

**BUREAU OF LABOR MARKET INFORMATION  
DIVISION OF RESEARCH AND STATISTICS**



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**SIGNIFICANT INDUSTRIES**

A Report to the Workforce Development System

**North Country**

2019

## Preface

One of the major objectives of the workforce development system is to encourage local workforce development boards (LWDBs) to plan strategically and focus their resources in priority industries (and eventually on priority occupations within those industries).

To assist in these efforts, the New York State Department of Labor Division of Research and Statistics developed these reports to identify “significant industries” in each of the ten regions in New York State. Industries presented here are classified according to their North American Industry Classification System (NAICS) code.

This report lists significant industries in the North Country based on several factors including employment levels, wage levels, job growth (both net and percent) over the 2013-2018 period and expected job growth based on industry employment projections through 2026. Priority industries that may have been designated by economic development or workforce development officials were also considered. The local workforce development boards in the region should focus their workforce development resources on these industries.

## Regional Industries

Fourteen industries are designated as “significant” in the North Country. Eleven of these industries experienced an increase in employment between 2013 and 2018.

All “significant industries” shared one or more of the following characteristics: rapid growth (percentage basis); large growth (absolute basis); high wages (average annual wage above the regional average of \$43,600 in 2018); or strong expected growth through 2026.

A broad set of industries were identified for this report. They fall into seven major industry sectors: agriculture; construction; manufacturing; educational services; health care; leisure and hospitality; and public administration/government.

## Industry Analysis

In the following analysis, industries are presented in ascending NAICS industry code order. For additional information regarding the NAICS industry classification system, visit <https://www.census.gov/cgi-bin/sssd/naics/naicsrch?chart=2017>.

### Agriculture

*Crop production* (NAICS Industry 111) and *animal production and aquaculture* (NAICS Industry 112) were the two industries that made the significant industries list from the agriculture sector. Between 2013 and 2018, the *crop production* industry added 100 jobs (+20.0%) while *animal production and aquaculture* added 200 jobs (+13.3%). Both industries paid average annual wages below the all industry average annual wage (\$43,600) in 2018. Much of the employment growth in in this sector has been driven by “value added agriculture”. Rather than selling agriculture commodities, many farmers in the North Country are “adding value” to their products by differentiating it from the commodity. For example, farmers are processing milk (the commodity) into higher priced gourmet cheese, increasing the price consumers are willing to pay for it by “adding value” to the agricultural commodity.

## Construction

The construction sector has grown quickly both in absolute and percentage terms adding more jobs than any other industry sector, except *health care and social assistance*. Employment in *specialty trade contractors* (NAICS Industry 238) grew by 500 jobs (+18.5%) between 2013 and 2018. The *heavy and civil engineering construction* (NAICS Industry 237) industry added 200 jobs, growing 33.3% over the same period. Average annual wages in the *heavy and civil engineering construction* industry (\$95,500) were significantly higher than the overall average for the region (\$43,600). *Specialty trade contractors* (\$51,800) also paid average annual wages that were higher than the overall average (\$43,600). Upgrades to the region's international ports of entry, shipping port, airports and the pursuit of state renewable energy goals have boosted employment in this sector, which provides vital support for the Transportation and Clean Energy clusters in the North Country.

## Manufacturing

The vertical integration of agriculture in the *food manufacturing* (NAICS Industry 311) and *beverage manufacturing* (NAICS Industry 312) industries has been vital for the development of the value-added agriculture cluster. Businesses in the *food manufacturing* industry added 200 jobs between 2013 and 2018, an increase of 20.0%. Over the same period, employment in the *beverage manufacturing* industry grew by 100 jobs, an increase of 50.0%. The industries paid average annual wages of \$48,200 and \$27,500, respectively, in 2018.

Employment in the *transportation equipment manufacturing* (NAICS Industry 336) industry grew 20.0%, from 1,000 to 1,200, between 2013 and 2018. The average annual wage (\$64,900) was almost 50% higher than the all industry average annual wage (\$43,600) in the North Country. Employment in this industry is expected to grow by more than 17% between 2016 and 2026.

