

Women in the Workforce

Workforce Guidance
and Information for Women
Evaluation Report 2021

December 2021



Department
of Labor

COVID-19 and Women in the Workforce

As we publish this year's report, it is important to note the continuing effects of the COVID-19 pandemic on Women in the Workforce.

While it's difficult to isolate the precise impact of COVID-19 on the women's labor force in New York State due to the sample size (New York State labor force estimates by demographic characteristics are only available as a 12-month moving average), the sample size at the national level is large enough to provide reliable estimates and provide us with a picture of the pandemic's ongoing effect on women in the labor force.

More than 4.2 million women dropped out of the U.S. labor force from February to April 2020. Approximately 3.7 million men left the labor force over this same time period. Since then, the female labor force has recovered a little more than half (53.2%) of its losses, with just over 2.2 million women entering or reentering from April 2020 to September 2021. In comparison, the male labor force has recovered 70.2% of its February-April 2020 losses over the same time period.

Industry sectors where women's employment is most concentrated, including education, retail, service and hospitality were hit hardest by the COVID-induced recession. In addition, fewer daycare facilities and changes to in-person learning schedules in schools leave working mothers with uncertain child care options.

The Department remains committed to referring women to counseling or skills development and training for jobs and careers that offer high earning potential. Many of these jobs lend themselves more readily to working from home and are less likely to be affected by crises, such as the COVID-19 pandemic.

Executive Summary

The Department of Labor takes pride in its mission to strengthen the economy by connecting job seekers to careers; assisting the unemployed; partnering with businesses to help them compete; and protecting the safety and health of workers and the public. To further this core mission, the Department provides guidance to better educate and inform both women and men about higher paying jobs and careers, including jobs traditionally dominated by men.

Through the Department's extensive network of Career Centers, 24/7 on-demand online resources, and on-site assistance services, job seekers can access:

- Current information about compensation for jobs and careers that offer high earning potential;
- Counseling, skills development and training that encourage both men and women to seek such jobs;

- Referrals to businesses offering such jobs; and
- Current local labor market information, like the gender wage gap and other pertinent data for families living and working there.

Chapter 460 of the Laws of 2016 requires the Department to submit to the Governor, the Temporary President of the Senate, and the Speaker of the Assembly a report detailing:

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

For the period of October 1, 2020 to September 30, 2021:

- The Department referred 8,143 women to counseling or skills development and training for jobs and careers that offer high earning potential;¹
- The Department referred 1,931 women to jobs and careers that offer high earning potential;

It should be noted that while the above results reflect reduced staff services due to their shift to serving unemployed New Yorkers during the peak of COVID, they also only include a small segment of tracked formal referrals that are fully vetted for a job seekers as part of a career center appointment. They do not include referrals which cannot be tracked in a similar fashion, such as informal referrals (participation in job fairs and other hiring events, email blasts, email correspondence, shared job notices, conversations, jobs applied for during an appointment, etc. -- which total tens of thousands per week) or any self-service activities, which have also grown substantially during COVID (visits to the job bank, use of the virtual career center, virtual workshops, use of resource room computers, etc. -- which also total tens of thousands per week).

In New York State, the ratio of women to men in jobs and careers that offer high earning potential, including jobs traditionally dominated by men, is 37.5 percent.² Nationally, that number is 35.0 percent.

¹ For the purposes of this report, occupations with high earning potential are defined as occupations with median earnings greater than \$80,509 (which is the 70th earnings percentile of full-time, year-round workers).

² Data from the U.S. Census Bureau's American Community Survey ("ACS") were used to determine the high earning potential occupations, and to determine the ratio of women employed in such occupations. Note that, available employment data for the most recent ACS five-year time-periods (2015-2019) are not sufficient to calculate a meaningful change in percentage of women employed, because it includes a time-period prior to the implementation of Chapter 460 of the Laws of 2016. As additional data become available from the ACS, this information will be included in future annual reports.

