

NYATEP

Voice - Knowledge - Progress
For Workforce Development

STATE OF THE WORKFORCE

2022 Labor Market Snapshot of New York



Prepared by the New York State Association of Training and Employment Professionals
www.nyatep.org | P.O. Box 648, Albany, NY 12201 | Registered 501c3 non-profit

QUESTIONS RAISED BY THIS BRIEF:

- How can New York City and the State proactively connect their economic development priorities and investments to train for the emerging sectors?
- What New York City and State policies can be enacted to expand and align quality job training opportunities for New Yorkers?
- What New York City and State policies can support removing barriers for low income or underutilized populations?
- What evidence-based practices should be scaled to increase the availability of skilled workers, primarily from non-traditional educational pathways or underutilized labor pools to meet the surging employer demand?
- How is New York City and the State tracking and measuring resources and programs related to workforce development to understand what is working and where to make improvements?



Launched in the late 1970s, the New York Association of Training and Employment Professionals (NYATEP) was founded by a small group of professionals dedicated to collaborating to increase the effectiveness of federally funded workforce programs. In the last 40 years, the organization has grown to be New York's statewide workforce development association. NYATEP is a membership based, 501c3 non-profit, intermediary that provides leadership, vision, and advocacy for a thriving workforce development network across New York State. Our members help more than a million New Yorkers achieve good or better jobs through job training, education, economic and workforce development.

Visit www.nyatep.org to learn more about being coming a member!

A special thank you to our data partners and sources



EXECUTIVE SUMMARY

ABOUT THE REPORT

The State of the Workforce Brief is an annual snapshot, of publicly available data, to inform communities about the dynamics of their regional economy and the workforce impact. The New York Association of Training and Employment Professionals (NYATEP) used readily available data to understand who is working and who isn't, what sectors and occupations are growing across the State, and the number of potential workers produced by New York's education and training systems.

KEY FINDINGS FOR NEW YORK STATE

New York must tap all potential labor market pools

- Nearly all regions, with the exception of Long Island and the Hudson Valley, saw a decline in their labor force.
- Approximately 25 percent of New York's labor force is 55+, compared to 23.4 percent nationally.
- There are 1 million working age adults with a disability, however only 33 percent are employed.
- Formerly incarcerated individuals face a unemployment rate of 27 percent nationally.

As the economy recovers, low wage jobs and remote work continue to dominate

- In New York City, 37 percent of employees are working remotely, predominantly in households making more than \$100,000 annually.
- Eight of the top ten largest occupations in New York, which account for nearly 2 million jobs, pay less than \$30,000 annually.
- Home Health and Personal Care Aides positions are expected to grow by 122,000 jobs in the next 10 years paying \$33,500 annually.

Emerging sectors will create new opportunities for mobility

- The semiconductor industry is expected to create nearly 40,000 construction and supply chain jobs and 9,000 industry specific jobs in New York once Micron Technologies begins to fully operate.
- Increased federal investment in infrastructure spending could lead to nearly 900,000 jobs in New York State.
- The cannabis industry is expected to create 50,000 jobs by 2027.
- Clean energy continues to be a priority in New York, with the largest concentration of jobs in energy efficiency and renewable electric power generation.

To truly recover, more New Yorkers need skills in demand

- Approximately 36.4 percent of New Yorkers (5.1 million) 25 years or older have a high school diploma/equivalency or less, and nearly 1.7 million New Yorkers have less than a 9th grade education.
- 24 percent of New Yorkers, 1.6 million people, have some college but not a degree.
- Nationally, the most commonly funded Workforce Innovation and Opportunity (WIOA) training includes Heavy Tractor-Trailer Truck Driving; Registered Nurses; Licensed Practical Nurses; Nursing Assistants and Medical Assistants.

