Women in the Workforce

Workforce Guidance
and Information for Women
Evaluation Report 2022

December 2022

NEW YORK STATE OF OPPORTUNITY. | **Department of Labor**

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 women and men about higher-paying jobs and careers, including those traditionally dominated by men. This report, required by Chapter 460 of the Laws of 2016, furthers that mission by articulating our efforts in training women for and referring women to jobs in higher-paid occupations and by propagating data related to women in those occupations.

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 41.4% for 2016-2020. This compares favorably to the 37.5% rate for the period considered in last year's report (2015-2019).

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

- 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.

From October 1, 2021, to September 30, 2022:

- The Department referred 13,256 women to counseling or skills development and training for jobs and careers that offer high earning potential; and
- The Department referred 4,033 women to jobs and careers with high earning potential.

We also note that New York's recovery from the COVID-19 pandemic-induced recession continues but is incomplete. The recession had a huge and disproportionate impact on women in the workforce. The data reflect this in various ways.

Background

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 change how women approach careers fundamentally. This includes when they are girls in school, when and how they apply to positions, and to which positions they ultimately apply.

With similar concerns in mind, Chapter 460 of the Laws of 2016 requires the Department annually 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.

This report is submitted to fulfill that requirement. 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 utilized data from the U.S. Census Bureau's American Community Survey ("ACS") from 2016-2020 to identify high earning potential occupations, and to calculate the share of women employed in such occupations. (The time period under consideration in last year's report was 2015-2019.) Based on these data, the Department defined occupations with high earning potential as those with median earnings greater than $81,820 (which amounts to the 70th earnings percentile of full-time, year-round workers). These occupation titles and groups are outlined below, in Table 1.

Women comprise 47.5% of the total civilian labor force in New York State. In the time period under consideration, they comprise a higher share of employment in the following occupational groups with higher earnings potential, as defined above: Healthcare Practitioners and Technical (69.1%); Life, Physical, and Social Sciences (58.9%); and Education, Training, and Library (48.4%). Within all other major occupational groups with higher earnings potential, however, women are less represented than they are in the labor force as a whole. Overall, in 2016-2020, women are represented in careers with higher earnings potential at a rate of 41.4% in New York State. For the previous time period considered, 2015-2019, the equivalent rate was 37.5%.

Table 1: Occupations with High Earning Potential*

SOC**	Occupation Title	Total Employment in New York State	% of Women
Total***		**1,642,537**	**41.4%**
Architecture and Engineering		**99,085**	**16.9%**
172011	Aerospace Engineers	2,298	13.4%
171011	Architects, Except Landscape and Naval	16,382	27.9%
172041	Chemical Engineers	1,948	15.2%
172051	Civil Engineers	18,336	17.5%
172061	Computer Hardware Engineers	2,392	7.9%
172070	Electrical And Electronics Engineers	10,047	10.6%
172081	Environmental Engineers	1,588	26.0%
172110	Industrial Engineers, including Health and Safety	8,123	20.7%
171012	Landscape Architects	2,099	38.2%
172121	Marine Engineers and Naval Architects	125	n/a
172131	Materials Engineers	1,767	22.3%
172141	Mechanical Engineers	10,942	7.3%
1721XX	Petroleum, mining, and geological engineers, including mining safety	n/a	n/a
1721YY	Misc. engineers, including nuclear engineers	22,960	12.8%