The *fabricated metal product manufacturing* (NAICS Industry 332) industry is expected to experience a modest increase (+1.6%) in employment between 2016 and 2026. In 2018, the industry paid average annual wages (\$50,500) which are significantly higher than the all industry average annual wages in the region (\$43,600). Although employment was unchanged between 2013 and 2018, the introduction of proprietary additive materials technology (3D printing) by Norsk Titanium has the potential to boost employment significantly in this industry. In 2018, 600 people were employed in the industry and the average annual wage was \$50,500. This was higher than the all industry annual average wage of \$43,600 for the North Country. Employment in the sector is expected to grow rapidly as advance material production ramps up.

## Educational Services

With 19,800 jobs between the public and private sectors in 2018, *educational services* (NAICS Industry 611) employed the second largest number of people of any significant industry presented in this report. *Educational services* added 1,300 jobs (+7.0%) between 2013 and 2018 as local school districts recovered from the last recession. The industry's 2018 average annual wage (\$48,900) was above the all industry average annual wage (\$43,600). Common job titles include teacher assistant, elementary school teacher and substitute teacher. A concentration of post-secondary educational institutions in the region have contributed to growth in this sector.

### Health Care and Social Assistance

Employment growth in the health care and social assistance sector was stronger than in any other sector. Nearly all health care occupations are expected to be in demand over the next decade as the North Country's population continues to age. The health care industries selected for the significant industries list are:

- *Ambulatory health care services* (NAICS Industry 621)
- *Hospitals* (NAICS Industry 622)

Between 2013 and 2018, employment in *ambulatory health care services* increased by 500 jobs (+8.5%), while employment in the *hospitals* industry increased by 700 jobs (+7.8%). Annual average wages in *hospitals* (\$64,400) and *ambulatory health care services* (\$58,300) were both above the average annual wage for all industries in 2018.

### Leisure and Hospitality

With 11,200 workers in 2018, the *food services and drinking places* (NAICS Industry 722) industry employs the second largest number of workers when compared to any other three-digit NAICS industry in the North Country. Tourism and a wide variety of outdoor recreation in the North Country are important drivers of employment in this industry. The average annual wage (\$18,000) in 2018 was relatively low compared to the all industry average annual wage (\$43,600). The lower wages can be attributed, in part, to the seasonal and part-time employment typically found in the industry.

While employment in the *food services and drinking places* industry declined between 2013 and 2018, the industry is an important part of both tourism and agriculture as the Farm Brewery legislation has generated rapid growth of micro-breweries in the region. In order to receive a Farm Brewery license in New York State, the beer must be made primarily from locally grown farm products. Employment in this industry is expected to grow by 8.7% between 2016-2026.

Employment in the *Accommodation* (NAICS Industry 721) industry was relatively unchanged between 2013 and 2018. The average annual wage for the industry was \$26,000 in 2018, well below the all industry average annual wage. However, hotel development is a priority for economic developers as modern lodging facilities are a prerequisite for economic growth in the small towns across the region. Several large hotel projects are in various stages of construction in the region.

### Public Administration

With nearly 20,000 employees in 2018, *government* remains a relatively large employer in the North Country. Average annual wages (\$56,800) were significantly higher than the all industry average annual wage of \$43,600 in 2018. State and local governments make up a relatively high portion of total employment as the North Country has several correctional, disability and recreational facilities operated by the State, towns and villages.

### **For Further Information**

It is hoped that the local workforce development boards find the information in this report useful. The New York State Department of Labor's North Country labor market analyst, Anthony Hayden, is available for consultation. He can be reached via email at [Anthony.Hayden@labor.ny.gov](mailto:Anthony.Hayden@labor.ny.gov) or by phone at (518) 523-7157.

Similar local data are available from our network of 10 regional labor market analysts to assist LWDBs. For questions regarding your local area, please contact your regional labor market analyst. Their contact information is available at: <https://labor.ny.gov/stats/lslma.shtm>.

