

# Employment

IN NEW YORK STATE

Andrew M. Cuomo, Governor  
Peter M. Rivera, Commissioner

## At a Glance

From October to November 2013, New York's seasonally adjusted unemployment rate fell from 7.7% to 7.4%. The nation's unemployment rate was 7.0% in November 2013. New York State had 8,934,400 nonfarm jobs in November 2013, including 7,493,500 private sector jobs, after seasonal adjustment. The number of seasonally adjusted private sector jobs in the state increased by 0.1% in October-November 2013, while those in the nation increased by 0.2%. From November 2012 to November 2013, the number of private sector jobs increased by 1.9% in the state and 2.1% in the nation (not seasonally adjusted). New York's Index of Coincident Economic Indicators increased at an annual rate of 1.5% in November 2013.

### Change in Nonfarm Jobs

November 2012 - November 2013  
(Data not seasonally adjusted, net change in thousands)

	Net	%
Total Nonfarm Jobs	128.6	1.4
Private Sector	141.7	1.9
Goods-producing	-2.3	-0.3
Nat. res. & mining	-0.1	-1.9
Construction	10.1	3.2
Manufacturing	-12.3	-2.7
Durable gds.	-7.5	-2.8
Nondurable gds.	-4.8	-2.5
Service-providing	130.9	1.6
Trade, trans. & util.	27.3	1.8
Wholesale trade	-1.2	-0.4
Retail trade	18.8	2.0
Trans., wrhs. & util.	9.7	3.6
Information	-3.8	-1.4
Financial activities	1.3	0.2
Prof. & bus. svcs.	18.8	1.6
Educ. & health svcs.	61.2	3.4
Leisure & hospitality	34.1	4.3
Other services	5.1	1.3
Government	-13.1	-0.9

### Healthcare Sector Continues to Grow...

## The Changing Landscape of Registered Nursing

Healthcare occupies an important place in the U.S. economy. In 2012, it employed more than 15.8 million workers and paid out more than \$793 billion in wages. The sector has also registered strong growth in recent years -- jobs grew by 22% and wages were up 66% between 2002 and 2012. Growth is expected to continue as the large baby boomer population ages -- approximately 10,000 are turning 65 each day -- and requires more healthcare services. The number of Americans that are 65 years and older will grow by more than 50% between 2015 and 2030. The expansion of healthcare coverage under the Affordable Care Act should also increase demand for services.

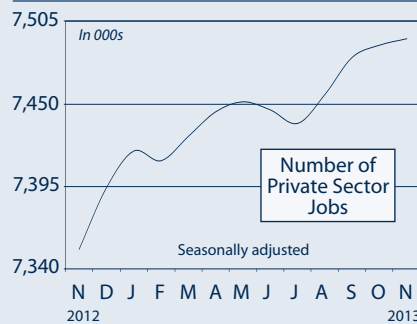
Nurses are the largest segment of the U.S. healthcare workforce and their employment level is expected to grow as the overall sector expands. From 2010 to 2020, the number of Registered Nurses (RNs) in New York State is expected to grow by 13.9%, faster than the growth rate for all occupations (9.0%). Over this time frame, more than 5,700 annual openings for RNs are expected in New York.

Nursing offers competitive pay. In New York State, the median salary for Registered Nurses was \$74,130 in 2012 compared to \$40,390 for all occupations. Even for entry-level positions, RNs earn an average salary

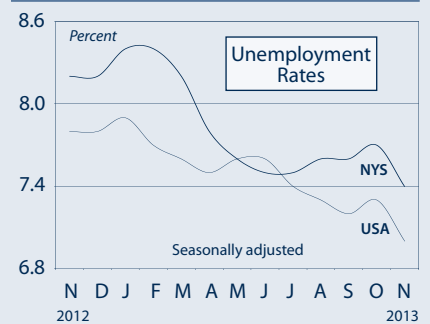
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### IN NOVEMBER...