Arts, Design, Entertainment, Sports, and Media		**19,504**	**46.0%**
272012	Producers and Directors	19,504	46.0%
Business and Financial Operations		**163,280**	**39.4%**
132031	Budget Analysts	3,296	53.4%
131041	Compliance Officers	16,376	52.2%
132041	Credit Analysts	2,195	30.5%
132051	Financial and Investment Analysts	24,534	33.3%
132061	Financial Examiners	1,697	58.0%
132053	Insurance Underwriters	6,627	47.7%
131111	Management Analysts	39,176	42.6%
132052	Personal Financial Advisors	29,966	23.9%
131082	Project Management Specialists	34,197	43.6%
1320XX	Other Financial Specialists	5,216	43.5%
Computer and Mathematical		**144,918**	**22.8%**
152011	Actuaries	2,164	29.6%
151221	Computer and Information Research Scientists	1,437	30.5%
151241	Computer Network Architects	3,697	n/a
151251	Computer Programmers	23,108	19.3%
151211	Computer Systems Analysts	29,508	37.8%
15124X	Database Administrators and Architects	5,270	34.5%
151212	Information Security Analysts	4,082	11.4%
151244	Network and Computer Systems Administrators	9,363	16.7%
151252	Software Developers	55,454	14.2%
151253	Software Quality Assurance Analysts and Testers	3,321	37.9%
1520XX	Other Mathematical Science Occupations	7,514	42.2%
Education, Training, and Library		**69,436**	**48.4%**
251000	Postsecondary teachers	69,436	48.4%
Healthcare Practitioners and Technical		**289,016**	**69.1%**
291181	Audiologists	758	90.6%
292031	Cardiovascular Technologists and Technicians	1,940	63.0%
291020	Dentists	6,720	32.7%
29203X	Nuclear Medicine Technologists and Medical Dosimetrists	1,777	46.3%
291151	Nurse Anesthetists	1,098	50.9%
2911XX	Nurse Practitioners and Nurse Midwives	10,062	88.6%
291041	Optometrists	1,635	49.4%
291051	Pharmacists	14,227	50.7%
291123	Physical Therapists	12,781	58.6%

291071	Physician Assistants	9,900	63.7%
291210	Physicians	61,698	41.9%
291081	Podiatrists	976	n/a
291124	Radiation Therapists	627	57.4%
291141	Registered Nurses	153,060	86.1%
291126	Respiratory Therapists	5,175	50.9%
291240	Surgeons	3,288	20.9%
291131	Veterinarians	3,294	66.9%
Installation, Maintenance, and Repair		**5,196**	**n/a**
499051	Electrical power-line installers and repairers	4,482	n/a
49209X	Other Electrical and Electronic Equipment Mechanics, Installers, and Repairers	714	n/a
Legal		**106,037**	**39.5%**
231012	Judicial Law Clerks	621	61.8%
2310XX	Lawyers and Judges, Magistrates, and other Judicial Workers	105,416	39.4%
Life, Physical, and Social Science		**19,589**	**58.9%**
192010	Astronomers And Physicists	697	n/a
192021	Atmospheric And Space Scientists	450	n/a
193033	Clinical And Counseling Psychologists	1,134	63.3%
193011	Economists	2,065	17.1%
19303X	Other Psychologists	8,193	66.8%
1930XX	Other Social Scientists	1,958	60.4%
193034	School Psychologists	3,641	78.8%
193051	Urban And Regional Planners	1,451	52.4%
Management		**568,399**	**42.3%**
112011	Advertising and Promotions Managers	6,679	48.9%
119041	Architectural and Engineering Managers	6,768	11.7%
1110XX	Chief Executives and Legislators	79,746	28.9%
113021	Computer and Information Systems Managers	31,688	25.5%
119030	Education and Childcare Administrators	61,056	62.8%
119161	Emergency Management Directors	648	n/a
113031	Financial Managers	87,609	47.3%
113121	Human Resources Managers	17,736	63.7%
113051	Industrial Production Managers	8,802	27.9%
112021	Marketing Managers	34,217	62.6%
119121	Natural Sciences Managers	1,376	54.3%
112030	Public Relations and Fundraising Managers	5,365	66.8%
112022	Sales Managers	23,920	35.8%

