

Employment

IN NEW YORK STATE



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

Did you know this newsletter is now available digitally? For a monthly reminder, email us at rspubs@labor.state.ny.us.

At a Glance

In August 2014, New York's seasonally adjusted unemployment rate was 6.4%, down from July 2014's level of 6.6%. The nation's unemployment rate was 6.1% in August 2014. New York State had 9,043,000 nonfarm jobs in August 2014, including 7,605,000 private sector jobs, after seasonal adjustment. The number of seasonally adjusted private sector jobs in the state increased by 0.1% in July-August 2014, while those in the nation also increased by 0.1%. From August 2013 to August 2014, 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 3.7% in August 2014.

Change in Nonfarm Jobs

August 2013 - August 2014

(Data not seasonally adjusted, net change in thousands)

	Net	%
Total Nonfarm Jobs	137.1	1.5
Private Sector	142.9	1.9
Goods-producing	-1.2	-0.1
Nat. res. & mining	0.3	5.7
Construction	8.7	2.5
Manufacturing	-10.2	-2.2
Durable gds.	-6.3	-2.4
Nondurable gds.	-3.9	-2.0
Service-providing	138.3	1.7
Trade, trans. & util.	32.4	2.1
Wholesale trade	1.5	0.4
Retail trade	18.0	1.9
Trans., wrhs. & util.	12.9	5.1
Information	-0.2	-0.1
Financial activities	-1.9	-0.3
Prof. & bus. svcs.	28.6	2.3
Educ. & health svcs.	63.3	3.7
Leisure & hospitality	15.4	1.7
Other services	6.5	1.7
Government	-5.8	-0.4

BLS Study Finds NYS Workforce Ranks High...

Another Look at New York State's High-Skill Workforce

States with a well-educated workforce tend to have greater labor productivity and experience higher wages. Moreover, economic developers indicate that a high-skilled workforce is often the most important factor when firms decide where to locate a new operation. Thus, it is no surprise to learn that New York's high-skill workforce is one of our state's greatest assets. Data from the Current Population Survey show that more than two in five workers age 25 and older (43.0%) in New York State held a bachelor's degree or higher in 2013. This level of educational attainment ranked the Empire State 7th among all 50 states.

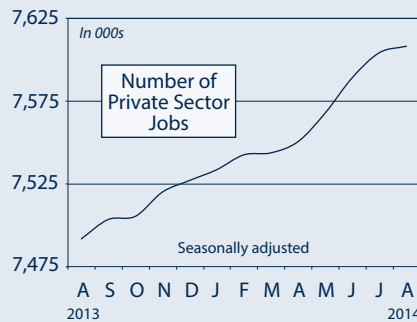
Another way to analyze state-level workforce skill is to look at the types of jobs in a

state's workforce and the typical education needed to enter those jobs. Some states have higher concentrations of jobs that usually need less than a high school diploma (e.g., janitors). Other states may have lots of jobs that require a professional degree for entry (e.g., surgeons). Elka Torpey and Audrey Watson, U.S. Bureau of Labor Statistics (BLS) economists, recently compiled some interesting state-level statistics that show how job share and median wage vary by education level and state. As they note, these data "may be both interesting and helpful for jobseekers pondering career choice and geographic location." This article summarizes some of their main findings as they relate to New York State's workforce.

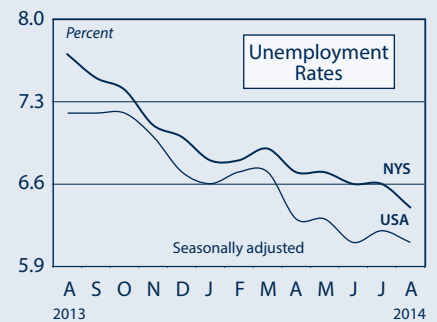
Continued on page 2

IN AUGUST...

