

EMPLOYMENT IN NEW YORK STATE

RESEARCH AND STATISTICS



At a Glance

New York State had 9,049,200 total nonfarm jobs in November 2021, including 7,614,800 private sector jobs, after seasonal adjustment. The state's seasonally adjusted private sector job count increased by 0.3% in November 2021, while the nation's job count increased by 0.2% over the same period. From November 2020 to November 2021, the number of private sector jobs increased by 4.3% in the state and by 4.6% in the nation (not seasonally adjusted).

In November 2021, New York State's seasonally adjusted unemployment rate decreased from 6.9% to 6.6%. The comparable rate for the nation in November 2021 was 4.2%.

New York State's seasonally adjusted labor force participation rate decreased from 60.2% to 60.1% in November 2021.

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CHANGE IN NONFARM JOBS | NEW YORK STATE

November 2020 - November 2021

(Data not seasonally adjusted, net change in thousands)

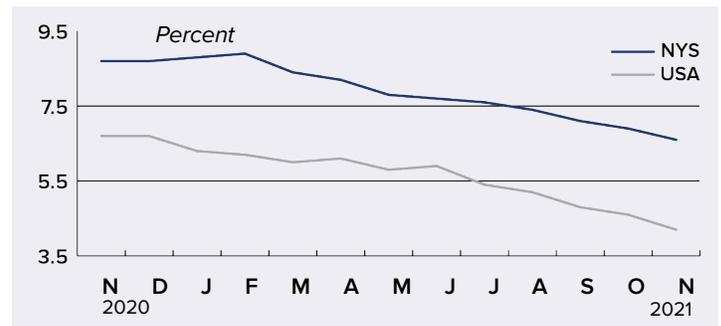
| | NET | % |
|---------------------------|--------------|------------|
| TOTAL NONFARM JOBS | 308.1 | 3.5 |
| PRIVATE SECTOR | 315.1 | 4.3 |
| Goods-producing | 7.6 | 1.0 |
| Nat. res. & mining | 0.4 | 7.5 |
| Construction | -8.9 | -2.3 |
| Manufacturing | 16.1 | 4.0 |
| Durable gds. | 6.5 | 2.8 |
| Nondurable gds. | 9.6 | 5.7 |
| Service-providing | 300.5 | 3.7 |
| Trade, trans. & util. | 45.9 | 3.2 |
| Wholesale trade | 4.1 | 1.4 |
| Retail trade | 27.8 | 3.3 |
| Trans., wrhs. & util. | 14.0 | 4.8 |
| Information | 23.9 | 9.1 |
| Financial activities | -6.5 | -0.9 |
| Prof. & bus. svcs. | 69.0 | 5.6 |
| Educ. & health svcs. | 40.3 | 2.0 |
| Leisure & hospitality | 118.7 | 19.4 |
| Other services | 16.2 | 4.8 |
| Government | -7.0 | -0.5 |

IN NOVEMBER 2021...