Code	Occupation	Count	Percent
113131	Training and Development Managers	2,377	59.4%
1191XX	Other Managers	200,412	37.8%
Production		**2,104**	**n/a**
518010	Power Plant Operators, Distributors, and Dispatchers	2,104	n/a
Protective Service		**103,427**	**14.1%**
333021	Detectives and Criminal Investigators	11,238	20.8%
332011	Firefighters	17,857	2.9%
331011	First-Line Supervisors of Correctional Officers	2,766	18.4%
331021	First-Line Supervisors of Fire Fighting and Prevention Workers	2,360	n/a
331012	First-Line Supervisors of Police and Detectives	7,971	12.4%
333050	Police Officers	61,235	16.4%
Sales and Related		**46,304**	**30.0%**
413011	Advertising Sales Agents	14,062	49.3%
419031	Sales Engineers	1,940	n/a
413031	Securities, Commodities, and Financial Services Sales Agents	30,302	22.9%
Transportation and Material Moving		**6,242**	**8.9%**
532020	Air Traffic Controllers and Airfield Operations Specialists	1,208	n/a
532010	Aircraft Pilots and Flight Engineers	2,195	n/a
5370XX	Conveyor, Dredge, and Hoist and Winch Operators	443	n/a
534010	Locomotive Engineers and Operators	2,396	n/a

* Data from the U.S. Census Bureau's American Community Survey ("ACS") for the time period 2016-2020 were used to determine the high earning potential occupations, and to determine the ratio of women employed in such occupations. The prior time period used for comparison was ACS data for 2015-2019. When an Occupational Code ends in X, Y, XX, or YY, it means this code includes multiple similar occupations.

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

*** The occupations shown are based on the 2020 5-year ACS list of occupations that had median earnings greater than the 70th percentile ($81,820) 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 their skills effectively online.

Virtual 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 nearly 4,000 training programs, through a Department partnership with Coursera, across high-growth industries, and can hone skills in data science, business, and technology. Many of these programs are pathways to certifications or professional certificates and can help elevate the careers of unemployed New Yorkers. 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, Virtual Remote Interpretation, 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 346,000 job openings from more than 20,000 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 2 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 October 1, 2021 through September 30, 2022.

Table 2: Customers Referred to Counseling or Skills Development and Training Services
(October 1, 2021 through September 30, 2022)

Gender/Service Level	Women	Men	N/A	Total
All Customers	388,350	425,953	7,594	821,897
% of All Customers	47.3%	51.8%	0.9%	
Referred to Counseling or Skills Dev. & Job Training	86,876	82,020	2,452	171,348
% Referred to Counseling or Skills Dev. & Job Training	50.7%	47.9%	1.4%	
Customers Seeking High Earning Potential Occupations	62,032	75,066	1,241	138,339
% of Customers Seeking These Occupations	44.8%	54.3%	0.9%	
Referred to Counseling Services or Skills Dev. & Job Training	13,256	14,930	383	28,569
% of Total Customers Referred	46.4%	52.3%	1.3%	

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 3 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, 2021 through September 30, 2022.

Table 3: Referrals to Jobs with High Earning Potential, by Occupational Category*
(October 1, 2021-September 30, 2022)

Occupational Category	Women	Men	Total
Total, all high earning potential occupations	4,033	5,202	9,235
% of Total	43.7%	56.3%	100.0%
Management	2,071	2,376	4,447
% of Total	46.6%	53.4%	100.0%
Business and Financial Operations	400	515	915
% of Total	43.7%	56.3%	100.0%
Computer and Mathematical	379	1088	1,467
% of Total	25.8%	74.2%	100.0%
Architecture and Engineering	107	469	576
% of Total	18.6%	81.4%	100.0%
Life, Physical, and Social Science	24	20	44
% of Total	54.5%	45.5%	100.0%
Legal	105	127	232
% of Total	45.3%	54.7%	100.0%
Educational Instruction and Library	113	99	212
% of Total	53.3%	46.7%	100.0%
Arts, Design, Entertainment, Sports, and Media	96	90	186
% of Total	51.6%	48.4%	100.0%
Healthcare Practitioners and Technical	539	126	665
% of Total	81.1%	18.9%	100.0%
Protective Service	23	58	81
% of Total	28.4%	71.6%	100.0%
Sales and Related	174	195	369
% of Total	47.2%	52.8%	100.0%
Installation, Maintenance and Repair	n/a	24	n/a
% of Total	n/a	n/a	n/a
Production	n/a	10	n/a
% of Total	n/a	n/a	n/a
Transportation and Material Moving	0	n/a	n/a
% of Total	n/a	n/a	n/a