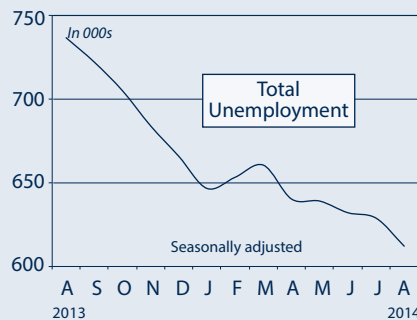
...NYS private sector jobs increased



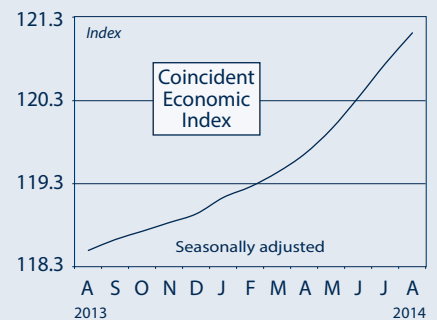
...NYS unemployment rate decreased



...NYS unemployment decreased



...NYS economic index increased



Focus on the Mohawk Valley

Hiring for the Holidays

by Mark Barbano, Labor Market Analyst, Mohawk Valley

It's hard to believe, but the holiday shopping season will soon be upon us! While it is still a little early, forecasters are predicting that some Americans will be opening their wallets a little wider during this shopping season. For example, a survey from consulting firm Accenture found that 25% of U.S. consumers plan to spend more this holiday season than last year. In contrast, a recent report from PricewaterhouseCoopers is more cautionary. They project that average holiday spending per household in the U.S. will actually decline by about 7%, falling from \$735 in 2013 to \$684 this year.

Overview

Regardless of which direction consumer spending actually goes this holiday season, many retailing industries will be adding workers during the last quarter of the year. For the nation as a whole, outplacement firm Challenger, Gray &

Christmas projects that retailers will add more than 800,000 seasonal workers, the highest level of seasonal hiring since 1999. Locally, the holiday shopping period is also one of the most important seasonal economic events. Not only does it generate significant retail hiring, but it is also an important economic engine.

This analysis looks at how much the holiday shopping season boosts retail employment in the Mohawk Valley region. Here, we gauge the holiday season "hiring boost" by comparing retail industry job counts in September and December. Not all retail trade industries receive the same employment boost. The table lists the eight local retail industries with the largest September-December net jobs boost.

Holiday Job Gainers

Over the 2009-2013 study period, combined employment in the eight seasonal retail industries in the Mohawk Valley increased on average from 11,080 in September to 11,890 in December, a gain of 810, or 7.3%. Among seasonal retail industries, the largest September-December job gains are found in general merchandise stores (+440) and clothing and accessories stores (+140).

Several local retail industries typically experience higher-than-average percentage jumps in hiring during the holiday season. In the Mohawk Valley, the largest percentage gains were recorded at clothing and accessories stores (+13.2%), general merchandise



stores (+9.2%), electronics and appliance stores (+8.1%) and sporting goods, hobby, book and music stores (+7.4%).

What kind of retail positions are typically filled during the holiday shopping season? Staffing patterns data from the Occupational Employment Statistics (OES) survey indicate that the most common occupations in the seasonal retail trade industries include salespersons, cashiers, stock clerks and order fillers and first-line managers of retail sales workers.

Although technically not part of the retail sector, the couriers and messengers industry, which includes employers that deliver packages such as UPS, FedEx and other smaller carriers, usually shows strong local job growth between September and December. Over the past five years, this industry gained an average of 200 jobs in the Mohawk Valley, an increase of 49.2%! Jobs with the U.S. Postal Service are not included in this category; they are counted as part of federal government employment.