Background and Results

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

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

On Equal Pay Day 2018, the New York State Department of Labor issued a report titled “Closing the Gender Wage Gap in New York State,” available at:

<https://dol.ny.gov/system/files/documents/2021/03/nysdol-pay-gap-study.pdf> outlining the state of the gender pay gap in New York. The study, co-chaired by (then Lieutenant Governor) Governor Kathy Hochul and State Labor Commissioner Roberta Reardon, included hearings in New York City, Syracuse, Long Island and Buffalo to solicit testimony identifying specific causes of the gender wage gap and suggestions on ways in which the wage gap can be closed.

The report proposes a series of policy recommendations to close the wage gap, including launching statewide public education campaigns on the breadth of career opportunities, salary negotiation and financial literacy, expanding access to childcare and family leave, increasing career mentoring for young women and improving data and transparency on job titles, pay and benefits. In addition, the report recommends instituting employee scheduling regulations and eliminating the subminimum wage for tipped workers, two initiatives that the Department of Labor had already been directed to explore.

The report found that one way to help close the gender wage gap is to fundamentally change how women approach careers. This includes when they are girls in school, when and how they apply to positions and to which positions they ultimately apply.

The focus of this report is the rate at which women were referred to counseling or skills development and training for jobs and careers that offer high earning potential by the Department, and the number of referrals to such jobs. The findings in this report are based on data available to the Department through the U.S. Census Bureau's American Community Survey, the One-Stop Operating System (the primary case management system used by our Career Centers), and the New York State Jobs Bank (which is hosted by DirectEmployers Association as part of the National Labor Exchange).

Occupations with High Earning Potential

For the purposes of this report, the Department studied data from the U.S. Census Bureau's American Community Survey ("ACS") to determine which occupations offer high earning potential. Based on this data, the Department defined occupations with high earning potential as those occupations with median earnings greater than \$80,509 (which amounts to the 70th earnings percentile of full-time, year-round workers). These occupation titles are outlined below.

SOC*	Occupation Title	Total Employment in New York State	% of Women
Total**		1,439,766	37.5%
Architecture and Engineering		79,720	14.3%
172011	Aerospace engineers	2,276	14.1%
1720XX	Biomedical and agricultural engineers	564	n/a
172041	Chemical engineers	2,049	14.1%
172051	Civil engineers	16,319	15.5%
172061	Computer hardware engineers	1,987	n/a
172070	Electrical and electronics engineers	9,748	9.1%
172081	Environmental engineers	1,764	25.1%
172110	Industrial engineers, including health and safety	7,708	20.1%
171012	Landscape architects	2,240	41.6%
172121	Marine engineers and naval architects	n/a	n/a
172131	Materials engineers	1,857	22.7%
172141	Mechanical engineers	10,422	7.1%
1721XX	Petroleum, mining and geological engineers, including mining safety	n/a	n/a
1721YY	Misc. engineers, including nuclear engineers	22,606	13.9%
Arts, Design, Entertainment, Sports, and Media		1,982	59.8%
273042	Technical writers	1,982	59.8%
Business and Financial Operations		157,929	38.8%
132031	Budget analysts	3,018	50.0%
131041	Compliance officers	15,535	52.7%
132041	Credit analysts	1,883	41.8%
132051	Financial analysts	24,336	31.0%
132061	Financial examiners	1,413	49.8%
132053	Insurance underwriters	6,222	49.9%