*Categories are based on U.S. Census Bureau aggregation of Standard Occupational Codes (SOC).
Note: the sum of job seekers by occupational category will not add to total high earnings potential occupations since a job seeker 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)

COVID-19 and Women in the Workforce

The COVID-19 pandemic had a large impact on women in the New York State labor force. A review of civilian labor force data for women in New York State in the twelve months prior to the start of the pandemic (March 2019 – February 2020 average) to the most recent 12-month average at the time this report was prepared (October 2021 – September 2022) shows the extent of recovery to date.

The October 2021 – September 2022 labor force participation rates for both women (54.9%) and men (65.6%) in New York remained slightly below comparable, pre-pandemic levels (55.2% and 66.8%, respectively). This relationship was true for the nation as well. Although unemployment in New York State has declined from its pandemic peak level, the unemployment rates for women (4.5%), men (5.0%), and overall (4.8%) from October 2021 – September 2022 were still about a percentage point higher than they were for each group during the 12-month period before the pandemic. Nationally, unemployment rates for the overall civilian population and for both genders were 3.8% in October 2021 – September 2022, nearly the same as the pre-pandemic rates.

During the March 2019 – February 2020 period, about 45% of women in New York State were not in the civilian labor force. The percentage was about the same for the most recent 12-month period. For additional detail and information regarding the source of these data, please see Table 4 below.

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 left many working mothers with uncertain childcare 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.

Table 4: Employment Status of the Civilian Noninstitutional Population (16 Years and Over)
12-Month Averages March 2019 - February 2020 and October 2021 - September 2022
New York State and United States
Current Population Survey (CPS)
(Numbers in thousands)

	October 2021 - September 2022			March 2019 - February 2020		
	Total	**Male**	**Female**	**Total**	**Male**	**Female**
	New York State					
Civilian Noninstitutional Population	15,723.0	7,555.8	8,167.2	15,673.5	7,482.5	8,191.0
Civilian Labor Force - Number	9,435.3	4,954.0	4,481.4	9,524.0	5,001.4	4,522.6
Percent of Population	60.0%	65.6%	54.9%	60.8%	66.8%	55.2%
Employed	8,985.9	4,704.3	4,281.6	9,159.4	4,798.1	4,361.3
Unemployed - Number	449.4	249.6	199.8	364.6	203.3	161.3
Unemployment Rate	4.8%	5.0%	4.5%	3.8%	4.1%	3.6%
Not in Labor Force	6,287.6	2,601.8	3,685.8	6,149.5	2,481.1	3,668.4
	United States					
Civilian Noninstitutional Population	263,305.5	128,067.5	135,238.1	259,383.2	125,456.3	133,927.0
Civilian Labor Force - Number	163,654.5	86,960.8	76,693.7	163,774.9	86,773.7	77,001.1
Percent of Population	62.2%	67.9%	56.7%	63.1%	69.2%	57.5%
Employed	157,435.3	83,627.9	73,807.4	157,861.4	83,597.0	74,264.4
Unemployed - Number	6,219.2	3,332.9	2,886.3	5,913.5	3,176.8	2,736.7
Unemployment Rate	3.8%	3.8%	3.8%	3.6%	3.7%	3.6%
Not in Labor Force	99,651.0	41,106.6	58,544.4	95,608.3	38,682.5	56,925.8

Prepared by New York State Department of Labor, Division of Research and Statistics.

Note: Items may not add to totals due to rounding. These data are based on public use files and may differ slightly from published Bureau of Labor Statistics (BLS) estimates of Current Population Survey (CPS) data.

More Information: Regional Labor Market Analysts

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) 613-3971 E-mail: Elena.Volovelsky@labor.ny.gov
North Country Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, and Saint Lawrence counties	**Konstantin Sikhaou** Phone: (518) 523-8957 E-mail: Konstantin.Sikhaou@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