Chenango	5.9	3.9	Hamilton	6.4	5.1	New York City	11.3	6.1
Delaware	6.3	4.0	Jefferson	6.7	4.8	Bronx	15.4	8.6
Schuyler	6.9	4.8	Lewis	7.1	5.2	Kings	11.6	6.3
Steuben	6.3	4.3	St. Lawrence	6.2	4.4	New York	8.6	4.7
Tioga	5.7	3.8				Queens	11.1	5.8
Tompkins	4.2	2.7				Richmond	9.7	5.6

FOCUS ON the Hudson Valley

A Look at the Region's Health Care and Social Assistance Sector

by Johny Nelson, Labor Market Analyst, Hudson Valley Region



The health care and social assistance (HCSA) sector has long been a key segment of the Hudson Valley's economy. In 2021, the region's HCSA sector included more than 7,100 establishments, which employed 162,110 and paid out more than \$10.5 billion in wages. It accounted for 22.1% of private sector jobs and 20.6% of total wages in the region. And it paid an average wage of \$65,100.

HCSA Sector Growth Trends

Job growth in the HCSA sector tends to be driven more by changing demographics, such as fewer K-12 students or more senior citizens, than by fluctuating economic conditions. The region's HCSA sector, while not immune from the fallout of the COVID-19 pandemic, has grown at a steady pace over the long term. From 2016 to 2021, employment increased by 5,460, or 3.5%, while total wages paid grew by \$2.6 billion, or 32.1%.

The HCSA sector is comprised of four main industries: ambulatory health care; hospitals; nursing and residential care facilities; and social assistance. Despite the broader HCSA sector adding jobs over the past five years, not all component industries grew in 2016-21.

With 61,840 jobs in 2021, ambulatory health care is the region's largest HCSA industry, accounting for 38% of sector employment. In 2016-21, the industry's job count grew by 5,350, or 9.5%, while total wages increased by \$1.5 billion, or 40.1%, to over \$5.1 billion. In 2021, the ambulatory health care industry paid an annual wage of \$82,900 – the highest of any HCSA industry in the region. This industry is broad-based and includes doctor and dentist offices, outpatient care centers, medical and diagnostic laboratories, and home health care services.

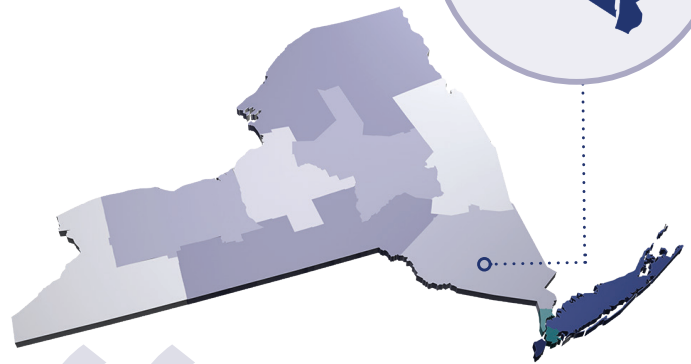
The job count at Hudson Valley hospitals increased by almost 600, or 1.8%, to 33,410 between 2016 and 2021. Total industry wages also grew over this period, rising by \$570 million, or 26.6%, to over \$2.7 billion. In 2021, hospitals paid an annual wage of \$81,200.

From 2016 to 2021, employment at nursing and residential care facilities fell by 5,250, or 14.1%, to 32,080. This was the only HCSA industry to lose jobs over the period. Despite the decline in jobs, total wages paid by the industry increased by over \$200 million, or 14.8%, to \$1.6 billion in 2021. The average wage paid in this industry was \$49,200 in 2021.

Employment in the social assistance industry grew by 4,760, or 15.9%, to 34,780 for the five-year period ending in 2021. Total industry wages grew by \$320 million, or 39.5%, to \$1.1 billion in 2021. However, the average industry wage was \$32,600, the lowest of any HCSA industry. The social assistance industry includes individual and family services, housing and emergency services, and childcare services.

HCSA Sector Outlook

The COVID-19 pandemic highlighted the importance of health care workers to the overall economy. Long-term industry projections expect overall HCSA sector employment in the region to grow by 29.9% in 2018-28. Among the component industries, ambulatory health care is projected to grow the fastest (+44.1%), followed by social assistance (+36.2%), nursing and residential care facilities (+16.8%), and hospitals (+15.5%).



The Hudson Valley's health care and social assistance sector has proven resilient.

One reason why regional HCSA sector employment is expected to grow is due to an aging population. This has boosted demand for a wide array of health-related titles, such as registered nurses, home health aides, physical therapists, chiropractors, dental hygienists, dentists, and respiratory therapists. Educational requirements for these jobs vary widely, with doctoral or professional degrees needed for higher-skilled positions, while associate degrees or high school diplomas are typically required for lower-skilled positions.

Recent Initiatives and Projects

Some key initiatives aimed at expanding and strengthening the health care workforce were recently announced. New York will undertake a \$10 billion, multi-year investment with the goal of growing the state's health care workforce by 20% over the next five years. In addition, the Westchester County Association, an economic development group, and several local Workforce Development Boards recently submitted a \$17 million grant proposal as part of the U.S. Department of Commerce's \$500 million "Good Jobs Challenge" initiative. The aim of the proposal is to train, support, and place 1,000 job seekers in high-demand health care positions throughout the Hudson Valley.