Summary

Seasonal holiday hiring is clearly evident in retail trade, but appears more pronounced in some retail industries than others. Big box general merchandise stores tend to add the most seasonal workers, while clothing and accessories stores post the largest percentage gains during the holiday shopping season. ■

Average September-December Change in Jobs, Mohawk Valley, 2009-2013

Retail Industry	Net Change
General Merchandise Stores	+440
Clothing & Accessories	+140
Sporting Goods, Hobby, Book, & Music	+60
Health & Personal Care	+60
Electronics & Appliances	+40
Nonstore Retailers	+40
Furniture & Home Furnishings	+20
Miscellaneous Store Retailers	+20

Source: Quarterly Census of Employment and Wages

High-Skill Workforce... from page 1

Education Matters

The BLS compiles and publishes occupational projections and wage data for over 800 unique occupations. Each individual occupation, in turn, is assigned one of the following eight education levels, based on the education level typically required to enter that occupation:

- Less than high school
- High school diploma or equivalent
- Some college, no degree
- Postsecondary non-degree award
- Associate degree
- Bachelor's degree

- Master's degree
- Doctoral or professional degree

Employment

The table on page 3 shows the job share and median annual wage by typical entry-level education requirement for the U.S. and New York. "High skill" jobs generally refer to those requiring at least a bachelor's degree. Using this guideline, 25.1% of overall employment in New York State was in high skill occupations in 2013. This was 2.8 percentage points higher than the comparable figure for the nation (22.3%). Moreover, New York State ranked 5th among

all states in terms of employment share in high skill educational categories.

It is also instructive to look at the three education levels (i.e., bachelor's, master's and doctoral/professional degree) that make up the "high skill" category. Among the 50 states, New York had the 8th greatest employment share among jobs typically requiring a bachelor's degree for entry. With statewide employment of almost 132,000, general and operations managers is the most common occupation typically requiring that level of education for entry.

Continued on page 3

Unemployment Rates in New York State

Data Not Seasonally Adjusted

	AUG '13	AUG '14		AUG '13	AUG '14		AUG '13	AUG '14
New York State	7.5	6.1	Hudson Valley	6.4	5.4	Finger Lakes	6.6	5.7
Capital	6.2	5.1	Dutchess	6.4	5.3	Genesee	5.7	4.8
Albany	6.2	5.2	Orange	7.1	5.9	Livingston	6.6	5.2
Columbia	5.8	4.7	Putnam	5.7	4.8	Monroe	7.0	6.0
Greene	7.3	6.0	Rockland	5.9	5.1	Ontario	5.5	4.8
Rensselaer	6.8	5.4	Sullivan	7.6	6.1	Orleans	8.2	6.9
Saratoga	5.3	4.4	Ulster	7.5	6.2	Seneca	6.1	5.1
Schenectady	6.8	5.6	Westchester	6.2	5.3	Wayne	6.3	5.5
Warren	5.8	4.9	Mohawk Valley	7.3	6.1	Wyoming	6.4	5.4
Washington	6.2	5.0	Fulton	8.2	6.7	Yates	5.2	4.5
Central New York	7.1	6.0	Herkimer	6.7	5.8	Western New York	7.2	6.1
Cayuga	6.6	5.6	Montgomery	8.4	7.0	Allegany	7.2	6.0
Cortland	7.5	6.1	Oneida	7.2	6.1	Cattaraugus	7.5	6.2
Madison	7.0	5.9	Otsego	6.3	5.3	Chautauqua	7.3	6.1
Onondaga	6.8	5.8	Schoharie	7.1	6.3	Erie	7.1	6.1
Oswego	8.7	7.2	North Country	8.1	6.8	Niagara	7.5	6.1
Southern Tier	7.0	5.9	Clinton	8.0	6.5	Long Island	6.1	5.1
Broome	7.4	6.4	Essex	6.9	5.7	Nassau	5.8	4.9
Chemung	7.6	6.3	Franklin	8.0	6.8	Suffolk	6.3	5.3
Chenango	6.2	5.4	Hamilton	4.5	3.4	New York City	8.8	6.9
Delaware	7.3	6.1	Jefferson	8.2	6.9	Bronx	12.1	9.8
Schuyler	6.3	5.5	Lewis	8.0	6.8	Kings	9.7	7.5
Steuben	7.9	6.8	St. Lawrence	8.9	7.8	New York	7.2	5.6
Tioga	7.0	6.2				Queens	7.8	6.1
Tompkins	5.4	4.4				Richmond	8.3	6.7

High-Skill Workforce... from page 2

The Empire State ranks 7th in the nation in terms of employment share at the master's degree level. The most prevalent occupation in New York for this education level is educational, guidance, school and vocational counselors, with overall employment of almost 19,000.