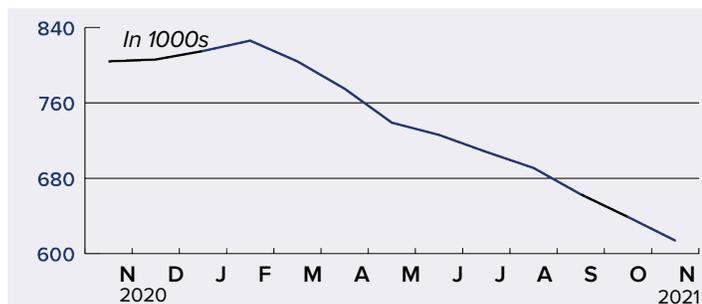
NYS PRIVATE SECTOR JOBS* | INCREASED



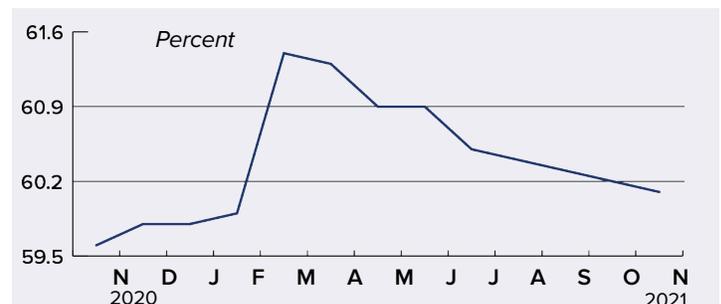
NYS UNEMPLOYMENT RATE* | DECREASED



NYS UNEMPLOYMENT* | DECREASED



NYS LABOR FORCE PARTICIPATION RATE* | DECREASED



*Seasonally adjusted

NYSDOL Issues New “Women in the Workforce” Report

500K+ NYS women employed in “high earning potential” jobs...

by Kevin Jack, Deputy Director

New York has been home to some of the most important and influential events in women’s rights history, starting with the movement’s inception at the Seneca Falls Convention of 1848. In the early 20th century, the crusading Frances Perkins, a future State Labor Commissioner and the first woman to serve in a presidential cabinet, investigated factory working conditions in the aftermath of the tragic 1911 Triangle Shirtwaist Factory fire, which killed 146 workers, most of them immigrant women and girls. More recently, the historic NYS Women’s Equality Agenda was signed into law in 2015, which provided women with protections against harassment and wage discrimination, and reinforced New York’s reputation as a leader in the efforts to ensure that women are treated fairly in the workplace.

Despite significant progress in New York and across the U.S., a distinct gender pay gap persists. A committee, co-chaired by then-Lieutenant Governor Kathy Hochul and State Labor Commissioner Roberta Reardon, examined specific causes of the gender wage gap and suggested ways to close it. The committee issued a report titled “Closing the Gender Wage Gap in New York State” in April 2018. They found that NYS had the narrowest wage gap in the U.S., with women earning \$0.89 for every dollar earned by men, while women earned just 80% of what men did nationwide.

To better understand the ongoing gender wage gap in New York, the State Department of Labor’s (NYSDOL) Division of Research & Statistics issues a report annually titled “Women in the Workforce” that details:

- How many women NYSDOL staff 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 NYSDOL staff referred to such jobs, and
- The ratio of women to men in “high earning potential” jobs.

Here, we look at some of the highlights of the most recent report, released on January 1, 2022.

Core Mission

Among the key components of NYSDOL’s core mission are: strengthening 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, NYSDOL provides guidance to better educate and inform both women and men about higher paying jobs and careers, including jobs traditionally dominated by men.

Through NYSDOL’s extensive network of 96 Career Centers strategically located in every part of the state, 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 in the state.

From Oct. 1, 2020 to Sept. 30, 2021, NYSDOL referred 8,143 women to counseling or skills development and training for jobs and careers that offer “high earning potential.” Over this time frame, the Department referred 1,931 women to jobs and careers that offer “high earning potential.” In NYS, women’s share of employment in jobs and careers that offer “high earning potential,” including jobs traditionally dominated by men, is 37.5%. Nationally, that number is 35.0%.

It is important to note that these figures reflect reduced staff services due to their shift to serving unemployed New Yorkers during the peak of the COVID-19 pandemic. They also only include a small segment of tracked formal referrals. They do not include referrals that cannot be tracked formally (e.g., participation in job fairs and other hiring events, email blasts, etc.), which can total tens of thousands per week, or any self-service activities. In addition, Career Centers were closed during the pandemic, which affected these figures.

“High Earning Potential” Jobs

The table on page 3 shows the number of women who work in “high earning potential” job titles by major job category. In this analysis, “high earning potential” occupations are those job titles with median earnings in NYS greater than \$80,509, based on data from the U.S. Census Bureau’s American Community Survey. This wage corresponds to the 70th earnings percentile of full-time, year-round workers in NYS for the 2015-19 period (latest available).