Several projects underway will expand the region's health care industry. White Plains Hospital (Westchester County) opened a new \$272 million Center for Advanced Medicine and Surgery outpatient facility. When fully operational, the new facility will employ more than 300 people. The Center for Discovery's new Children's Specialty Hospital, currently under construction in Rock Hill (Sullivan County), will create 400 new jobs. It will offer a highly specialized evaluation and treatment program for children and youth with complex developmental disabilities.

In Closing

Over the long term, the Hudson Valley's health care and social assistance sector has proven resilient, despite the many challenges posed by the COVID-19 pandemic. It remains a consistent source of jobs and wages in the region. Recently announced initiatives and expansion plans will help boost the sector's prospects for many years to come.

Regional Analysts' Corner

CAPITAL

Kevin Alexander — 518-242-8245

Over the past year, the private sector job count in the Capital Region rose by 17,100, or 4.3%, to 418,800 in March 2022. Job gains were largest in leisure and hospitality (+9,300), trade, transportation and utilities (+3,600), educational and health services (+1,200), other services (+1,200), natural resources, mining and construction (+900), manufacturing (+700) and financial activities (+600). Job losses occurred in professional and business services (-400).

CENTRAL NY

Karen Knapik-Scalzo — 315-479-3391

The number of private sector jobs in the Syracuse metro area increased over the past year by 6,700, or 2.8%, to 245,200 in March 2022. Employment gains were greatest in leisure and hospitality (+5,500), professional and business services (+1,300), trade, transportation and utilities (+1,300), other services (+500) and manufacturing (+400). Job losses were greatest in educational and health services (-1,900) and financial activities (-800).

FINGER LAKES

Tammy Marino — 585-258-8870

From March 2021 to March 2022, the private sector job count in the Rochester metro area rose by 17,400, or 4.1%, to 438,500. Job gains occurred in leisure and hospitality (+7,600), trade, transportation and utilities (+3,100), manufacturing (+1,900), natural resources, mining and construction (+1,700), professional and business services (+1,700), financial activities (+900) and other services (+700).

HUDSON VALLEY

John Nelson — 914-997-8798

Over the past year, the number of private sector jobs in the Hudson Valley grew by 27,400, or 3.7%, to 765,100 in March 2022. The largest job gains occurred in leisure and hospitality (+12,000), professional and business services (+4,900), trade, transportation and utilities (+4,500), other services (+4,100), manufacturing (+1,600) and information (+700). Employment losses were focused in educational and health services (-600).

LONG ISLAND

Shital Patel — 516-934-8533

For the year ending March 2022, private sector jobs on Long Island increased by 40,500, or 3.9%, to 1,085,300. Employment gains were greatest in leisure and hospitality (+18,700), professional and business services (+8,800), trade, transportation and utilities (+6,600), other services (+4,200), natural resources, mining and construction (+1,700) and financial activities (+1,500). Losses were centered in educational and health services (-1,500).

MOHAWK VALLEY

Brion Acton — 315-793-2282

For the 12-month period ending March 2022, the number of private sector jobs in the Mohawk Valley region rose by 3,900, or 2.9%, to 136,900. Over-the-year employment gains were greatest in leisure and hospitality (+2,600), manufacturing (+900), trade, transportation and utilities (+900), financial activities (+500), and professional and business services (+500). Job losses were greatest in educational and health services (-1,800).

NEW YORK CITY

Elena Volovelsky — 718-613-3971

New York City's private sector job count rose over the past year by 279,900, or 7.9%, to 3,843,000 in March 2022. Gains were greatest in leisure and hospitality (+116,400), professional and business services (+55,700), educational and health services (+36,900), trade, transportation and utilities (+36,100), information (+17,900) and other services (+13,400). Losses were centered in natural resources, mining and construction (-3,400).

NORTH COUNTRY

Konstantin Sikhaou — 518-523-7157

Between March 2021 and March 2022, the number of private sector jobs in the North Country region increased by 2,900, or 2.9%, to 103,100. Over-the-year employment gains were greatest in leisure and hospitality (+1,900), trade, transportation and utilities (+600) and professional and business services (+300). Job losses were focused in educational and health services (-300).

SOUTHERN TIER

Christian Harris — 607-741-4480

For year ending March 2022, the number of private sector jobs in the Southern Tier increased by 3,800, or 1.8%, to 210,500. Employment gains were greatest in leisure and hospitality (+3,000), trade, transportation and utilities (+1,000), manufacturing (+700), professional and business services (+600) and natural resources, mining and construction (+300). The largest loss was in educational and health services (-1,900).

WESTERN NY

Timothy Glass — 716-851-2742

Over the past 12 months, the private sector job count in the Buffalo-Niagara Falls metro area rose by 21,600, or 5.1%, to 447,600 in March 2022. The largest gains occurred in leisure and hospitality (+9,700), trade, transportation and utilities (+3,500), manufacturing (+2,200), other services (+1,600), natural resources, mining and construction (+1,400), professional and business services (+1,100) and financial activities (+1,000).