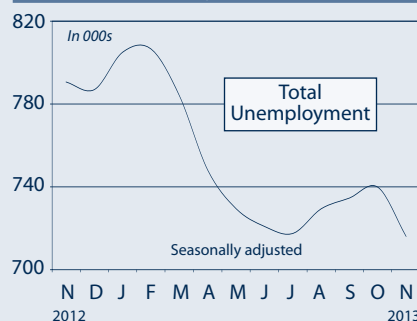
#### ...NYS private sector jobs increased



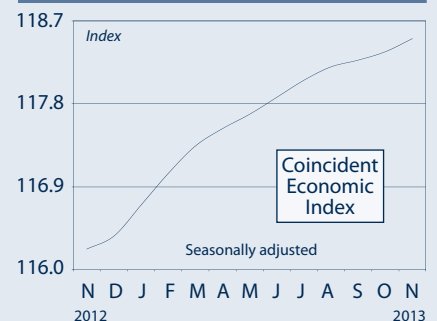
#### ...NYS unemployment rate decreased



#### ...NYS unemployment decreased



#### ...NYS economic index increased



## Focus on the Finger Lakes

Agriculture and Food Processing Important to Region  
by Tammy Marino, Labor Market Analyst, Finger Lakes

Since the opening of the Erie Canal in 1825, agriculture has helped spur economic development from one end of New York State to the other. Today, while sometimes overlooked, agriculture and food processing are big business here in New York State and the Finger Lakes region. This Finger Lakes industry cluster generated over \$4.7 billion in regional exports in 2012.

### Leading Agricultural Producer

The Finger Lakes region ranks among New York State's leading producers of farm products and is home to many food processing companies. As a leading grower of apples, the region has helped boost New York State's apple production to second in the nation. The Finger Lakes is also New York's largest wine-producing region, accounting for 85% of overall state production. Similarly, the region is home to Wyoming County, the state's largest dairy county.

Agriculture and food processing are considered to be so important to the regional economy that they have been designated as a priority industry cluster by the Finger Lakes Regional Economic Development Council (REDC). The REDC has identified key projects that will help the cluster benefit from recent growth in the yogurt, wine and other food manufacturing industries. This will allow these food manufacturers to access new markets. Advances in technology have also helped support this cluster. As a result, the region's farmers and food manufacturers have become more efficient and productive, allowing them to remain competitive.

### New Yogurt Manufacturers

With an abundant milk supply, proximity to large markets and a skilled food processing workforce, the Finger Lakes has quickly become a major producer of popular Greek yogurt. Muller Quaker Dairy, a joint venture between PepsiCo and the Theo Muller Group, recently built one of the country's largest yogurt plants in Genesee County. The \$206 million facility in Batavia opened in June 2013 with 180 employees. The project is expected to employ 600 within a few years, potentially becoming the county's largest employer. In addition, Colombia-based Alpina Foods recently opened its first specialty yogurt plant in the U.S. Their 40,000 square-foot, \$15 million facility, also in Genesee County, is expected to employ 50.

### Economic Impact

The region's agriculture and food processing cluster has grown in recent years. Between July 2007-June 2008 and July 2012-June 2013, the local job count rose by 640, or 5%, to 13,600. Over this time frame, total wages increased by more than \$65 million, or 15%, to \$516 million. Farming represents just over 40% of jobs in this cluster, with dairy the largest farm employer at 2,170. Among the region's food processors, the most jobs are found at fruit and vegetable firms (2,180) and beverage manufacturers (1,820), which include wineries and brewers.



Direct employment and wages are only one way to measure the impact of the agriculture and food system on the Finger Lakes regional economy. Due to the "multiplier effect," the economic activity generated by the region's farmers and food processors circulates many times throughout the local economy. This in turn creates jobs in industries throughout the regional economy, including many outside of agriculture and food processing. A dairy farmer, for example, may purchase fertilizer or seek veterinary services, while a yogurt plant may hire a local trucking company to transport its product. According to recent estimates from economists at Cornell University, each new farm job generates an additional 0.62 jobs in the Finger Lakes regional economy and each new food manufacturing job creates an additional 1.76 jobs.

### Summary

The Finger Lakes region is home to a vibrant agriculture and food processing cluster, which has played a vital role in the region's economy for almost 200 years. Recent developments portend a bright future for this important industry cluster in the Finger Lakes. ■

### Registered Nursing... from page 1

of \$54,700, more than double the average entry-level pay for all occupations (\$21,500).

One factor contributing to growing demand for RNs is increased usage of Nurse Practitioners (NPs). These are RNs who hold graduate degrees and can perform most of the functions of family doctors. This helps boost hiring of RNs, especially in areas with a shortage of primary care physicians. The Association of American Medical Colleges projects a shortage of 65,800 primary care physicians in the U.S. in 2025. The federal Health Resources and Services Administration (HRSA) suggests increased use of NPs as one solution to help reduce the predicted gap.