Only categories with at least 10,000 women employed in “high earning potential” job titles appear. There are almost 540,000 women in such job titles in NYS, where they account for more than one in three jobholders and earn an annual median salary of \$88,600.

The three occupational categories in NYS with the most women in “high earning potential” jobs include: Management (260,400); Business and Financial Operations (61,300); and Healthcare Practitioners and Technical (60,960). These three groups together employ more than 70% of women who work in such jobs in the state.

The three categories where women are working in “high income potential” jobs with a median salary greater than \$100,000 per year are: Legal (\$122,700); Healthcare Practitioners and Technical (\$108,000); and Sales and Related (\$105,200). Combined, these three categories employ more than 115,000 women in NYS, or more than one in five of those who work in “high earning potential” jobs.

In NYS, there are four occupational categories in which women account for at least 40% of overall employment in “high earning potential” jobs: Life, Physical, and Social Science (59.9%); Healthcare Practitioners and Technical (48.8%); Education, Training, and Library (47.9%); and Management (44.3%).

To read the latest “Women in the Workforce” report from NYSDOL, see: dol.ny.gov/women-workforce-2021.

NUMBER OF WOMEN EMPLOYED IN "HIGH EARNING POTENTIAL" JOBS

by Occupational Category
New York State

| OCCUPATIONAL CATEGORY | NUMBER OF WOMEN EMPLOYED | WOMEN'S SHARE OF CATEGORY EMPLOYMENT (%) | WOMEN'S MEDIAN ANNUAL SALARY |
|--|--------------------------|--|------------------------------|
| Total, All Categories | 539,950 | 37.5 | \$88,600 |
| Management | 260,400 | 44.3 | \$84,900 |
| Business and Financial Operations | 61,300 | 38.8 | \$85,900 |
| Healthcare Practitioners and Technical | 60,960 | 48.8 | \$108,000 |
| Legal | 40,970 | 39.3 | \$122,700 |
| Education, Training, and Library | 32,450 | 47.9 | \$78,400 |
| Computer and Mathematical | 30,650 | 22.6 | \$83,800 |
| Protective Service | 15,130 | 14.9 | \$70,200 |
| Sales and Related | 13,990 | 29.7 | \$105,200 |
| Architecture and Engineering | 11,420 | 14.3 | \$80,500 |
| Life, Physical, and Social Science | 10,870 | 59.9 | \$83,200 |

Source: 2015-2019 American Community Survey (ACS) 5-year Public Use Microdata Sample (PUMS) data.