## Significant Industries, North Country, 2019

NAICS Industry Code	Industry Name	Jobs		Net Change in Jobs, 2013-2018	% Change in Jobs, 2013-2018	Average Annual Wage, 2018	Projected % Change in Jobs, 2016-2026	Why Industry is Significant**
		2013*	2018*					
	<b>Total, all industries (all ownerships)</b>	<b>149,000</b>	<b>152,000</b>	<b>3,000</b>	<b>2.0%</b>	<b>\$43,600</b>	<b>6.2%</b>	<b>NA</b>
111	Crop production	500	600	100	20.0%	\$31,200	8.1%	G, P
112	Animal production and aquaculture	1,500	1,700	200	13.3%	\$37,900	9.8%	G, P
237	Heavy and civil engineering construction	600	800	200	33.3%	\$95,500	12.9%	G, P, W
238	Specialty trade contractors	2,700	3,200	500	18.5%	\$51,800	14.5%	G, P, W
311	Food manufacturing	1,000	1,200	200	20.0%	\$48,200	-0.9%	G, W
312	Beverage and tobacco product manufacturing	200	300	100	50.0%	\$27,500	12.0%	G, P
332	Fabricated metal product manufacturing	600	600	0	0.0%	\$50,500	1.8%	W
336	Transportation equipment manufacturing	1,000	1,200	200	20.0%	\$64,900	17.6%	G, P, W
611	Educational services	18,500	19,800	1,300	7.0%	\$48,900	4.6%	G, J, W
621	Ambulatory healthcare services	5,900	6,400	500	8.5%	\$58,300	33.8%	G, P, W
622	Hospitals	9,000	9,700	700	7.8%	\$64,400	8.1%	G, P, W
721	Accommodation	3,200	3,200	0	0.0%	\$26,000	1.9%	NA
722	Food services and drinking places	11,300	11,200	-100	-0.9%	\$18,000	8.7%	J, P
92	Government	19,700	19,800	100	0.5%	\$56,800	0.4%	J, W

NA – Not Applicable

\*Represents both private and public sector jobs

**\*\*Key:**

G: Industry experienced above-average job growth; can be net or percentage growth

J: Industry employs a significant number of jobs (>10,000)

P: Above-average growth projected for 2016-2026

W: Industry pays above-average wages

**Crop Production  
(NAICS Industry 111)  
Ten Most Common Occupations**

**Industry Description:** Industries in the Crop Production subsector grow crops mainly for food and fiber. The subsector comprises establishments, such as farms, orchards, groves, greenhouses, and nurseries, primarily engaged in growing crops, plants, vines, or trees and their seeds. The industries in this subsector are grouped by similarity of production activity, including biological and physiological characteristics and economic requirements, the length of growing season, degree of crop rotation, extent of input specialization, labor requirements, and capital demands. The production process is typically completed when the raw product or commodity grown reaches the "farm gate" for market, that is, at the point of first sale or price determination.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce /1/	Statewide Cross-Industry Median Occupational Wage /1/	Projected Employment Change (%), 2016-2026	Education	Work Experience	Training
1	45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	NA	\$30,424	6.1%	No formal educational credential	None	Short-term on-the-job training
2	11-9013	Farmers, Ranchers, and Other Agricultural Managers	NA	NA	7.0%	High school diploma or equivalent	5 years or more	None
3	45-2091	Agricultural Equipment Operators	NA	\$38,889	NA	NA	NA	NA
4	45-2041	Graders and Sorters, Agricultural Products	NA	\$27,304	NA	NA	NA	NA
5	53-3033	Light Truck or Delivery Services Drivers	NA	\$33,637	4.8%	High school diploma or equivalent	None	Short-term on-the-job training
6	49-9071	Maintenance and Repair Workers, General	NA	\$43,986	7.4%	High school diploma or equivalent	None	Moderate-term on-the-job training
7	37-3011	Landscaping and Groundskeeping Workers	NA	\$33,439	9.7%	No formal educational credential	None	Short-term on-the-job training
8	49-3041	Farm Equipment Mechanics and Service Technicians	NA	\$40,712	0.0%	High school diploma or equivalent	None	Long-term on-the-job training
9	41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	NA	\$61,387	-1.0%	High school diploma or equivalent	None	Moderate-term on-the-job training
10	19-4011	Agricultural and Food Science Technicians	NA	\$49,247	0.0%	Associate's degree	None	Moderate-term on-the-job training

NA – Not Available

/1/ Due to OES sample limitations, data for NAICS 111 are not available. Therefore, share of industry workforce information is unavailable and the statewide cross industry median wage is used.