### The Nursing Pipeline

There are several ways to become an RN. Candidates must complete an approved nursing edu-

cation program, pass the National Council Licensure Examination (NCLEX-RN) and get licensed in the state where they want to work. The three most common paths for RNs in the U.S. include:

- A bachelor's of science degree in nursing (BSN) (4-year degree)
- An associate degree in nursing (ADN) (2-3 years)
- An RN diploma program (usually 3 years), usually administered by a hospital

In 2013, researchers at the Center for Health Workforce Studies at the University at Albany looked at active RNs in New York State. They found that nearly 50% reported either an RN diploma or associate degree in nursing (ADN) as their highest nursing degree. They noted that 36% of RNs had a bachelor's degree in nursing (BSN). Only about one in seven RNs in New York

State had either a master's (12%) or doctorate degree in nursing (2%).

One issue affecting the supply of RNs is a shortage of space and instructors in nursing schools. For example, a report from the American Association of Colleges of Nursing (AACN) found that U.S. nursing schools in 2011-2012 turned away more than 75,000 qualified applicants due to an insufficient number of faculty, limited classroom space and budget issues. The AACN reported that almost two-thirds of nursing schools cited faculty shortages as the reason for not accepting all qualified applicants into their BSN programs.

One reason for the shortage of nursing educators is that nurses can earn a much higher salary in a clinical setting than teaching. Many nurses who

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## Unemployment Rates in New York State

Data Not Seasonally Adjusted

	NOV '12	NOV '13		NOV '12	NOV '13		NOV '12	NOV '13
<b>New York State</b>	<b>7.9</b>	<b>6.9</b>	<b>Hudson Valley</b>	<b>7.1</b>	<b>5.8</b>	<b>Finger Lakes</b>	<b>7.4</b>	<b>6.3</b>
<b>Capital</b>	<b>7.0</b>	<b>5.7</b>	Dutchess	7.1	6.2	Genesee	7.5	6.1
Albany	6.7	5.5	Orange	7.6	6.3	Livingston	7.2	6.4
Columbia	6.8	5.5	Putnam	6.3	5.0	Monroe	7.3	6.3
Greene	9.1	7.3	Rockland	6.5	5.3	Ontario	6.7	5.7
Rensselaer	7.0	5.7	Sullivan	9.2	8.0	Orleans	10.2	8.5
Saratoga	6.3	5.2	Ulster	8.1	6.8	Seneca	7.0	5.8
Schenectady	7.3	6.0	Westchester	6.8	5.5	Wayne	7.7	6.3
Warren	8.3	7.3	<b>Mohawk Valley</b>	<b>8.3</b>	<b>7.0</b>	Wyoming	8.3	7.1
Washington	7.4	6.1	Fulton	9.7	7.8	Yates	6.5	5.4
<b>Central New York</b>	<b>7.8</b>	<b>6.7</b>	Herkimer	8.3	7.4	<b>Western New York</b>	<b>7.8</b>	<b>6.7</b>
Cayuga	7.4	6.3	Montgomery	9.3	7.8	Allegany	7.5	6.8
Cortland	8.1	7.4	Oneida	8.1	6.8	Cattaraugus	8.2	7.3
Madison	8.1	6.8	Otsego	7.2	6.1	Chautauqua	8.2	7.3
Onondaga	7.4	6.2	Schoharie	7.9	7.1	Erie	7.6	6.5
Oswego	9.5	8.3	<b>North Country</b>	<b>9.3</b>	<b>8.3</b>	Niagara	8.3	7.1
<b>Southern Tier</b>	<b>7.7</b>	<b>6.6</b>	Clinton	8.8	7.4	<b>Long Island</b>	<b>7.1</b>	<b>5.4</b>
Broome	8.1	7.1	Essex	9.7	8.4	Nassau	7.0	5.1
Chemung	8.2	7.3	Franklin	9.2	8.1	Suffolk	7.1	5.6
Chenango	7.8	6.3	Hamilton	9.9	8.5	<b>New York City</b>	<b>8.6</b>	<b>8.0</b>
Delaware	8.5	6.9	Jefferson	9.7	9.0	Bronx	11.6	11.2
Schuyler	7.8	6.8	Lewis	9.3	8.4	Kings	9.3	8.7
Steuben	9.2	7.9	St. Lawrence	9.3	8.3	New York	7.0	6.6
Tioga	8.0	6.9				Queens	7.8	7.2
Tompkins	5.3	4.4				Richmond	7.9	7.1

### Registered Nursing... from page 2

work in higher education hold a master's or even a doctoral degree, and could hold a higher managerial role in a hospital setting. For example, a full-time, year-round nursing instructor may earn \$65,000-\$75,000 per year. In a clinical setting, the same nurse could earn over \$100,000.