SOC*	Occupation Title	Total Employment in New York State	% of Women
131111	Management analysts	39,845	41.3%
132052	Personal financial advisors	28,484	24.8%
131082	Project management specialists	32,499	42.1%
1320XX	Other financial specialists	4,694	48.0%
Computer and mathematical		135,640	22.6%
152011	Actuaries	2,076	31.0%
151221	Computer and information research scientists	1,499	25.3%
151241	Computer network architects	4,406	4.6%
151251	Computer programmers	24,572	18.9%
151211	Computer systems analysts	28,130	37.8%
15124X	Database administrators and architects	5,330	33.9%
151212	Information security analysts	3,142	14.4%
151244	Network and computer systems administrators	9,317	16.7%
151252	Software developers	48,881	14.2%
151253	Software quality assurance analysts and testers	3,139	33.1%
1520XX	Miscellaneous mathematical science occupations, including mathematicians and statisticians	5,148	45.8%
Education, Training, and Library		67,747	47.9%
251000	Postsecondary teachers	67,747	47.9%
Healthcare Practitioners and Technical		124,901	48.8%
291181	Audiologists	789	n/a
291011	Chiropractors	2,323	21.0%
291020	Dentists	7,310	34.6%
291151	Nurse anesthetists	1,059	55.1%
2911XX	Nurse practitioners and nurse midwives	9,345	90.2%
291041	Optometrists	1,612	40.6%
291210	Other physicians	59,623	40.4%
291051	Pharmacists	13,803	51.4%
291123	Physical therapists	12,412	58.3%
291071	Physician assistants	9,043	66.7%
291081	Podiatrists	653	n/a
291124	Radiation therapists	700	n/a
291240	Surgeons	3,308	23.5%
291131	Veterinarians	2,921	63.5%
Installation, Maintenance, and Repair		5,194	0.8%

SOC*	Occupation Title	Total Employment in New York State	% of Women
49209X	Electrical and electronics repairers, transportation equipment, and industrial and utility	742	n/a
499051	Electrical power-line installers and repairers	4,452	n/a
Legal		104,170	39.3%
231012	Judicial law clerks	909	58.5%
2310XX	Lawyers, and judges, magistrates, and other judicial workers	103,261	39.2%
Life, Physical, and Social Science		18,144	59.9%
192010	Astronomers and physicists	624	n/a
192021	Atmospheric and space scientists	432	n/a
193033	Clinical and counseling psychologists	1,501	65.1%
193011	Economists	1,615	29.5%
192041	Environmental scientists and specialists, including health	758	36.1%
193034	School psychologists	3,540	80.1%
19303X	Other psychologists	8,398	65.0%
193051	Urban and regional planners	1,276	53.7%
Management		587,809	44.3%
112011	Advertising and promotions managers	6,380	50.7%
119041	Architectural and engineering managers	6,644	13.0%
1110XX	Chief executives and legislators	77,244	28.0%
113021	Computer and information systems managers	30,762	24.9%
119030	Education administrators	58,934	63.4%
119161	Emergency management directors	464	n/a
113031	Financial managers	85,539	47.4%
113121	Human resources managers	19,592	64.4%
112021	Marketing managers	31,931	62.6%
119111	Medical and health services managers	41,916	68.7%
119121	Natural sciences managers	1,197	62.9%
112030	Public relations and fundraising managers	5,423	69.3%
112022	Sales managers	22,908	35.6%
113131	Training and development managers	2,150	58.3%
1191XX	Managers, all other	196,725	37.4%
Production		2,024	n/a
518010	Power plant operators, distributors, and dispatchers	2,024	n/a

SOC*	Occupation Title	Total Employment in New York State	% of Women
Protective Service		101,748	14.9%
333021	Detectives and criminal investigators	10,057	22.7%
332011	Firefighters	16,848	3.7%
331011	First-line supervisors of correctional officers	3,225	19.7%
331021	First-line supervisors of fire fighting and prevention workers	2,452	8.8%
331012	First-line supervisors of police and detectives	7,990	15.6%
333050	Police officers	61,176	16.6%
Sales and Related		47,029	29.7%
413011	Advertising sales agents	15,214	48.8%
419031	Sales engineers	1,709	n/a
413031	Securities, commodities, and financial services sales agents	30,106	21.5%
Transportation and Material Moving		5,729	9.1%
532020	Air traffic controllers and airfield operations specialists	1,267	19.3%
532010	Aircraft pilots and flight engineers	2,040	n/a
534010	Locomotive engineers and operators	2,422	n/a

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

** The occupations shown are based on the 2019 5-year ACS list of occupations that had median earnings greater than the 70th percentile (\$80,509) of earnings in New York State.