WHO IS WORKING IN NEW YORK

9.1%

UNEMPLOYMENT RATE IN NEW YORK STATE WHEN INCLUDING PART-TIME AND MARGINALLY ATTACHED WORKERS

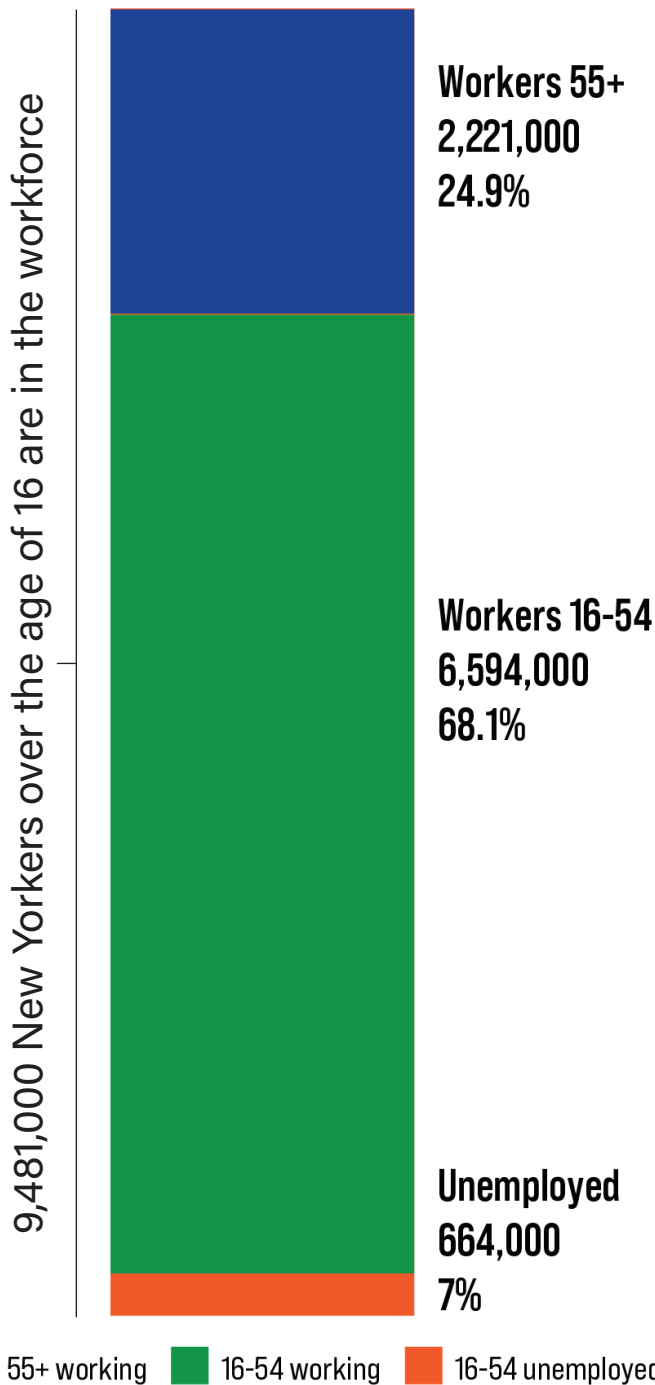
1M

WORKING-AGE ADULTS WITH A DISABILITY IN NEW YORK STATE

25%

OF WORKERS ARE 55 YEARS OLD OR OLDER

NEW YORK'S LABOR FORCE¹



According to the New York State Department of Labor, New York's seasonally adjusted unemployment rate was 4.3 percent in November 2022. New York City's unemployment rate, the highest in the State, remained at 5.8 percent, while Upstate's unemployment rate was unchanged at 3.3 percent². However if we consider the total unemployed persons (U-6) in New York, including marginally attached workers and the total employed part time for economic reasons, the overall unemployment rate increases significantly to 9.1 percent.

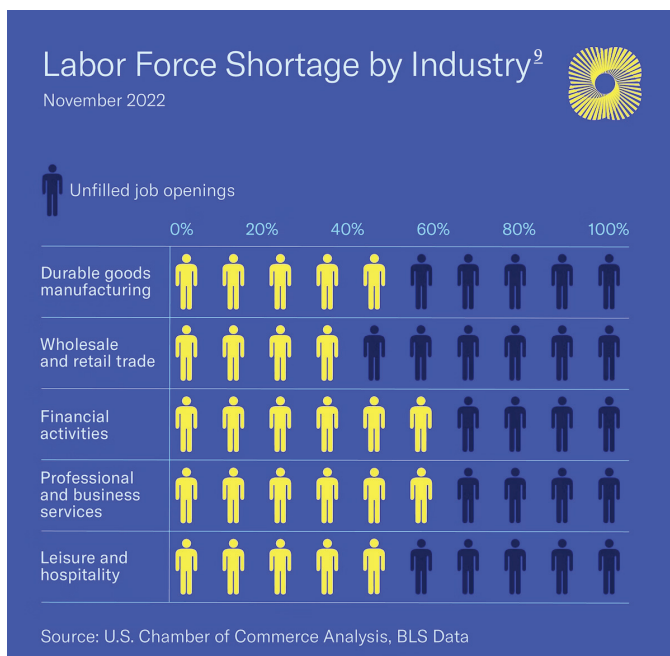
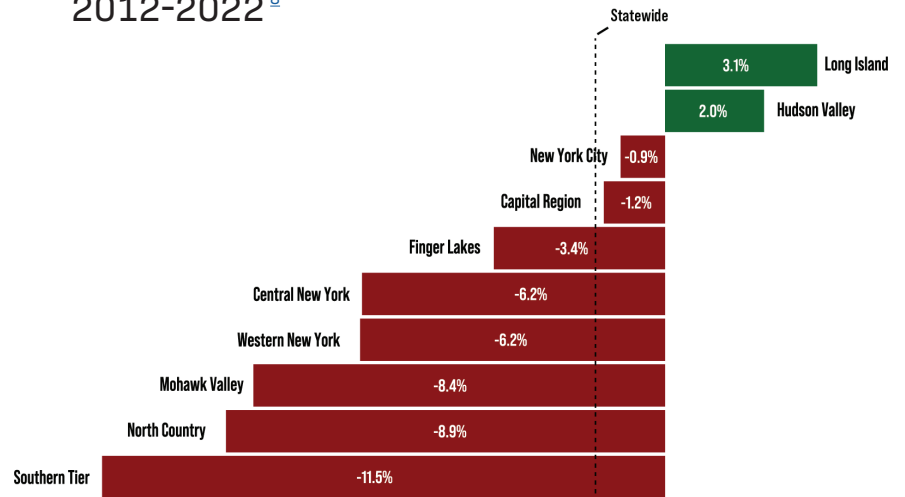
Over the last decade, regional labor force participation has declined nearly a full percentage point³. The share of people available for work in a region influences the dynamics of the labor force and New York's downward trend started before the COVID-19 pandemic, largely driven by lower birth rates and outmigration. This reduction in available labor force creates a very tight labor market across New York, meaning the State must maximize underutilized potential labor.