### What RNs Do and Where They Work

RNs hold essential and diverse roles in the healthcare setting. They perform diagnostic tests, analyze test results, set up care plans, deliver treatment, consult with physicians and provide advice and emotional support to patients and families. One large study found that most nursing work time is spent on documentation (35.3%), care coordination (20.6%) and medication administration (17.2%). Patient care activities only accounted for 19.3% of work time, and only 7.2% is used for patient assessment and reading of vital signs.

While many RNs work directly with patients, others work as researchers, public policy advisors, hospital administrators, educators, salespeople and consultants. Nationally, the HRSA reports that almost two-thirds of RNs (63.2%) work at hospitals. Other top work settings include nursing homes (7.4%), other healthcare services (5.4%), doctor offices (4.8%) and outpatient care (4.6%).

RNs may work in stressful situations. They often must work nights, weekends and holidays. They can be on call for extended periods. Some

people find the variable work schedule and long shifts unappealing or inconvenient. The nature of the job requires much physical activity, including long periods of standing, bending, walking, and even lifting patients. As RNs age (19.8% are over 55), back injuries from lifting or moving patients are common.

### Hiring Headwinds?

The AACN reports that new graduates in some parts of the country are having difficulty obtaining their first nursing job. Industry analysts cite the recession. This is because many older RNs who would have retired instead chose to remain in the nursing workforce due to adverse financial circumstances, such as depleted retirement accounts. Thus, some newly-licensed nurses may need to gain clinical experience in alternate clinical settings or seek a further degree before they can land a job in a hospital.

There is also a growing trend toward healthcare employers favoring candidates with more education (i.e., BSNs) and experience. For example, published reports indicate Ellis Hospital in Schenectady now requires nurses with two-year degrees to obtain their bachelor's degree within six years of hire.

Health reform continues to shape the healthcare landscape. There is more focus on care provided in ambulatory settings, with stronger efforts to manage chronic disease. Another change is a

shift from treatment to preventive care in order to keep patients healthy longer. Another trend has hospitals treating only sicker patients and emergencies. Less intensive services are more efficient in less-expensive settings (e.g., home health care). These changes could increase demand for lower-cost support personnel who are able to perform tasks once reserved for RNs.

### Summary

Many factors drive the demand for RNs. Currently, the best job opportunities are for candidates with a bachelor's degree and significant clinical experience. Looking ahead, Registered Nurses will continue to play a pivotal role in the delivery of medical care in the U.S. ■

by Megan Olsen

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New York State Department of Labor  
Division of Research & Statistics, Pubs. Unit  
Building 12, State Office Campus  
Albany, NY 12240

Deputy Director  
Editor  
Ass't. Dir. of Communications  
Graphic Design  
Editorial Advisor

Bohdan M. Wynnyk  
Kevin Jack  
Chris White  
Jeff Mosher  
Lesley Paporone



## REGIONAL ANALYSTS' CORNER

### CAPITAL

#### James Ross — 518-462-7600

Over the past year, the Capital Region's private sector job count grew by 3,400, or 0.8 percent, to 422,000 in November 2013. Gains were greatest in educational and health services (+3,100), natural resources, mining and construction (+1,200) and leisure and hospitality (+1,100). Losses were greatest in professional and business services (-1,800) and information (-300).

### CENTRAL NY

#### Karen Knapik-Scalzo — 315-479-3391

For the 12-month period ending November 2013, the private sector job count in the Syracuse metro area rose 2,300, or 0.9 percent, to 262,900. Job growth was concentrated in educational and health services (+2,300), leisure and hospitality (+500), natural resources, mining and construction (+300) and trade, transportation and utilities (+300). The largest losses occurred in manufacturing (-700) and professional and business services (-400).

### FINGER LAKES

#### Tammy Marino — 585-258-8870

Private sector jobs in the Rochester metro area increased over the year by 2,900, or 0.7 percent, to 441,500 in November 2013. Gains were largest in construction (+2,000), financial activities (+1,400), leisure and hospitality (+1,400) and educational and health services (+600). Losses were centered in manufacturing (-2,200) and professional and business services (-800).

