



# WOMEN

*in the Workforce*

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Workforce Guidance and Information for  
Women Evaluation Report 2024

DECEMBER 2024

**WE ARE YOUR DOL**



## 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. This report, required by Chapter 460 of the Laws of 2016, furthers that mission by articulating our efforts 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 38.3% for 2018-2022. This compares to 42.6% for the period considered in last year's report (2017-2021).

### 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.

### FOR THE PERIOD OF OCTOBER 1, 2023 TO SEPTEMBER 30, 2024:

- The Department referred 10,610 women to counseling or skills development and training for jobs and careers that offer high earning potential; and
- The Department referred 2,335 women to jobs and careers that offer high earning potential.

## 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.

Governor Kathy Hochul, the first woman governor of New York State, marked the 102nd anniversary of women's constitutional right to vote by directing the Department of Labor to build on its previous work in 2018 examining the gender wage gap (*Closing the Gender Pay Gap in New York State*) and to do so through the lens of the COVID-19 pandemic and its impact on women in the workforce. The follow-up report, *The Gender Pay Gap in the Pandemic Era* (<https://nysdolreports.com/gwg/2023-gwgreport/>) was released on Equal Pay Day, March 14, 2023.

In the continued effort to shed light on and address the Gender Wage Gap in New York State, the Department of Labor is providing yearly updates to the comprehensive **2023 Gender Wage Gap report**. Below are some more recent findings and data:

- Women in New York State earned 87.5 cents for every dollar earned by men in 2022, a significantly smaller gap than the national average of 82.0 cents. In 2022, the median earnings for women working full-time and year-round in New York State was \$60,900 compared to \$69,668 for men. New York had the third smallest wage gap among states in the U.S, behind Vermont and California.
- The gender wage gap in New York widened slightly in 2022 from 2021 when the gap was 88.2 cents but remains smaller than it was prior to the COVID-19 pandemic (85.5 cents in 2019).
- Wage gap calculations typically include only full-time, year-round workers which leaves out many women who work part time or for part of the year. In New York State, 72.0% of working men 16 to 64 years old worked full-time, year-round compared to 62.1% of female workers in 2022. When the wage gap calculation includes all workers, women earned 79.4 cents for every dollar earned by men.

- While women at the beginning of their careers have edged towards pay parity, the wage gap increases as they age. Women aged 25 to 34 in New York State earned 94.9 cents for every dollar of their male counterparts in 2022; the pay disparity grew to 79.1 cents for women aged 65 and older.
- The gender pay gap continues to be substantially larger for women of color compared to non-Hispanic White women and Asian women in New York and nationally. For every dollar earned by White, non-Hispanic men in New York State, Hispanic or Latina women earned 59.4 cents, and Black and African American women earned 65.4 cents, while White women earned 82.7 cents and Asian women earned 84.6 cents.
- While women in New York State are now earning postsecondary degrees at a higher rate than men (41.5% of women 25 and over have a bachelor's degree or higher vs. 38.3% of men), they are still subject to a pay gap upon graduation. Women with a bachelor's degree earn 19.7% less than their male peers, while women with a graduate or professional degree earn 20.3% less. In fact, women with advanced degrees earn less than men with only a bachelor's degree.
- Some of the widening in the pay gap reflects the disproportionate impact of family responsibilities on women's careers, also known as the "motherhood penalty." Parenthood leads many women to either take time away from the workforce or reduce their work hours which results in negative impacts on their earnings. In 2022, 93.0% of men with children under 18 participated in the labor force compared to just 76.7% of mothers. Based on data from public use files from the Bureau of Labor Statistics' Current Population Survey, women aged 25 to 34 with children under 18 were paid 88.2 cents for every dollar fathers of a similar age earned; that gap grew to 75.5 cents for mothers aged 35 to 44. Meanwhile, women aged 35 to 44 without children earn 94.7% of their male counterparts.
- Overall, full-time, year-round employment for women declined by 27,800 from 2019 to 2022 in New York State. Over the same period, there were 65,100 fewer men employed, however, men still accounted for a higher share of the full-time, year-round employment in 2022 (54.9%). Employment losses for women were centered in service occupations, including personal care and service occupations, healthcare support occupations, and food preparation and serving related occupations. Women and men experienced job gains in management, business, science, and arts occupations where women were paid 80.1 cents for every dollar men earned in 2022.