The State's overall labor force (seasonally adjusted) decreased by 1,000, holding at 60.5 percent in November 2022⁴. There are regional differences in the percentage of working age adults. Nearly all regions in New York experienced a decline in available workers between 2012-2022. Long Island and the Hudson Valley regions experienced nominal growth; the remaining regions ranged from -0.9 percent in New York City to -11.5 percent in the Southern Tier⁵.

New York is relatively more reliant on workers 55 and older. They make up 24.9 percent of New York's workforce compared to 23.4 percent nationally. New York's retirement eligible workforce participates at the same level as nationally, while the rate for 16-24 year olds was nine points below the national average in 2021 (55.5 percent nationally, 46.4 percent in New York)⁶.

However, despite significant gains over the last year in the employment rate, New York, as much of the United States, is still contending with significant impacts from the “Great Resignation.” In a recent article, the Society of Human Resource Managers shared that “Turnover has not been distributed evenly across the country. The South has the highest percentage of workers quitting their jobs, at 3.1 percent. Meanwhile, 2.6 percent and 2.5 percent of workers have quit in the Midwest and the West, respectively, while only 1.9 percent of those in the Northeast have quit⁷.”

REGIONAL CHANGES IN THE LABOR FORCE: 2012-2022⁸



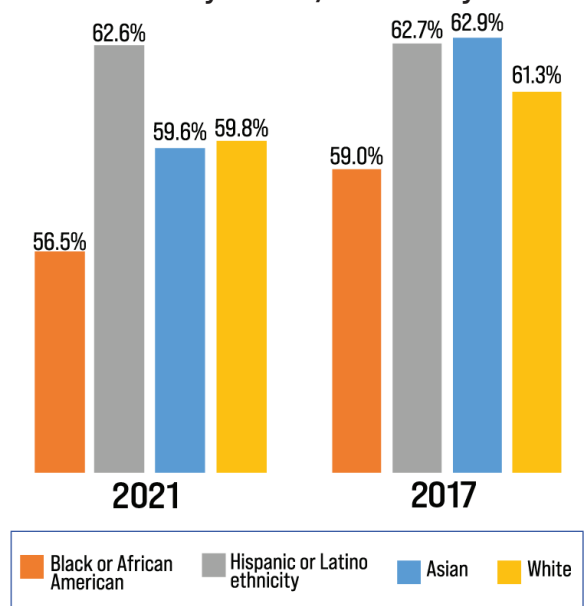
In a tight labor market, employers may need to tap into often underutilized talent pools. These are individuals who are willing and able to work, but are often overlooked or may lack the appropriate skills, experience, and opportunities to access better employment. This includes individuals with disabilities or New Yorkers that are formerly incarcerated.

Labor market participation has recovered to pre-pandemic rates for Hispanic and Latino workers; attributed to essential jobs being dominated by Hispanic workers. Per the U.S. Bureau of Labor Statistics, the Hispanic labor force participation rate is higher than non-Hispanics because they tend to be younger and in the prime age working group, 25-54 years old¹⁰. Conversely, workers identifying as Black or African American and Asian, have not yet recovered.

In a report issued by the NYS Comptroller’s Office, there are an estimated 1 million working-age adults with a disability in New York, however only 33 percent are employed¹². Although the COVID-19 pandemic greatly impacted unemployment for all New Yorkers, people with disabilities suffered a significant increase. The unemployment rate for people with a disability averaged 16.2 percent through March of 2021, an increase of 8.9 percent over the prior year, according to NYS Department of Labor data¹³.