UNEMPLOYMENT RATES IN NEW YORK STATE

UNEMPLOYMENT RATES IN NEW YORK STATE

Data Not Seasonally Adjusted

| | NOV '20 | NOV '21 | | NOV '20 | NOV '21 | | NOV '20 | NOV '21 |
|-------------------------|------------|------------|----------------------|------------|------------|-------------------------|-------------|------------|
| New York State | 8.3 | 5.5 | Hudson Valley | 5.9 | 3.6 | Finger Lakes | 5.9 | 3.7 |
| Capital | 5.1 | 3.3 | Dutchess | 5.4 | 3.5 | Genesee | 4.9 | 3.3 |
| Albany | 5.3 | 3.3 | Orange | 5.8 | 3.7 | Livingston | 4.7 | 3.1 |
| Columbia | 4.4 | 2.9 | Putnam | 5.2 | 3.3 | Monroe | 6.4 | 3.9 |
| Greene | 5.9 | 3.9 | Rockland | 5.8 | 3.3 | Ontario | 4.9 | 3.2 |
| Rensselaer | 4.9 | 3.3 | Sullivan | 6.4 | 3.9 | Orleans | 5.7 | 3.7 |
| Saratoga | 4.5 | 2.8 | Ulster | 5.5 | 3.5 | Seneca | 5.5 | 3.5 |
| Schenectady | 6.0 | 3.7 | Westchester | 6.2 | 3.7 | Wayne | 5.1 | 3.2 |
| Warren | 5.7 | 3.9 | Mohawk Valley | 5.9 | 4.0 | Wyoming | 5.0 | 3.6 |
| Washington | 4.9 | 3.5 | Fulton | 6.1 | 4.3 | Yates | 4.4 | 2.8 |
| Central New York | 5.8 | 3.8 | Herkimer | 6.6 | 4.5 | Western New York | 6.4 | 4.2 |
| Cayuga | 5.2 | 3.7 | Montgomery | 6.4 | 4.6 | Allegany | 5.5 | 4.0 |
| Cortland | 5.6 | 3.9 | Oneida | 5.8 | 3.9 | Cattaraugus | 6.0 | 4.1 |
| Madison | 4.9 | 3.4 | Otsego | 5.3 | 3.5 | Chautauqua | 6.8 | 4.3 |
| Onondaga | 5.9 | 3.8 | Schoharie | 4.9 | 3.4 | Erie | 6.5 | 4.2 |
| Oswego | 6.1 | 4.4 | North Country | 5.4 | 3.9 | Niagara | 6.5 | 4.3 |
| Southern Tier | 5.6 | 3.7 | Clinton | 5.2 | 3.4 | Long Island | 5.8 | 3.5 |
| Broome | 6.2 | 4.0 | Essex | 5.4 | 4.0 | Nassau | 5.9 | 3.4 |
| Chemung | 6.6 | 4.0 | Franklin | 5.5 | 3.8 | Suffolk | 5.7 | 3.5 |
| Chenango | 4.9 | 3.4 | Hamilton | 6.2 | 4.5 | New York City | 11.7 | 8.0 |
| Delaware | 5.0 | 3.5 | Jefferson | 5.5 | 4.0 | Bronx | 15.9 | 11.2 |
| Schuyler | 5.9 | 4.1 | Lewis | 5.2 | 4.2 | Kings | 11.9 | 8.2 |
| Steuben | 5.6 | 3.9 | St. Lawrence | 5.3 | 4.0 | New York | 9.1 | 6.1 |
| Tioga | 5.2 | 3.4 | | | | Queens | 11.5 | 7.7 |
| Tompkins | 4.6 | 2.9 | | | | Richmond | 9.7 | 7.2 |

FOCUS ON The Finger Lakes

Green Energy Takes Off in the Finger Lakes

by Tammy Marino, Labor Market Analyst, Finger Lakes Region

New York State is a leader in the global fight against climate change. The Climate Leadership and Community Protection Act (Climate Act) was signed into law in July 2019 and is among the most ambitious climate laws in the world. It requires New York State to reduce greenhouse gas emissions 40% by 2030 and by at least 85% by 2050 (from 1990 levels). The Climate Act also calls for 70% of the state's electricity to come from renewable sources by 2030, thereby putting the state on the path to a zero-emission grid. As a result, carbon emissions will be reduced by over 1.3 million metric tons annually. This is the equivalent of removing 300,000 cars from the roads every year.

To help meet this goal, the state is investing in an array of renewable energy sources. In previous newsletters, we've touched on several of these, including new wind projects off the coast of Long Island and two new major power transmission lines that will supply New York City with electricity produced by wind, solar and hydropower projects in Upstate New York and Canada. Here, we look at several exciting, large-scale fuel cell and battery technology projects underway in the Finger Lakes region.