### HUDSON VALLEY

#### John Nelson — 914-997-8798

Over the past year, private sector jobs in the Hudson Valley increased by 1,500, or 0.2 percent, to 752,800 in November 2013. Gains were largest in trade, transportation and utilities (+2,200), natural resources, mining and construction (+1,100) and other services (+900). Job losses were centered in manufacturing (-1,700) and information (-600).

### LONG ISLAND

#### Shital Patel — 516-934-8533

The number of private sector jobs on Long Island increased over the year by 31,900, or 3.0 percent, to 1,106,100 in November 2013. The largest gains were in professional and business services (+10,400), educational and health services (+10,000), natural resources, mining and construction (+6,300), leisure and hospitality (+4,300) and trade, transportation and utilities (+4,000). Manufacturing (-2,800) and financial activities (-1,000) lost the most jobs.

### MOHAWK VALLEY

#### Mark Barbano — 315-793-2282

For the 12-month period ending November 2013, the private sector job count in the Mohawk Valley increased by 1,500, or 1.0 percent, to 149,900. Job gains were greatest in trade, transportation and utilities (+1,300), educational and health services (+700) and leisure and hospitality (+600). Losses were largest in manufacturing (-400).

### NEW YORK CITY

#### James Brown — 212-775-3330

Private sector jobs in New York City rose by 113,700, or 3.4 percent, to 3,489,600 for the 12-month period ending November 2013. Gains were largest in educational and health services (+48,400), leisure and hospitality (+26,700), trade, transportation and utilities (+17,700), professional and business services (+6,800) and other services (+6,500).

### SOUTHERN TIER

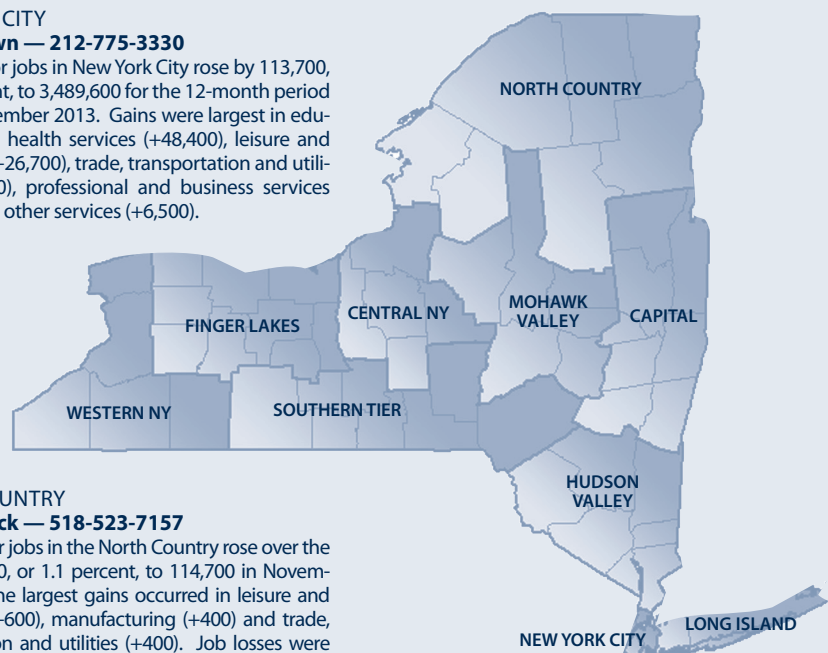
#### Christian Harris — 607-741-4485

The Southern Tier's private sector job count rose over the year by 1,000, or 0.4 percent, to 237,900 in November 2013. Gains were largest in leisure and hospitality (+1,100), natural resources, mining and construction (+700) and trade, transportation and utilities (+400). Job losses were centered in manufacturing (-600) and financial activities (-300).

### WESTERN NY

#### John Slenker — 716-851-2742

Private sector jobs in the Buffalo-Niagara Falls metro area increased by 7,400, or 1.6 percent, to 470,000 over the 12 months ending November 2013. Job gains were centered in educational and health services (+3,400), professional and business services (+2,400), financial activities (+900) and trade, transportation and utilities (+800). Employment losses were greatest in manufacturing (-400).



### NORTH COUNTRY

#### Alan Beideck — 518-523-7157

Private sector jobs in the North Country rose over the year by 1,200, or 1.1 percent, to 114,700 in November 2013. The largest gains occurred in leisure and hospitality (+600), manufacturing (+400) and trade, transportation and utilities (+400). Job losses were centered in educational and health services (-400).