Another overlooked population are people who are formerly incarcerated. The Prison Policy Institute has reported that long before the COVID-19 pandemic, formerly incarcerated people, on average faced an unemployment rate of 27 percent nationally¹⁴. Research has indicated that having a job following release has been shown to reduce recidivism, and individuals are less likely to commit crimes when they have stable, full-time employment.

Labor Force Participation Rate by Race/Ethnicity¹¹



NEW YORK'S ECONOMIC LANDSCAPE

8M

JOBS ARE WITHIN THE TOP 8 SECTORS ACROSS NEW YORK

8 OUT OF 10

OF NEW YORK'S LARGEST OCCUPATIONS PAY LESS THAN \$30K PER YEAR

37%

OF NEW YORK CITY RESIDENTS ARE WORKING REMOTELY

According to the NYS Department of Labor, in November 2022 the number of private sector jobs in the State was 8,080,900, of which around 8 million jobs are within the top sectors in the State: Accommodations & Food Services, Construction; Finance and Insurance; Government; Healthcare; Manufacturing; Professional Services; and Retail¹⁵. Education and Health Services saw the largest increase of approximately 78,000 jobs over the year. However, Leisure and Hospitality was close behind with a 9 percent increase or approximately 71,700 jobs¹⁶. Private sector growth in the State was 3.6 percent exceeding national growth¹⁷.

Other trends include continued growth in material moving across the nation. Per to the American Trucking Associations, the industry's current shortage of over 80,000 truck drivers

TOP 5 SECTORS BY REGION¹⁸

Capital Region					
Central NY					
Finger Lakes					
Hudson Valley					
Long Island					
Mohawk Valley					
New York City					
North Country					
Southern Tier					
Western NY					
Statewide					



CHANGE IN JOBS BY SECTOR (NOVEMBER 2022)²¹

Educational & Health Services*	+77,900
Leisure & Hospitality	+71,700
Professional & Business Services	+66,100
Government**	+21,400
Other Services	+17,300
Information	+12,800
Trade, Transportation & Utilities	+12,000
Financial Activities	+9,800
Manufacturing	+7,600
Construction	+5,700
National Resources & Mining	+100

*Educational and health services is in the private sector. **Government includes public education and public health services.

could grow to over 160,000 by 2030¹⁹. The sector considers the following contributing factors in the national driver shortage: retirements, the challenging lifestyle, and regulatory pressures leading some drivers to leave the industry²⁰.

A sector of the labor market typically insulated from turnover is municipal government, however it has been widely reported that from the start of the COVID-19 pandemic through March 2022 municipal employment fell by 300,300 jobs or 4.8 percent²². The Citizens Budget Commission, by comparison, reported that the City of New York had nearly an 8 percent vacancy rate, attributed to workers quitting due to interest in remote working or retirement²³.

As the U.S. enters the third year of the COVID-19 pandemic it has become clear that remote work has impacted the working habits of many Americans. In April 2020, the U.S. Census Bureau launched the Household Pulse Survey, to measure how the COVID-19 pandemic is impacting

households across the country from a social and economic perspective. The data shows an uneven distribution of remote work dependent on job and wages. Throughout the COVID-19 pandemic, more than half of U.S. households earning at least \$100,000 annually reported an individual working from home. Whereas, less than a quarter of households with income below \$50,000 reported remote working²⁴.

According to the Household Pulse survey, 4.5 percent of people in New York City reported remote working in 2019. This jumped to 45.2 percent in August 2020. It has remained relatively stable at 36.6 percent as of August 2022, 7.4 percent higher than the national average²⁵. Due to the sheer volume of more than 9 million workers concentrated in New York City, the changes to worker commutation patterns and public transit use are concerning²⁶.































The ability to work remotely varies greatly by sector. The U.S. Bureau of Labor Statistics conducted the Business Response Survey to assess how employers responded to the COVID-19 pandemic. Among service sector firms, an average of 30 percent of employees were estimated to now work remotely at least some of the time—up from 9 percent before the COVID-19 pandemic²⁷. In contrast, among manufacturers only 9 percent were said to be doing some work remotely, versus 3 percent before the COVID-19 pandemic. Looking ahead to a year from now, the average firm expected this percentage share to decline only moderately to 18 percent, whereas the average manufacturer saw it holding steady at 7 percent²⁸.

REMOTE WORK BY SECTOR²⁹

IN-PERSON	
Agriculture	94.3%
Retail trade	93.1%
Construction	90.8%
Transportation	89.1%
Manufacturing	87.6%
Arts	85.9%
Wholesale trade	73.5%
POTENTIALLY REMOTE WORK ELIGIBLE	
Wholesale trade	73.5%
Educational Services	63.7%
Finance and Insurance	54.9%
Professional, Scientific & Management	53.7%
Information	32.0%

Eight of the ten largest occupations statewide, accounting for 2 million jobs, require a high school diploma or less. And, even at the median pay only two occupations, which require a bachelor's degree, exceeds New York's 2022-2023 Income Guideline poverty level of **\$55,500** for a family of four³⁰.