**Animal Production and Aquaculture  
(NAICS Industry 112)  
Ten Most Common Occupations**

**Industry Description:** Industries in the Animal Production and Aquaculture subsector raise or fatten animals for the sale of animals or animal products and/or raise aquatic plants and animals in controlled or selected aquatic environments for the sale of aquatic plants, animals, or their products. The subsector includes establishments, such as ranches, farms, and feedlots, primarily engaged in keeping, grazing, breeding, or feeding animals. These animals are kept for the products they produce or for eventual sale. The animals are generally raised in various environments, from total confinement or captivity to feeding on an open range pasture.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce /1/	Statewide Cross-Industry Median Occupational Wage /1/	Projected Employment Change (%), 2016-2026	Education	Work Experience	Training
1	45-2093	Farmworkers, Farm, Ranch, and Aquacultural Animals	NA	\$28,945	NA	NA	NA	NA
2	11-9013	Farmers, Ranchers, and Other Agricultural Managers	NA	NA	7.0%	High school diploma or equivalent	5 years or more	None
3	45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	NA	\$30,424	6.1%	No formal educational credential	None	Short-term on-the-job training
4	45-2091	Agricultural Equipment Operators	NA	\$38,889	NA	NA	NA	NA
5	45-2021	Animal Breeders	NA	\$41,349	NA	NA	NA	NA
6	53-7064	Packers and Packagers, Hand	NA	\$26,886	6.5%	No formal educational credential	None	Short-term on-the-job training
7	39-2011	Animal Trainers	NA	\$35,632	NA	NA	NA	NA
8	19-1011	Animal Scientists	NA	\$60,036	NA	NA	NA	NA
9	49-9071	Maintenance and Repair Workers, General	NA	\$43,986	7.4%	High school diploma or equivalent	None	Moderate-term on-the-job training
10	45-2041	Graders and Sorters, Agricultural Products	NA	\$27,304	NA	NA	NA	NA

NA – Not Available

/1/ Due to OES sample limitations, data for NAICS 112 are not available. Therefore, share of industry workforce information is unavailable and the statewide cross industry median wage is used.



**Heavy and Civil Engineering Construction  
(NAICS Industry 237)  
Seven Most Common Occupations**

**Industry Description:** The Heavy and Civil Engineering Construction subsector comprises establishments whose primary activity is the construction of entire engineering projects (e.g., highways and dams), and specialty trade contractors, whose primary activity is the production of a specific component for such projects. Specialty trade contractors in the Heavy and Civil Engineering Construction subsector generally are performing activities that are specific to heavy and civil engineering construction projects and are not normally performed on buildings. The work performed may include new work, additions, alterations, or maintenance and repairs.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2016-2026	Education	Work Experience	Training
1	47-2061	Construction Laborers	16.7%	\$50,355	8.8%	No formal educational credential	None	Short-term on-the-job training
2	47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	3.9%	\$65,379	8.1%	High school diploma or equivalent	5 years or more	None
3	47-2073	Operating Engineers and Other Construction Equipment Operators	3.9%	\$94,714	0.0%	High school diploma or equivalent	None	Moderate-term on-the-job training
4	11-1021	General and Operations Managers	2.9%	\$74,054	9.8%	Bachelor's degree	5 years or more	None
5	11-9021	Construction Managers	2.0%	\$80,995	8.3%	Bachelor's degree	None	Moderate-term on-the-job training
6	49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	2.0%	\$66,752	7.1%	High school diploma or equivalent	Less than 5 years	None
7	49-3042	Mobile Heavy Equipment Mechanics, Except Engines	2.0%	\$42,031	0.0%	High school diploma or equivalent	None	Long-term on-the-job training