Among the policy recommendations to close the wage gap in the 2023 Gender Wage Gap report, the implementation of the recommendations of the 2020 Child Care Task Force Report is on the list, as access to affordable childcare remains critically important. Also, an increase in pay for low wage workers and expansion of paid parental leave to the union-represented state workforce are included. The full list of recommendations can be seen in the report on the **Gender Wage Gap Hub**. Other NYS Department of Labor reports relevant to the topic, including a recent NYS Department of Labor report on **Child Care in NYS**, and **Women in the Workforce** can also be accessed on the Hub.

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 studied data from the U.S. Census Bureau’s American Community Survey (ACS) for the time period 2018-2022 to determine the high earning potential occupations, and to determine the ratio of women employed in such occupations. (The time period under consideration in last year’s report was 2017-2021.) Based on these data, the Department defined occupations with high earning potential as those with median earnings greater than \$94,750 (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 47.8% of the total civilian labor force in New York State. In the time period under consideration, they comprise a higher share of employment in only two occupational groups with higher earnings potential, as defined above: Healthcare Practitioners and Technical (49.0%) and Life, Physical, and Social Sciences (56.3%). 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 the time period from 2018-2022, women are represented in careers with higher earnings potential at a rate of 38.3% in New York State. For the previous time period considered, 2017-2021, the equivalent rate was 42.6%.

TABLE 1: OCCUPATIONS WITH HIGH EARNING POTENTIAL\*

SOC**	OCCUPATION TITLE	TOTAL EMPLOYMENT IN NEW YORK STATE	% OF WOMEN
<b>Total***</b>		<b>1,448,529</b>	<b>38.3%</b>
<b>Architecture and Engineering</b>		<b>90,723</b>	<b>18.3%</b>
172011	Aerospace Engineers	2,688	11.3%
171011	Architects, Except Landscape And Naval	16,980	29.6%
172041	Chemical Engineers	2,346	18.5%
172051	Civil Engineers	21,355	18.4%
172061	Computer Hardware Engineers	2,752	0
172070	Electrical And Electronics Engineers	10,631	11.0%
172110	Industrial Engineers, Including Health And Safety	8,277	19.9%
172121	Marine Engineers And Naval Architects	178	n/a
172131	Materials Engineers	1,891	17.9%
1721XX	Petroleum, Mining And Geological Engineers including Mine Safety	n/a	n/a
1721YY	Other Engineers	23,483	14.6%
<b>Business and Financial Operations</b>		<b>173,767</b>	<b>39.2%</b>
131021	Buyers And Purchasing Agents, Farm Products	n/a	n/a
131041	Compliance Officers	18,334	54.8%
132041	Credit Analysts	2,185	34.5%
132051	Financial And Investment Analysts	29,418	33.7%
132061	Financial Examiners	1,650	60.0%

SOC**	OCCUPATION TITLE	TOTAL EMPLOYMENT IN NEW YORK STATE	% OF WOMEN
131111	Management Analysts	45,709	41.2%
132052	Personal Financial Advisors	31,539	25.2%
131082	Project Management Specialists	37,657	44.4%
1320XX	Other Financial Specialists	7,075	40.5%
<b>Computer and Mathematical Science</b>		<b>158,770</b>	<b>24.2%</b>
152011	Actuaries	2,550	24.4%
151221	Computer And Information Research Scientists	1,472	28.9%
151241	Computer Network Architects	4,331	5.9%
151251	Computer Programmers	21,327	21.8%
151211	Computer Systems Analysts	31,857	38.4%
15124X	Database Administrators and Architects	5,897	35.1%
151212	Information Security Analysts	5,047	12.2%
151252	Software Developers	63,989	14.8%
1520XX	Other Mathematical Science Occupations	15,015	42.6%
<b>Education, Training, and Library</b>		<b>74,907</b>	<b>47.6%</b>
251000	Postsecondary Teachers	74,907	47.6%
<b>Healthcare Practitioners and Technical</b>		<b>130,017</b>	<b>49.0%</b>
292031	Cardiovascular Technologists and Technicians	2,617	64.1%
291011	Chiropractors	2,478	20.3%
291020	Dentists	6,456	31.3%
292035	Magnetic Resonance Imaging Technologists	2,836	33.7%
29203X	Nuclear Medicine Technologists & Medical Dosimetrists	2,295	41.7%
291151	Nurse Anesthetists	1,230	56.8%
2911XX	Nurse Practitioners, And Nurse Midwives	12,057	88.2%
291041	Optometrists	1,428	43.7%
291051	Pharmacists	15,702	54.9%
291071	Physician Assistants	11,985	63.9%
291210	Physicians	63,048	41.4%
291081	Podiatrists	929	n/a
291240	Surgeons	3,276	20.8%
291131	Veterinarians	3,680	65.4%