10 LARGEST OCCUPATIONS STATEWIDE AND EDUCATION FOR ENTRY³¹

	# of Jobs	Entry Pay	Median Pay	Experienced Pay
Home Health and Personal Care Aides ^H	479K	 \$29K	 \$34K	 \$37K
Retail Salespersons ^N	221K	 \$28K	 \$37K	 \$37K
General and Operations Managers ^B	197K	 \$48K	 \$145K	 \$206K
Registered Nurses ^B	183K	 \$61K	 \$93K	 \$102K
Cashiers ^N	178K	 \$26K	 \$32K	 \$34K
Fast Food and Counter Workers ^N	162K	 \$28K	 \$31K	 \$31K
Janitors and Cleaners, Except Maids and Housekeeping Cleaners ^N	161K	 \$29K	 \$39K	 \$47K
Secretaries and Administrative Assistants, Except Legal, Medical and Executive ^H	157K	 \$30K	 \$45K	 \$49K
Customer Service Representatives ^H	141K	 \$29K	 \$45K	 \$49K
Office Clerks, General ^H	134K	 \$29K	 \$42K	 \$47K

Education for Entry		
^B Bachelor's degree	^H High school diploma or equivalent	^N No formal educational credential

2022-2023 Federal Income Guidelines identify New York's poverty level for a family of four at \$55,500³²

EMERGING OPPORTUNITIES

165K

ESTIMATED JOBS IN CLEAN ENERGY
ACROSS NEW YORK STATE

\$5B

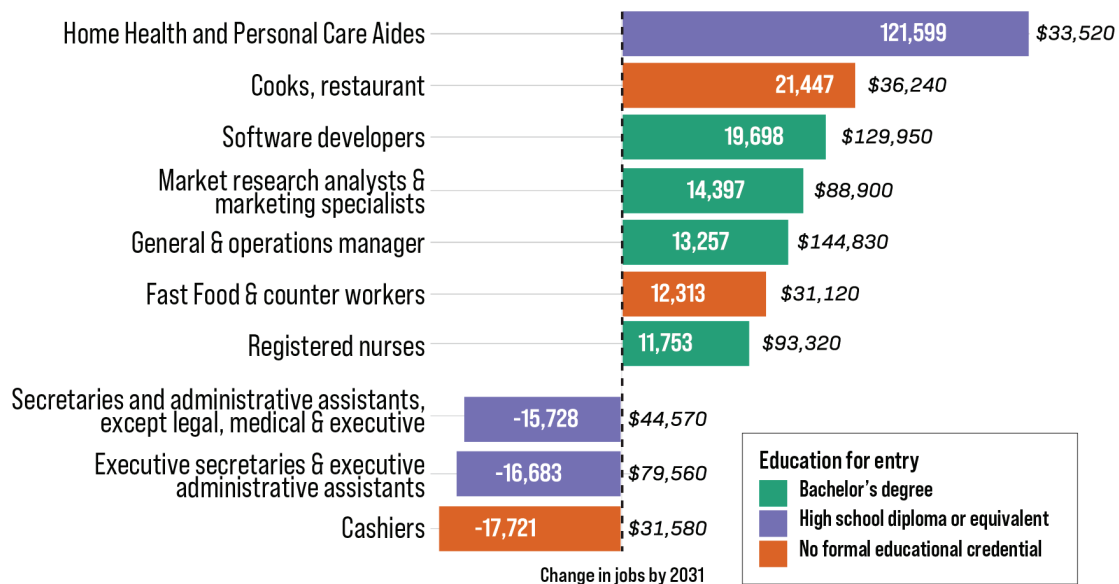
ESTIMATED FEDERAL
INFRASTRUCTURE INVESTMENT
IN NEW YORK STATE

\$35K

THE AVERAGE WAGE OF
THE TOP TWO GROWING
OCCUPATIONS IN NYS

By 2031, some of the occupations that will make up the largest share of jobs, like Secretaries and Administrative Assistants and Cashiers, are expected to see a decline in openings, most likely due to automation. However, the highest paid occupations, including software developers and general operations managers require significant postsecondary education. Additionally, Home Health and Personal Care Aide positions are expected to grow by over 120,000 jobs and pay well under a living wage³³.