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

Job Seekers

The Department of Labor offers 96 Career Centers strategically located in every part of the state.

The New York State Department of Labor is working to meet the demand of businesses for workers with convenient no-cost job search services, including:

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

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

Workshops and Job Clubs: Individuals can explore topics in a group setting, including:

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

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

Adult Basic Education/English as a Second Language: Staff refer individuals to no-cost courses to help them earn a high school equivalency diploma or to improve English-language skills.

Coursera Online Training: Unemployed New Yorkers have access to thousands of programs across high-growth industries and can hone skills in data science, business, and technology. Many of these programs are pathways to certifications, professional certificates and can help elevate their career. New York State has a team of experts working to curate content based on industry demand to help job seekers gain skills to help them advance in their careers.

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

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

Vocational Classroom and On-the-Job Training: Staff provide short-term training for long-term careers.

Accommodations and Adaptive Technology: Career Centers have adaptive technology to help individuals access resources, including: screen readers, magnifiers, text-to-speech software, TTY text telephones, trackballs, and large-print keyboards.

Find a Career Center: To find the nearest Career Center, visit: <https://dol.ny.gov/career-centers>.

Potential Jobs

The primary tool for up-to-date job listings is the New York State Job Bank (<https://newyork.usnlx.com/>), an online database hosted by DirectEmployers Association as part of the National Labor Exchange. The New York State Job Bank maintains a daily average of more than 312,000 job openings from more than 10,000 businesses. The relationship between the New York State Job Bank and DirectEmployers results in job orders with higher quality job content, more up-to-date job postings, control against discrimination, and elimination of duplicate job postings. The Department uses this central tool to connect job seekers to open positions.

Results

To prepare this report, the Department analyzed data from the primary case management system used by Career Centers, the One Stop Operating System. This system tracks services provided to job seeking customers, businesses looking for qualified employees and customers in need of training and allows staff to enter and track relevant information, including needs, services provided and case notes. Because not all customers served by the Career Center System possess the requisite skill level for referral to counseling or skills development and training for jobs and careers that offer high earning potential, the cohort of customers evaluated for the purposes of this report are individuals who possess the requisite skill level, based on their education and work experience.

Referrals to Counseling or Skills Development and Job Training

Table 1 shows how many women were referred to counseling or skills development and training for jobs and careers that offer high earning potential, including jobs traditionally dominated by men for the time-period October 1, 2020 through September 30, 2021.

It should be noted that while the below results reflect reduced staff services due to their shift to serving unemployed New Yorkers during the peak of COVID, they also only include a small segment of tracked formal referrals that are fully vetted for a job seekers as part of a career center appointment. They do not include referrals which cannot be tracked in a similar fashion, such as informal referrals (participation in job fairs and other hiring events, email blasts, email correspondence, shared job notices, conversations, jobs applied for during an appointment, etc. -- which total tens of thousands per week) or any self-service activities, which have also grown substantially during COVID (visits to the job bank, use of the virtual career center, virtual workshops, use of resource room computers, etc. -- which also total tens of thousands per week).

Table 1: Customers Referred to Counseling or Skills Development and Training Services
(October 1, 2020 through September 30, 2021)

Gender/Service Level	Women	Men	N/A	Total
All Customers	580,598	628,273	4,279	1,213,150
% of All Customers	47.9%	51.8%	0.4%	
Referred to Counseling or Skills Dev. & Job Training	68,861	59,624	723	129,208
% Referred to Counseling or Skills Dev. & Job Training	53.3%	46.1%	0.6%	
Customers Seeking High Earning Potential Occupations	67,688	79,291	486	147,465
% of Customers Seeking These Occupations	45.9%	53.8%	0.3%	
Referred to Counseling Services or Skills Dev. & Job Training	8,143	8,988	97	17,228
% of Total Customers Referred	47.3%	52.2%	0.6%	

N/A = Gender information not available

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

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

Referrals to Jobs that Offer High Earnings Potential

Table 2 shows how many women were referred to job openings on the NYS Job Bank for occupations with high earnings potential, for the time-period October 1, 2020 through September 30, 2021.