Among the 50 states, New York ranks #1 in the nation for its share of jobs requiring a doctoral or professional degree. The most common occupations at this level include: lawyers (68,640); physicians and surgeons, all other (40,000); and pharmacists (19,060).

Wages

For all eight education levels, median annual wages are higher in New York State than in the U.S. When comparing wages in the two areas, the greatest percentage difference (15.7%) is in bachelor's degree occupations.

It is also interesting to note that for both the U.S. and New York State, the median annual wages for the educational attainment categories "some college, no degree" and "postsecondary nondegree" are actually lower than the high school category. The some college, no degree group has

only five occupations assigned to it, and teacher assistants, which is relatively low paying, has the most jobs by far. The postsecondary non-degree award category (which includes certificates) has 39 occupations. Nursing assistants; hairdressers, hairstylists and cosmetologists; and manicurists and pedicurists are three of the occupations assigned to this education category with many jobs and relatively low wages.

Summary

Our high-skilled workforce is one of the Empire State's greatest assets. To learn more about how the concentration of jobs by level of education varies among the 50 states, see:

www.bls.gov/careeroutlook/2014/article/education-level-and-jobs.htm. ■

by Kevin Jack

Share of Total Employment and Median Annual Wage by Typical Entry-Level Education Requirement, U.S. and New York State, 2013

Typical Entry-level Education	% of Total Employment		Median Annual Wage	
	U.S.	New York	U.S.	New York
Less than high school	27.2	25.8	\$20,350	\$21,730
High school diploma or equivalent	38.9	38.1	\$35,580	\$39,820
Some college, no degree	1.4	1.9	\$29,100	\$30,170
Postsecondary non-degree award	5.9	5.0	\$35,120	\$37,470
Associate degree	4.3	4.1	\$58,240	\$64,730
Bachelor's degree	18.0	19.6	\$68,190	\$78,900
Master's degree	1.7	2.0	\$64,510	\$70,970
Doctoral or professional degree	2.6	3.5	\$97,550	\$105,860

Source: U.S. Bureau of Labor Statistics

Employment in New York State is published 12 times a year. To request a change of address, write to the address below and provide your old and new addresses.

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

Deputy Director	Bohdan M. Wynnyk
Editor	Kevin Jack
Director of Communications	Chris White
Graphic Design	Jeff Mosher
Editorial Advisor	Lesley Paporone



REGIONAL ANALYSTS' CORNER

CAPITAL

James Ross — 518-462-7600

From August 2013 to August 2014, the Capital Region's private sector job count increased by 6,400, or 1.5 percent, to 430,600. Gains were centered in natural resources, mining and construction (+3,300), educational and health services (+1,800), leisure and hospitality (+1,200) and professional and business services (+1,200). Losses were largest in financial activities (-1,100).

CENTRAL NY

Karen Knapik-Scalzo — 315-479-3391

For the 12-month period ending August 2014, the private sector job count in the Syracuse metro area declined by 3,400, or 1.3 percent, to 254,100. Job growth was concentrated in other services (+400). The largest job losses occurred in educational and health services (-2,000), manufacturing (-800) and natural resources, mining and construction (-300).

FINGER LAKES

Tammy Marino — 585-258-8870

Private sector employment in the Rochester metro area increased over the year by 4,300, or 1.0 percent, to 441,100 in August 2014. Employment gains were largest in educational and health services (+5,900), leisure and hospitality (+600) and financial activities (+500). Losses were centered in manufacturing (-1,500), construction (-700) and trade, transportation and utilities (-700).

HUDSON VALLEY

John Nelson — 914-997-8798

For the 12-month period ending in August 2014, private sector jobs in the Hudson Valley increased by 5,800, or 0.8 percent, to 759,400. Job gains were strongest in educational and health services (+5,600), leisure and hospitality (+2,500) and professional and business services (+900). Losses were largest in financial activities (-1,600), natural resources, mining and construction (-1,400) and manufacturing (-1,100).