CHANGE IN JOBS IN NYS BY 2031 BY REQUIRED EDUCATION LEVEL AND AVERAGE ANNUAL PAY (2021)³⁴

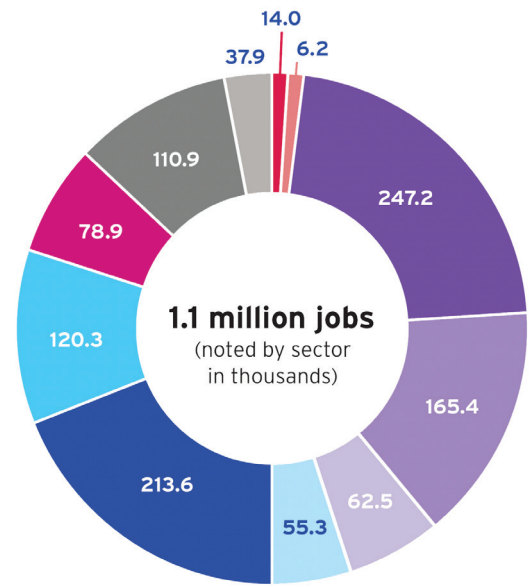


Several industries including clean energy, semiconductor manufacturing, infrastructure, and cannabis are emerging in New York State providing new opportunities for work and economic mobility.

On November 5, 2021, the U.S House of Representatives passed the Infrastructure Investment and Jobs Act (IIJA)³⁵, bipartisan legislation to invest in the nation's infrastructure, including funding for roads and bridges, rail, transit, ports, airports, the electric grid, water systems, broadband, and other priorities. It is expected that close to \$5 billion dollars will be allocated to New York³⁶. The Georgetown Center for Education and Workforce estimates that in New York alone, this could lead to nearly 900,000 jobs³⁷. This is concerning because in 2020, New York State had the fourth-largest construction sector in the nation, but also had the highest job losses. The loss of 44,400 construction jobs was the State's worst annual decline in more than 25 years. New York City accounted for more than half the industry's statewide job losses. The City's construction employment declined by 14.4 percent in 2020, worse than for the private sector overall³⁸.

According to the Semiconductor Industry Association the estimated size of the U.S. workforce in the sector was approximately 1.85 million in 2020³⁹. This included workers in jobs such as research and fabrication facilities where semiconductors are designed and manufactured, integrated device manufacturers, foundries, and other establishments involved in supporting the industry. Nationally, the workforce is expected to grow by another 2.13 million jobs by 2027⁴⁰. New York will be seeing a share of this growth as Micron Technology announced it would be building a new megafab starting in 2024 potentially creating nearly 40,000 supply chain and construction jobs in New York⁴¹, and approximately 9,000 jobs once the fab opens⁴².

Nationally in 2020, cannabis provided between 240,000 and 321,000 full-time jobs. This means that there are roughly as many cannabis workers in states with legal markets as there are professional firefighters (294,520) in the entire United States⁴⁴. In a recent report, the New School estimates more than 50,000 jobs will be created by 2027 as a result of adult-use legalization in New York⁴⁵. Most jobs will require some training and are expected to range from bud tenders and construction workers to chemists, botanists and engineers⁴⁶. In an effort to better communicate the potential opportunities, Cornell University and the Workforce Development Institute have launched the NYS Cannabis Workforce Initiative. This work includes a job catalog of over thirty common occupations, and details about the education and experience needed⁴⁷.



Jobs impact by sector of a \$50 billion federal semiconductor manufacturing incentive program, 2021-2026

- Natural resources and mining
- Construction
- Manufacturing
- Trade, transportation, and utilities
- Information
- Financial activities
- Professional and business services
- Education and health services
- Leisure and hospitality
- Other services
- Government

CLEAN ENERGY EMPLOYMENT BY TECHNOLOGY (NUMBER OF JOBS, DECEMBER 2021)⁴⁸

123K	<p>Renewable Electric Power Generation: 8% job increase* Includes solar, wind, geothermal, low-impact hydropower, and other renewable generation technologies.</p>
25K	<p>Energy Efficiency: 2% job increase* Energy efficiency technologies are commercially available throughout the State. Includes lighting, ENERGY STAR(R) appliances (including HVAC), insulation, advanced building materials, renewable heating and cooling, and other efficient technologies.</p>
11K	<p>Clean and Alternative Transportation: 26% job increase** Includes electric, hybrid, plug-in hybrid, and fuel cell/hydrogen vehicles, natural gas and other alternative fuel buses, and transportation storage.</p>
2.7K	<p>Renewable Fuels: 3% job increase** Includes renewable biofuels such as wood pellets and ethanol.</p>
2.5K	<p>Grid Modernization and Energy Storage: 8% job increase* Includes smart grid, microgrid, demand response management, and energy storage.</p>

*Compared to 2020 numbers

According to the NYS Energy Research Development Authority (NYSERDA), the State continues to see growth in clean energy jobs – topping 165,000 in 2021⁴⁹. The largest concentration is in energy efficiency, accounting for 76 percent of the jobs, followed by renewable electric power generation at 15 percent of the jobs. NYSERDA also expects that over the next decade the State will see significant growth in its offshore wind labor market. By 2030, this industry is expected to grow to just over 6,000 offshore wind workers. Most offshore wind jobs will be concentrated in the construction and manufacturing industries⁵⁰.