SOC**	OCCUPATION TITLE	TOTAL EMPLOYMENT IN NEW YORK STATE	% OF WOMEN
<b>Installation, Maintenance, and Repair</b>		<b>4,540</b>	<b>n/a</b>
499051	Electrical Power-Line Installers And Repairers	4,478	n/a
499096	Riggers	n/a	n/a
<b>Legal</b>		<b>113,087</b>	<b>40.2%</b>
231012	Judicial Law Clerks	885	64.0%
2310XX	Lawyers, Judges, Magistrates And Other Judicial Workers	112,202	40.0%
<b>Life, Physical, and Social Science</b>		<b>14,544</b>	<b>56.3%</b>
192021	Atmospheric And Space Scientists	524	n/a
193033	Clinical And Counseling Psychologists	1,100	68.9%
193011	Economists	2,344	21.5%
19303X	Other Psychologists	8,366	66.5%
1930XX	Other Social Scientists	2,210	56.6%
<b>Management</b>		<b>595,836</b>	<b>43.9%</b>
112011	Advertising And Promotions Managers	7,625	50.5%
119041	Architectural And Engineering Managers	8,272	12.7%
1110XX	Chief Executives And Legislators	85,279	31.3%
113111	Compensation And Benefits Managers	1,273	85.0%
113021	Computer And Information Systems Managers	33,456	25.2%
119030	Education And Childcare Administrators	64,685	63.1%
113031	Financial Managers	92,725	48.3%
113121	Human Resources Managers	14,746	70.5%
112021	Marketing Managers	38,331	64.7%
112030	Public Relations And Fundraising Managers	5,944	68.0%
112022	Sales Managers	25,085	37.4%
113131	Training And Development Managers	2,995	58.5%
1191XX	Other Managers	215,420	39.2%
<b>Production</b>		<b>1,812</b>	<b>n/a</b>
518010	Power Plant Operators, Distributors, And Dispatchers	1,812	n/a

SOC**	OCCUPATION TITLE	TOTAL EMPLOYMENT IN NEW YORK STATE	% OF WOMEN
<b>Protective Service</b>		<b>40,489</b>	<b>10.7%</b>
333021	Detectives And Criminal Investigators	12,152	22.9%
332011	Firefighters	18,569	1.9%
331021	First-Line Supervisors Of Fire Fighting And Prevention Workers	2,379	n/a
331012	First-Line Supervisors Of Police And Detectives	7,389	14.3%
<b>Sales and Related</b>		<b>43,225</b>	<b>28.1%</b>
413011	Advertising Sales Agents	11,107	50.2%
419031	Sales Engineers	2,039	n/a
413031	Securities, Commodities, And Financial Services Sales Agents	30,079	21.5%
<b>Transportation and Material Moving</b>		<b>6,812</b>	<b>6.9%</b>
532020	Air Traffic Controllers And Airfield Operations Specialists	1,173	n/a
532010	Aircraft Pilots and Flight Engineers	2,068	n/a
534010	Locomotive Engineers And Operators	2,819	n/a
5350XX	Sailors And Marine Oilers, And Ship Engineers	752	n/a

\* Data from the U.S. Census Bureau's American Community Survey ("ACS") for the time period 2018-2022 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 2017-2021.

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

\*\*\* The occupations shown are based on the 2022 5-year ACS list of occupations that had median earnings greater than the 70th percentile (\$94,750) 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 100 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 the following.

### 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
- Resume preparation
- Networking
- Managing stress
- Salary negotiations
- Finances and budgeting
- Transferring skills
- 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 12,350 training programs across high-growth industries through a Department partnership with Coursera, 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 Department of Labor. 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 [dol.ny.gov/career-centers](https://dol.ny.gov/career-centers).

## **POTENTIAL JOBS**

The primary tool for up-to-date job listings is the New York State Job Bank ([newyork.usnlx.com](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 251,000 job openings from more than 18,000 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 the time period October 1, 2023 through September 30, 2024.