*Note: Due to confidentiality, only top 7 occupations are available for this industry.*

**Specialty Trade Contractors  
(NAICS Industry 238)  
Ten Most Common Occupations**

**Industry Description:** The Specialty Trade Contractors subsector comprises establishments whose primary activity is performing specific activities (e.g., pouring concrete, site preparation, plumbing, painting, and electrical work) involved in building construction or other activities that are similar for all types of construction, but that are not responsible for the entire project. The work performed may include new work, additions, alterations, maintenance, and repairs. The production work performed by establishments in this subsector is usually subcontracted from establishments of the general contractor type or for-sale builders, but especially in remodeling and repair construction, work also may be done directly for the owner of the property. Specialty trade contractors usually perform most of their work at the construction site, although they may have shops where they perform prefabrication and other work. Establishments primarily engaged in preparing sites for new construction are also included in this subsector.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2016-2026	Education	Work Experience	Training
1	47-2111	Electricians	16.2%	\$54,448	6.7%	High school diploma or equivalent	None	Apprenticeship
2	47-2061	Construction Laborers	13.1%	\$38,963	8.8%	No formal educational credential	None	Short-term on-the-job training
3	47-2152	Plumbers, Pipefitters, and Steamfitters	7.6%	\$67,821	14.3%	High school diploma or equivalent	None	Apprenticeship
4	53-3032	Heavy and Tractor-Trailer Truck Drivers	6.1%	\$39,409	3.2%	Postsecondary non-degree award	None	Short-term on-the-job training
5	47-2073	Operating Engineers and Other Construction Equipment Operators	5.5%	\$52,291	0.0%	High school diploma or equivalent	None	Moderate-term on-the-job training
6	47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	5.2%	\$71,233	8.1%	High school diploma or equivalent	5 years or more	None
7	47-2031	Carpenters	4.9%	\$38,647	4.2%	High school diploma or equivalent	None	Apprenticeship
8	11-1021	General and Operations Managers	3.7%	\$75,300	9.8%	Bachelor's degree	5 years or more	None
9	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	3.7%	\$37,525	-5.6%	High school diploma or equivalent	None	Short-term on-the-job training
10	49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	3.1%	\$47,539	8.3%	Postsecondary non-degree award	None	Long-term on-the-job training

**Food Manufacturing  
(NAICS Industry 311)  
Ten Most Common Occupations**

**Industry Description:** Industries in the Food Manufacturing subsector transform livestock and agricultural products into products for intermediate or final consumption. The industry groups are distinguished by the raw materials (generally of animal or vegetable origin) processed into food products.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2016-2026	Education	Work Experience	Training
1	51-3092	Food Batchmakers	18.3%	\$46,496	0.0%	High school diploma or equivalent	None	Moderate-term on-the-job training
2	51-9111	Packaging and Filling Machine Operators and Tenders	12.8%	\$40,330	2.6%	High school diploma or equivalent	None	Moderate-term on-the-job training
3	51-3093	Food Cooking Machine Operators and Tenders	9.2%	\$46,611	NA	NA	NA	NA
4	41-2031	Retail Salespersons	5.5%	\$24,733	4.1%	No formal educational credential	None	Short-term on-the-job training
5	37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	4.6%	\$49,162	8.1%	No formal educational credential	None	Short-term on-the-job training
6	51-1011	First-Line Supervisors of Production and Operating Workers	4.6%	\$73,516	3.2%	High school diploma or equivalent	Less than 5 years	None
7	43-5081	Stock Clerks and Order Fillers	3.7%	\$44,913	6.2%	High school diploma or equivalent	None	Short-term on-the-job training
8	49-9041	Industrial Machinery Mechanics	3.7%	\$47,843	2.9%	High school diploma or equivalent	None	Long-term on-the-job training
9	51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	3.7%	\$38,105	0.0%	High school diploma or equivalent	None	Moderate-term on-the-job training
10	19-4011	Agricultural and Food Science Technicians	2.8%	\$46,460	0.0%	Associate's degree	None	Moderate-term on-the-job training