PATHWAYS TO WORK

36.4%

NEW YORKERS WITH A HIGH SCHOOL DIPLOMA OR LESS

69

NEW APPRENTICESHIP PROGRAMS

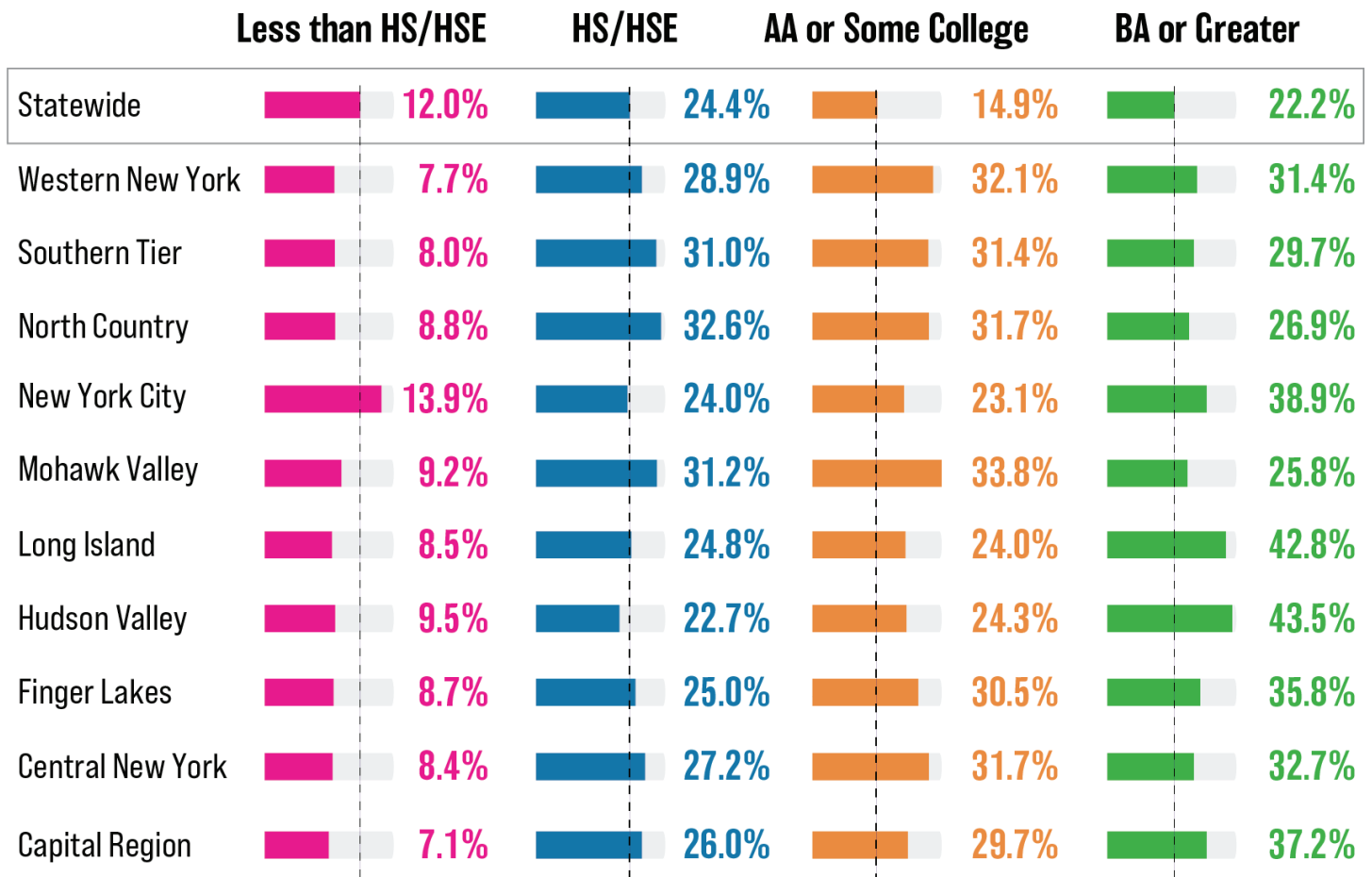
61%

OF ENGLISH LANGUAGE LEARNERS IN NEW YORK GRADUATE HIGH SCHOOL

In September, the National Assessment of Education Progress released its long-term trend scores, which indicated that student learning saw the biggest drops in math and reading in 30 years⁵¹. Based on the latest available data, approximately 86 percent of public high school students graduated in 2021. A high school diploma is a critical credential in today's economy, and completing high school and being prepared for college is essential to college success. Students from low-income families graduate at a rate of 10 percent less than their counterparts, while only 64 percent of students with disabilities graduate and only 61 percent of English Language Learners graduate. Students with the lowest graduation rates are foster youth at 49 percent⁵².