**TABLE 2: CUSTOMERS REFERRED TO COUNSELING OR SKILLS DEVELOPMENT AND TRAINING SERVICES**  
(October 1, 2023-September 30, 2024)

GENDER/SERVICE LEVEL	WOMEN	MEN	N/A	TOTAL
<b>All Customers</b>	<b>170,782</b>	<b>203,114</b>	<b>4,302</b>	<b>378,198</b>
% of All Customers	45.20%	53.70%	1.10%	
<b>Referred to Counseling or Skills Dev. &amp; Job Training</b>	<b>65,781</b>	<b>79,707</b>	<b>1,650</b>	<b>147,138</b>
% Referred to Counseling or Skills Dev. & Job Training	44.70%	54.20%	1.10%	
<b>Customers Seeking High Earning Potential Occupations</b>	<b>31,731</b>	<b>39,176</b>	<b>643</b>	<b>71,550</b>
% of Customers Seeking These Occupations	44.30%	54.80%	0.90%	
<b>Referred to Counseling Services or Skills Dev. &amp; Job Training</b>	<b>10,610</b>	<b>13,811</b>	<b>200</b>	<b>24,621</b>
% of Total Customers Referred	43.10%	56.10%	0.80%	

*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, 2023 through September 30, 2024. This table varies from the prior year's report as the individual occupations included in the high earnings potential category changes over time. For example, referrals to jobs in the Healthcare Practitioners and Technical group are significantly lower (86) than the prior year (770) when registered nurses were included. For this report, the median earnings of registered nurses as defined in Table 1 above did not meet the high earnings potential cutoff.

**TABLE 3: REFERRALS TO JOBS WITH HIGH EARNING POTENTIAL, BY OCCUPATIONAL CATEGORY\***  
(October 1, 2023-September 30, 2024)

OCCUPATIONAL CATEGORY	WOMEN	MEN	TOTAL
<b>Total, all high earning potential occupations</b>	<b>2,335</b>	<b>3,423</b>	<b>5,758</b>
% of Total	40.60%	59.40%	100.00%
<b>Management</b>	<b>1,457</b>	<b>1,751</b>	<b>3,208</b>
% of Total	45.40%	54.60%	100.00%
<b>Business and Financial Operations</b>	<b>357</b>	<b>476</b>	<b>833</b>
% of Total	42.90%	57.10%	100.00%
<b>Computer and Mathematical</b>	<b>204</b>	<b>641</b>	<b>845</b>
% of Total	24.10%	75.90%	100.00%
<b>Architecture and Engineering</b>	<b>45</b>	<b>257</b>	<b>302</b>
% of Total	14.90%	85.10%	100.00%
<b>Life, Physical, and Social Science</b>	-	-	-
% of Total	-	-	-
<b>Legal</b>	<b>45</b>	<b>38</b>	<b>83</b>
% of Total	54.20%	45.80%	100.00%
<b>Educational Instruction and Library</b>	<b>46</b>	<b>56</b>	<b>102</b>
% of Total	45.10%	54.90%	100.00%
<b>Healthcare Practitioners and Technical</b>	<b>66</b>	<b>20</b>	<b>86</b>
% of Total	76.70%	23.30%	100.00%
<b>Protective Service</b>	<b>11</b>	<b>21</b>	<b>32</b>
% of Total	34.40%	65.60%	100.00%
<b>Sales and Related</b>	<b>92</b>	<b>127</b>	<b>219</b>
% of Total	42.00%	58.00%	100.00%
<b>Installation, Maintenance and Repair</b>	-	<b>13</b>	-
% of Total	-	-	-
<b>Production</b>	-	<b>10</b>	-
% of Total	-	-	-
<b>Transportation and Material Moving</b>	<b>0</b>	-	-
% of Total	-	-	-

\*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 (-) for confidentiality.

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

## WOMEN IN THE WORKFORCE

A review of civilian labor force data for women in New York State for the most recent 12-month average (October 2023 – September 2024) compared to that of the previous year (October 2022- September 2023) shows women’s presence in the labor force was relatively unchanged.

The labor force participation rate for women in New York State increased over the year by 0.3 percentage point, from 55.9% in October 2022 – September 2023 to 56.2% in October 2023 – September 2024. By comparison, the participation rate of men in New York State decreased by 0.4 percentage point to 65.9% over the same time period. The labor force participation rate for women in New York State was 1.3 percentage points lower than the participation rate for women nationally for this time period and the previous one.

The share of unemployed women rose by 0.4 percentage points to 4.0% in October 2023 – September 2024. The unemployment rate for men in New York State increased by 0.3 percentage points to 4.7% during the same time period. The over-the-year increase in the unemployment rate for women in New York State was similar to that of nation, which rose by 0.3 percentage points to 3.8% in October 2023 – September 2024. The unemployment rate for women in New York State was 0.2 percentage point higher than the unemployment rate for women nationally, compared to 0.1 percentage point higher during the previous 12-month period.

For additional detail and information regarding the source of these data, please see Table 4 below.