NA – Not Available

**Beverage and Tobacco Product Manufacturing  
(NAICS Industry 312)  
Four Most Common Occupations**

**Industry Description:** Industries in the Beverage and Tobacco Product Manufacturing subsector manufacture beverages and tobacco products. The Beverage Manufacturing industry group includes three types of establishments: (1) those that manufacture nonalcoholic beverages; (2) those that manufacture alcoholic beverages through the fermentation process; and (3) those that produce distilled alcoholic beverages. Ice manufacturing, while not a beverage, is included with nonalcoholic beverage manufacturing because it uses the same production process as water purification.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2016-2026	Education	Work Experience	Training
1	41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	18.2%	\$53,736	-1.0%	High school diploma or equivalent	None	Moderate-term on-the-job training
2	41-2031	Retail Salespersons	12.1%	\$24,314	4.1%	No formal educational credential	None	Short-term on-the-job training
3	51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	6.1%	\$39,264	0.0%	High school diploma or equivalent	None	Moderate-term on-the-job training
4	51-9111	Packaging and Filling Machine Operators and Tenders	3.0%	\$39,172	2.6%	High school diploma or equivalent	None	Moderate-term on-the-job training

*Note: Due to confidentiality, only top 4 occupations are available for this industry.*

**Fabricated Metal Product Manufacturing  
(NAICS Industry 332)  
Three Most Common Occupations**

**Industry Description:** Industries in the Fabricated Metal Product Manufacturing subsector transform metal into intermediate or end products, other than machinery, computers and electronics, and metal furniture, or treat metals and metal formed products fabricated elsewhere. Important fabricated metal processes are forging, stamping, bending, forming, and machining, used to shape individual pieces of metal; and other processes, such as welding and assembling, used to join separate parts together. Establishments in this subsector may use one of these processes or a combination of these processes.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2016-2026	Education	Work Experience	Training
1	51-4041	Machinists	14.3%	\$40,299	11.1%	High school diploma or equivalent	None	Long-term on-the-job training
2	51-4121	Welders, Cutters, Solderers, and Brazers	14.3%	\$34,584	16.0%	High school diploma or equivalent	None	Moderate-term on-the-job training
3	43-9061	Office Clerks, General	3.6%	\$25,564	-1.4%	High school diploma or equivalent	None	Short-term on-the-job training

*Note: Due to confidentiality, only top 3 occupations are available for this industry.*

**Transportation Equipment Manufacturing  
(NAICS Industry 336)  
Ten Most Common Occupations**

**Industry Description:** Industries in the Transportation Equipment Manufacturing subsector produce equipment for transporting people and goods. Transportation equipment is a type of machinery. An entire subsector is devoted to this activity because of the significance of its economic size in all three North American countries.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2016-2026	Education	Work Experience	Training
1	51-2098	Assemblers and fabricators, all other, including team assemblers	17.4%	\$31,582	NA	NA	NA	NA
2	51-1011	First-Line Supervisors of Production and Operating Workers	7.8%	\$72,482	3.2%	High school diploma or equivalent	Less than 5 years	None
3	17-2112	Industrial Engineers	4.3%	\$81,307	20.0%	Bachelor's degree	None	None
4	53-7062	Laborers and Freight, Stock, and Material Movers, Hand	4.3%	\$46,258	4.2%	No formal educational credential	None	Short-term on-the-job training
5	17-3026	Industrial Engineering Technicians	2.6%	\$56,930	33.3%	Associate's degree	None	None
6	13-1020	Buyers and Purchasing Agents	1.7%	\$61,986	NA	NA	NA	NA
7	51-2091	Fiberglass Laminators and Fabricators	1.7%	\$37,067	NA	NA	NA	NA
8	11-1021	General and Operations Managers	0.9%	\$151,857	9.8%	Bachelor's degree	5 years or more	None
9	13-2011	Accountants and Auditors	0.9%	\$63,350	8.8%	Bachelor's degree	None	None
10	43-1011	First-Line Supervisors of Office and Administrative Support Workers	0.9%	\$65,039	7.0%	High school diploma or equivalent	Less than 5 years	None