Currently, jobs requiring a high school diploma have the greatest share of jobs in New York (911K); however, wages are significantly lower compared to jobs requiring an Associates Degree or higher. Approximately 36.4 percent (5.1 million) of New Yorkers 25+ have a high school diploma/equivalency or less⁵³.

EDUCATIONAL ATTAINMENT BY REGION⁵⁴



NEW YORKERS SERVED IN PROGRAM YEAR 2020

175,755⁵⁵

Under WIOA Adult, Dislocated Worker, Youth and Wagner Peyser programs

38,991⁵⁶

Under WIOA Title II Adult Education Programs

Of the population 25 years and over in New York, 24 percent have some College or Associates Degree with 1,609,752 people have some college but no degree⁵⁸.

Another pathway to access education, training, and employment is the federally funded Workforce Innovation and Opportunity Act (WIOA) programs. WIOA programs provide services through a network of Career Centers, also known as American Job Centers, ranging from prevocational services, like resume writing and job coaching through employment, to occupational training services. The bulk of services are provided to adults over age 18 and the vast majority are unemployed at enrollment.

WIOA FUNDED TRAINING MOST COMMON OCCUPATIONS NATIONALLY, 2020⁵⁹

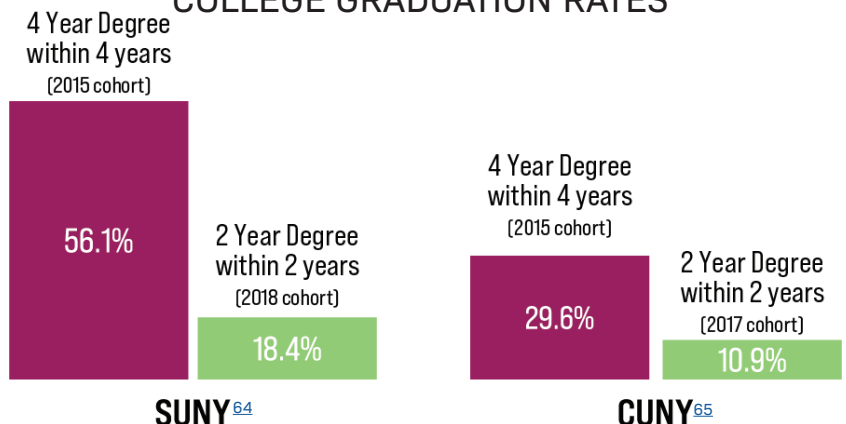
- | | |
|---|--|
| 1. Heavy and Tractor-Trailer Truck Drivers | 11. Electricians |
| 2. Registered Nurses | 12. Security Guards |
| 3. Licensed Practical and Licensed Vocational Nurses | 13. Production Workers, All Other |
| 4. Nursing Assistants | 14. Helper--Production Workers |
| 5. Medical Assistants | 15. Medical Secretaries |
| 6. Welders, Cutters, Solderers, and Brazers | 16. Emergency Medical Technicians and Paramedics |
| 7. Dental Assistants | 17. Computer User Support Specialists |
| 8. Medical Records and Health Information Technicians | 18. Engineering Technicians, Except Drafters, All Others |
| 9. Heating, Air Conditioning and Refrigeration Mechanics and Installers | 19. Pharmacy Technicians |
| 10. Phlebotomists | 20. Customer Service Representatives |

In Program Year 2020, 175,755 New Yorkers were served under the WIOA Adult, Dislocated Worker, Youth and Wagner Peyser programs, and nearly 40,000 New Yorkers were served under the WIOA Title II Adult Education Programs. Nationally, healthcare occupations dominated the most funded WIOA training, which is unsurprising as Healthcare is a top employment sector in the U.S. and in every region of New York.

Apprenticeships are another tool used to increase the pipeline of skilled workers. In New York, apprenticeships continue to be largely focused in the trades. At the end of 2021 the New York State Apprenticeship program had 17,498 active apprentices, including 4,300 new apprentices at 636 sponsors. Of the 954 programs, 69 were new programs, of which 45 were outside of the building and construction trades. The State issued 3,832 Certificates of Completion in 2021⁶⁰. By comparison, California had nearly 80,000 active apprentices in 866 programs, and nearly 13,000 Completions in 2021⁶¹.

Almost 2 million people are enrolled at SUNY and CUNY, of which over half of students are in continuing education and adult programs. Enrollment across all institutions has declined by nearly 100,000 students at SUNY⁶² and 10,000 students at CUNY in the last decade⁶³ causing concern about the ability to train enough New Yorkers for good jobs.

COLLEGE GRADUATION RATES



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