“Green Hydrogen” Coming to Region

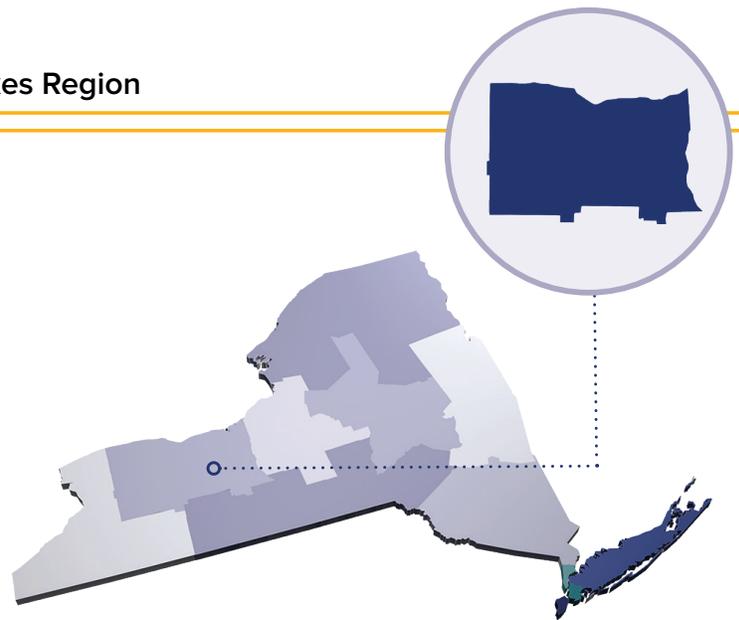
Plug Power, which is headquartered in Latham (Albany County), makes fuel cells used in forklift trucks powered by hydrogen. The company will invest \$290 million to build a state-of-the-art “green hydrogen” fuel production facility and electric substation at the Western New York Science and Technology Advanced Manufacturing Park (STAMP), which is a 1,250-acre site in the Town of Alabama (Genesee County). Groundbreaking for the new facility was held in October 2021.

“Green hydrogen” is made from water, using renewable energy that is not linked to fossil fuels and the release of greenhouse gases. It is considered the future of the hydrogen market, especially for technologies such as fuel cells that bill themselves as having zero carbon emissions. Plug Power's new facility, which will produce 45 metric tons of green liquid hydrogen daily to service the Northeast region, will be the largest plant of its type in North America. The hydrogen is sold to customers like Amazon, Walmart and Wegmans to replace fossil fuels used in on-road applications.

As the first tenant at the STAMP site, Plug Power will fund construction of a 450-megawatt electric substation to support its expansion as well as future growth opportunities at the business park. Additionally, the company has committed to creating 68 new jobs at the facility, with an average annual salary of \$70,000. Plug Power indicated one reason why it located its new plant in Genesee County was because it gives them access to low-cost hydropower from the New York State Power Authority's Niagara Power Project, which is less than 30 miles away.

Tech Jobs Coming to Monroe County

Plug Power also recently opened its \$125 million Hydrogen and Fuel Cell Innovation Center in the Town of Henrietta (Monroe County). This is the world's first Gigafactory for



Companies in the **Finger Lakes** are at the forefront of cutting-edge, green energy technologies.

Proton Exchange Membrane technology used to power a variety of electric vehicles. The plant is called a “Gigafactory” because it will produce equipment to generate gigawatts of electrical power. (A gigawatt is equal to one billion watts.) Specifically, the facility will manufacture hydrogen fuel stacks for its ProGen hydrogen fuel cell engines used to power a variety of electric vehicles, including material handling equipment, on-road commercial fleet vehicles and drones. Plug Power's new Gigafactory is expected to bring 375 jobs to the region.

Ontario-based Li-Cycle Inc., a lithium-ion battery resource recovery company, will further grow its operations in the region. They will invest over \$175 million in a lithium-ion battery recycling ‘Hub’ on a 15.4-acre land parcel at Eastman Business Park in Rochester (Monroe County). The project, which is expected to create 120 permanent jobs locally and up to 600 temporary construction jobs, will be operational in early 2023.

In Closing

Companies in the Finger Lakes are at the forefront of cutting-edge, green energy technologies that will help the Empire State to meet the challenges posed by climate change. These exciting new technologies, in turn, should generate significant new investments, increase high-tech employment opportunities and make the region a prime destination for manufacturers.