NA – Not Available

**Educational Services  
(NAICS Industry 611)  
Ten Most Common Occupations**

**Industry Description:** Industries in the Educational Services subsector provide instruction and training in a wide variety of subjects. The instruction and training is provided by specialized establishments, such as schools, colleges, universities, and training centers.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2016-2026	Education	Work Experience	Training
1	25-9041	Teacher Assistants	13.0%	\$25,088	3.3%	Some college, no degree	None	None
2	25-2021	Elementary School Teachers, Except Special Education	8.1%	\$62,454	1.2%	Bachelor's degree	None	None
3	25-3098	Substitute teachers	6.1%	\$27,400	1.8%	Bachelor's degree	None	None
4	25-2031	Secondary School Teachers, Except Special and Career/Technical Education	6.0%	\$63,360	1.4%	Bachelor's degree	None	None
5	37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	4.5%	\$30,578	8.1%	No formal educational credential	None	Short-term on-the-job training
6	25-2022	Middle School Teachers, Except Special and Career/Technical Education	3.5%	\$70,607	1.1%	Bachelor's degree	None	None
7	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	3.0%	\$40,700	-5.6%	High school diploma or equivalent	None	Short-term on-the-job training
8	53-3022	Bus Drivers, School or Special Client	2.5%	\$32,905	2.5%	High school diploma or equivalent	None	Short-term on-the-job training
9	35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	1.9%	\$25,282	14.6%	No formal educational credential	None	Short-term on-the-job training
10	21-1012	Educational, Guidance, School, and Vocational Counselors	1.7%	\$59,110	11.3%	Master's degree	None	None

**Ambulatory Health Care Services  
(NAICS Industry 621)  
Ten Most Common Occupations**

**Industry Description:** Industries in the Ambulatory Health Care Services subsector provide health care services directly or indirectly to ambulatory patients and do not usually provide inpatient services. Health practitioners in this subsector provide outpatient services, with the facilities and equipment not usually being the most significant part of the production process.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2016-2026	Education	Work Experience	Training
1	43-4171	Receptionists and Information Clerks	12.3%	\$31,001	13.9%	High school diploma or equivalent	None	Short-term on-the-job training
2	29-1141	Registered Nurses	8.4%	\$61,596	16.1%	Bachelor's degree	None	None
3	29-2061	Licensed Practical and Licensed Vocational Nurses	6.5%	\$39,056	9.8%	Postsecondary non-degree award	None	None
4	29-2041	Emergency Medical Technicians and Paramedics	6.0%	\$38,598	26.5%	Postsecondary non-degree award	None	None
5	29-2021	Dental Hygienists	4.9%	\$72,828	20.7%	Associate's degree	None	None
6	31-1011	Home Health Aides	4.7%	\$28,103	41.5%	High school diploma or equivalent	None	Short-term on-the-job training
7	31-9091	Dental Assistants	4.4%	\$36,352	17.6%	Postsecondary non-degree award	None	None
8	43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	3.5%	\$34,267	-5.6%	High school diploma or equivalent	None	Short-term on-the-job training
9	29-1069	Physicians and Surgeons, All Other	3.2%	\$206,949*	9.5%	Doctoral or professional degree	None	Internship/residency
10	31-9092	Medical Assistants	2.8%	\$37,137	31.0%	Postsecondary non-degree award	None	None