Table 2: Referrals to Jobs with High Earnings Potential, by Occupational Category*
(October 1, 2020-September 30, 2021)

Occupational Category	Women	Men	Total
Total, all high earnings potential occupations	1,931	2,405	4,336
% of Total	44.5%	55.5%	100.0%
Management	1,216	1,192	2,408
% of Total	50.5%	49.5%	100.0%
Business and Financial Operations	338	380	718
% of Total	47.1%	52.9%	100.0%
Computer and Mathematical	97	374	471
% of Total	20.6%	79.4%	100.0%
Architecture and Engineering	55	234	289
% of Total	19.0%	81.0%	100.0%
Life, Physical, and Social Science	10	14	24
% of Total	41.7%	58.3%	100.0%
Legal	n/a	n/a	n/a
% of Total	n/a	n/a	n/a

Educational Instruction and Library	52	42	94
% of Total	55.3%	44.7%	100.0%
Arts, Design, Entertainment, Sports, and Media	12	17	29
% of Total	41.4%	58.6%	100.0%
Healthcare Practitioners and Technical	69	27	96
% of Total	71.9%	28.1%	100.0%
Protective Service	n/a	26	n/a
% of Total	n/a	n/a	n/a
Sales and Related	74	80	154
% of Total	48.1%	51.9%	100.0%
Installation, Maintenance, and Repair	0	13	13
% of Total	0%	100.0 %	100.0%
Production	n/a	n/a	n/a
% of Total	n/a	n/a	n/a
Transportation and Material Moving	0	n/a	n/a
% of Total	0%	n/a	n/a

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

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

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

More Information: Regional Labor Markets

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

Region/Counties	Labor Market Analyst
Statewide Trends New York State	Elena Grovenger Phone: (518) 457-3800 E-mail: Elena.Grovenger@labor.ny.gov
Capital Region Albany, Columbia, Greene, Rensselaer, Saratoga, Schenectady, Warren and Washington counties	Kevin Alexander Phone: (518) 242-8245 E-mail: Kevin.Alexander@labor.ny.gov
Central New York Cayuga, Cortland, Madison, Onondaga and Oswego counties	Karen Knapik-Scalzo Phone: (315) 479-3391 E-mail: Karen.Knapik-Scalzo@labor.ny.gov
Finger Lakes Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming and Yates counties	Tammy Marino Phone: (585) 258-8870 E-mail: Tammy.Marino@labor.ny.gov
Hudson Valley Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster and Westchester counties	John Nelson Phone: (914) 997-8798 E-mail: Johny.Nelson@labor.ny.gov
Long Island Nassau and Suffolk counties	Shital Patel Phone: (516) 934-8533 E-mail: Shital.Patel@labor.ny.gov
Mohawk Valley Fulton, Herkimer, Montgomery, Oneida, Otsego and Schoharie counties	Brion Acton Phone: (315) 793-2282 E-mail: Brion.Acton@labor.ny.gov
New York City Bronx, Kings, New York, Queens and Richmond counties	Elena Volovelsky Phone: (718) 613-3982 E-mail: Elena.Volovelsky@labor.ny.gov
North Country Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis and Saint Lawrence counties	Anthony Hayden Phone: (518) 523-7157 E-mail: Anthony.Hayden@labor.ny.gov
Southern Tier Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga and Tompkins counties	Christian Harris Phone: (607) 741-4480 E-mail: Christian.Harris@labor.ny.gov
Western New York Allegany, Cattaraugus, Chautauqua, Erie and Niagara counties	Timothy Glass Phone: (716) 851-2740 E-mail: Timothy.Glass@labor.ny.gov



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