Regional Analysts' Corner

CAPITAL

Kevin Alexander — 518-242-8245

Over the past year, the private sector job count in the Capital Region rose by 9,700, or 2.3%, to 422,600 in November 2021. Job gains were largest in leisure and hospitality (+3,600), trade, transportation and utilities (+2,000), educational and health services (+1,400), other services (+1,100), natural resources, mining and construction (+1,000), financial activities (+800) and manufacturing (+500). Employment declined in professional and business services (-1,000).

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 4,000, or 1.6%, to 246,700 in November 2021. Employment gains were greatest in leisure and hospitality (+3,300), professional and business services (+1,500), trade, transportation and utilities (+600), manufacturing (+400) and other services (+400). Job losses were centered in educational and health services (-2,100) and natural resources, mining and construction (-200).

FINGER LAKES

Tammy Marino — 585-258-8870

From November 2020 to November 2021, the private sector job count in the Rochester metro area rose by 25,000, or 5.9%, to 448,800. Job gains were largest in leisure and hospitality (+6,600), manufacturing (+6,500), trade, transportation and utilities (+3,800), professional and business services (+3,200), educational and health services (+2,200), natural resources, mining and construction (+1,400), financial activities (+600) and other services (+500).

HUDSON VALLEY

John Nelson — 914-997-8798

Over the past year, the number of private sector jobs in the Hudson Valley grew by 22,100, or 3.0%, to 766,400 in November 2021. The largest job gains occurred in leisure and hospitality (+13,400), professional and business services (+6,100), trade, transportation and utilities (+2,600), educational and health services (+1,900), manufacturing (+1,400) and other services (+1,300). Declines were focused in natural resources, mining and construction (-3,700) and financial activities (-1,200).

LONG ISLAND

Shital Patel — 516-934-8533

For the year ending November 2021, private sector jobs on Long Island increased by 18,500, or 1.8%, to 1,067,200. Gains were largest in professional and business services (+15,300), leisure and hospitality (+6,600), educational and health services (+3,900), manufacturing (+1,300), other services (+1,300) and information (+800). Job losses were greatest in natural resources, mining and construction (-6,300), financial activities (-3,100) and trade, transportation and utilities (-1,300).

MOHAWK VALLEY

Brion Acton — 315-793-2282

For the 12-month period ending November 2021, the number of private sector jobs in the Mohawk Valley region rose by 2,600, or 1.9%, to 137,500. Over-the-year employment gains were greatest in leisure and hospitality (+1,800), trade, transportation and utilities (+300), financial activities (+200) and manufacturing (+200).

NEW YORK CITY

Elena Volovelsky — 718-613-3971

The private sector job count in New York City rose over the past year by 197,800, or 5.6%, to 3,732,700 in November 2021. Gains were largest in leisure and hospitality (+75,100), professional and business services (+40,700), educational and health services (+32,500), trade, transportation and utilities (+27,800), information (+22,500) and other services (+7,300). Losses occurred in financial activities (-7,600) and natural resources, mining and construction (-1,900).

NORTH COUNTRY

Anthony Hayden — 518-523-7157

Between November 2020 and November 2021, the number of private sector jobs in the North Country region increased by 2,100, or 2.1%, to 103,900. Over-the-year employment gains were greatest in leisure and hospitality (+700), trade, transportation and utilities (+600), professional and business services (+500), financial activities (+200) and manufacturing (+200).

SOUTHERN TIER

Christian Harris — 607-741-4480

For the 12 months ending November 2021, the number of private sector jobs in the Southern Tier region increased by 4,100, or 2.0%, to 209,700. Employment gains were greatest in leisure and hospitality (+3,200), manufacturing (+500), other services (+400) and trade, transportation and utilities (+300). Job losses were focused in educational and health services (-500).

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 21,900, or 5.0%, to 455,800 in November 2021. Gains were greatest in leisure and hospitality (+8,100), trade, transportation and utilities (+4,200), other services (+2,800), manufacturing (+2,400), natural resources, mining and construction (+2,100), professional and business services (+1,700) and educational and health services (+300).