LONG ISLAND

Shital Patel — 516-934-8533

Private sector jobs on Long Island increased over the year by 22,600, or 2.1 percent, to 1,120,800 in August 2014. Gains were led by trade, transportation and utilities (+11,600), educational and health services (+8,000), professional and business services (+4,800) and natural resources, mining and construction (+1,900). Declines were largest in financial activities (-2,800) and leisure and hospitality (-1,600).

MOHAWK VALLEY

Mark Barbano — 315-793-2282

For the 12-month period ending August 2014, the private sector job count in the Mohawk Valley increased by 500, or 0.3 percent, to 149,600. Job gains were centered in educational and health services (+900) and natural resources, mining and construction (+200). Losses were greatest in manufacturing (-300) and trade, transportation and utilities (-200).

NEW YORK CITY

James Brown — 212-775-3330

Private sector employment in New York City rose by 105,400, or 3.1 percent, to 3,515,200 for the 12-month period ending August 2014. Job gains were greatest in educational and health services (+43,700), trade, transportation and utilities (+21,100), leisure and hospitality (+15,600) and professional and business services (+13,000). Information (-200) had the only loss.

SOUTHERN TIER

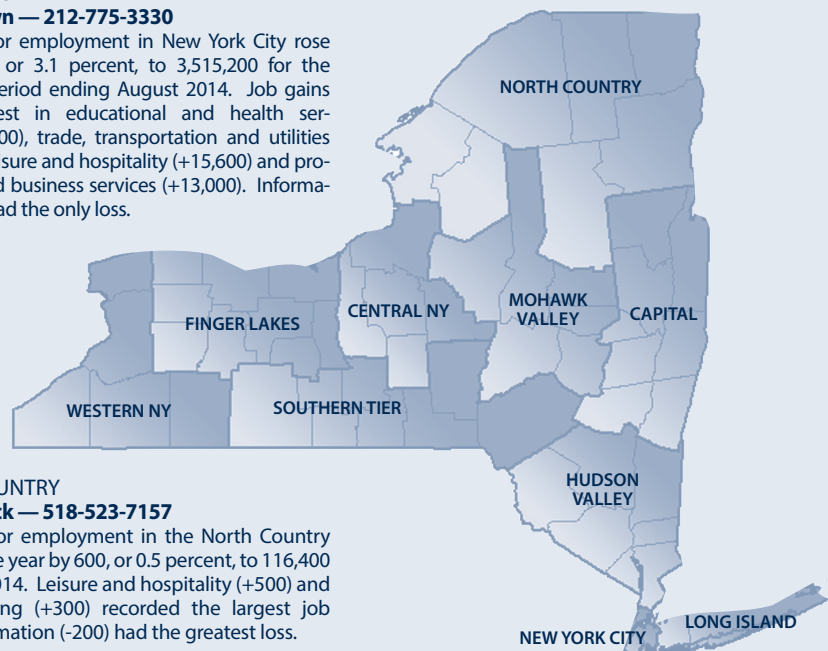
Christian Harris — 607-741-4485

Private sector employment in the Southern Tier increased over the year by 100 to 233,900 in August 2014. Job gains were largest in natural resources, mining and construction (+600), educational and health services (+500), leisure and hospitality (+500) and other services (+300). Losses were centered in manufacturing (-800) and trade, transportation and utilities (-800).

WESTERN NY

John Slenker — 716-851-2742

The private sector job count in the Buffalo-Niagara Falls metro area increased by 3,900, or 0.8 percent, to 464,500 over the 12 months ending August 2014. Job gains were centered in trade, transportation and utilities (+2,000), educational and health services (+1,100), professional and business services (+800) and financial activities (+700). Losses were greatest in leisure and hospitality (-800).



NORTH COUNTRY

Alan Beideck — 518-523-7157

Private sector employment in the North Country rose over the year by 600, or 0.5 percent, to 116,400 in August 2014. Leisure and hospitality (+500) and manufacturing (+300) recorded the largest job gains. Information (-200) had the greatest loss.