**TABLE 4: EMPLOYMENT STATUS OF THE CIVILIAN NONINSTITUTIONAL POPULATION (16 YEARS AND OVER)**

12-Month Averages October 2022– - September 2023 and October 2023– - September 2024  
New York State and United States  
Current Population Survey (CPS)  
(Numbers in thousands)

	OCTOBER 2023–SEPTEMBER 2024			OCTOBER 2022–SEPTEMBER 2023		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
<b>NEW YORK STATE</b>						
Civilian Noninstitutional Population	15,865.80	7,650.90	8,214.90	15,859.70	7,653.10	8,206.60
Civilian Labor Force - Number	9,656.70	5,040.50	4,616.20	9,661.00	5,077.60	4,583.40
Percent of Population	60.90%	65.90%	56.20%	60.90%	66.30%	55.90%
Employed	9,235.20	4,802.20	4,433.10	9,271.80	4,851.80	4,420.00
Unemployed - Number	421.5	238.3	183.2	389.2	225.8	163.4
Unemployment Rate	4.40%	4.70%	4.00%	4.00%	4.40%	3.60%
Not in Labor Force	6,209.00	2,610.40	3,598.60	6,198.70	2,575.50	3,623.20
<b>UNITED STATES</b>						
Civilian Noninstitutional Population	268,160.20	130,821.30	137,338.90	266,161.50	129,994.90	136,166.60
Civilian Labor Force - Number	167,933.90	88,947.40	78,986.50	166,352.80	88,525.50	77,827.30
Percent of Population	62.60%	68.00%	57.50%	62.50%	68.10%	57.20%
Employed	161,336.40	85,336.90	75,999.60	160,385.30	85,255.30	75,130.00
Unemployed - Number	6,597.50	3,610.60	2,986.90	5,967.50	3,270.30	2,697.20
Unemployment Rate	3.90%	4.10%	3.80%	3.60%	3.70%	3.50%
Not in Labor Force	100,226.30	41,873.90	58,352.40	99,808.70	41,469.40	58,339.30

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 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
<b>Statewide Trends</b> New York State	<b>Elena Grovenger</b> Phone: 518-457-3800 Email: Elena.Grovenger@labor.ny.gov
<b>Capital Region</b> Albany, Columbia, Greene, Rensselaer, Saratoga, Schenectady, Warren, and Washington counties	<b>Kevin Alexander</b> Phone: 518-242-8245 Email: Kevin.Alexander@labor.ny.gov
<b>Central New York</b> Cayuga, Cortland, Madison, Onondaga, and Oswego counties	<b>Karen Knapik-Scalzo</b> Phone: (315) 479-3391 Email: Karen.Knapik-Scalzo@labor.ny.gov
<b>Finger Lakes</b> Genesee, Livingston, Monroe, Ontario, Orleans, Seneca, Wayne, Wyoming, and Yates counties	<b>Tammy Marino</b> Phone: (585) 258-8870 E-mail: Tammy.Marino@labor.ny.gov
<b>Hudson Valley</b> Dutchess, Orange, Putnam, Rockland, Sullivan, Ulster, and Westchester counties	<b>Johny Nelson</b> Phone: (914) 997-8798 Email: Johny.Nelson@labor.ny.gov
<b>Long Island</b> Nassau and Suffolk counties	<b>Shital Patel</b> Phone: (516) 934-8533 Email: Shital.Patel@labor.ny.gov
<b>Mohawk Valley</b> Fulton, Herkimer, Montgomery, Oneida, Otsego, and Schoharie counties	<b>Brion Acton</b> Phone: (315) 793-2282 Email: Brion.Acton@labor.ny.gov
<b>New York City</b> Bronx, Kings, New York, Queens, and Richmond counties	<b>Elena Volovelsky</b> Phone: (718) 613-3971 Email: Elena.Volovelsky@labor.ny.gov
<b>North Country</b> Clinton, Essex, Franklin, Hamilton, Jefferson, Lewis, and Saint Lawrence counties	<b>Konstantin Sikhaou</b> Phone: (518) 523-8957 Email: Konstantin.Sikhaou@labor.ny.gov
<b>Southern Tier</b> Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga, and Tompkins counties	<b>Christian Harris</b> Phone: (607) 741-4480 Email: Christian.Harris@labor.ny.gov
<b>Western New York</b> Allegany, Cattaraugus, Chautauqua, Erie, and Niagara counties	<b>Timothy Glass</b> Phone: (716) 851-2740 Email: Timothy.Glass@labor.ny.gov

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