**\*\* Due to confidentiality, regional median occupational wage was replaced with statewide industry median wage.**



**Hospitals**  
**(NAICS Industry 622)**  
**Ten Most Common Occupations**

**Industry Description:** Industries in the Hospitals subsector provide medical, diagnostic, and treatment services that include physician, nursing, and other health services to inpatients and the specialized accommodation services required by inpatients. Hospitals may also provide outpatient services as a secondary activity. Establishments in the Hospitals subsector provide inpatient health services, many of which can only be provided using the specialized facilities and equipment that form a significant and integral part of the production process.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2016-2026	Education	Work Experience	Training
1	29-1141	Registered Nurses	23.1%	\$76,899	16.1%	Bachelor's degree	None	None
2	31-1014	Nursing Assistants	9.4%	\$32,161	11.6%	Postsecondary non-degree award	None	None
3	29-2061	Licensed Practical and Licensed Vocational Nurses	4.9%	\$42,783	9.8%	Postsecondary non-degree award	None	None
4	43-9061	Office Clerks, General	3.1%	\$33,130	-1.4%	High school diploma or equivalent	None	Short-term on-the-job training
5	37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	2.9%	\$30,127	8.1%	No formal educational credential	None	Short-term on-the-job training
6	29-2010	Clinical Laboratory Technologists and Technicians	2.8%	\$65,924	NA	NA	NA	NA
7	29-1069	Physicians and Surgeons, All Other	2.3%	\$90,761**	9.5%	Doctoral or professional degree	None	Internship/residency
8	43-4111	Interviewers, Except Eligibility and Loan	2.1%	\$35,943	3.8%	High school diploma or equivalent	None	Short-term on-the-job training
9	29-2034	Radiologic Technologists	2.0%	\$61,370	8.7%	Associate's degree	None	None
10	43-4171	Receptionists and Information Clerks	1.9%	\$30,864	13.9%	High school diploma or equivalent	None	Short-term on-the-job training

\*\* Due to confidentiality, regional median occupational wage was replaced with statewide industry median wage.

NA – Not Available

**Accommodation  
(NAICS Industry 721)  
Ten Most Common Occupations**

**Industry Description:** Industries in the Accommodation subsector provide lodging or short-term accommodations for travelers, vacationers, and others. There is a wide range of establishments in these industries. Some provide lodging only, while others provide meals, laundry services, and recreational facilities, as well as lodging. Lodging establishments are classified in this subsector even if the provision of complementary services generates more revenue. The types of complementary services provided vary from establishment to establishment.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2016-2026	Education	Work Experience	Training
1	37-2012	Maids and Housekeeping Cleaners	18.9%	\$26,042	0.0%	No formal educational credential	None	Short-term on-the-job training
2	35-3031	Waiters and Waitresses	13.4%	\$28,072	7.1%	No formal educational credential	None	Short-term on-the-job training
3	43-4081	Hotel, Motel, and Resort Desk Clerks	8.8%	\$26,025	4.9%	High school diploma or equivalent	None	Short-term on-the-job training
4	35-2014	Cooks, Restaurant	8.1%	\$30,122	10.8%	No formal educational credential	Less than 5 years	Moderate-term on-the-job training
5	49-9071	Maintenance and Repair Workers, General	7.2%	\$32,995	7.4%	High school diploma or equivalent	None	Moderate-term on-the-job training
6	11-1021	General and Operations Managers	3.6%	\$75,640	9.8%	Bachelor's degree	5 years or more	None
7	35-9021	Dishwashers	3.6%	\$24,609	4.9%	No formal educational credential	None	Short-term on-the-job training
8	43-1011	First-Line Supervisors of Office and Administrative Support Workers	2.0%	\$44,929	7.0%	High school diploma or equivalent	Less than 5 years	None
9	43-3031	Bookkeeping, Accounting, and Auditing Clerks	1.6%	\$44,083	-0.8%	Some college, no degree	None	Moderate-term on-the-job training
10	35-1012	First-Line Supervisors of Food Preparation and Serving Workers	1.3%	\$43,804	9.9%	High school diploma or equivalent	Less than 5 years	None

**Food Services and Drinking Places  
(NAICS Industry 722)  
Ten Most Common Occupations**

**Industry Description:** Industries in the Food Services and Drinking Places subsector prepare meals, snacks, and beverages to customer order for immediate on-premises and off-premises consumption. There is a wide range of establishments in these industries. Some provide food and drink only, while others provide various combinations of seating space, waiter/waitress services, and incidental amenities, such as limited entertainment. The industries in the subsector are grouped based on the type and level of services provided. The industry groups are Special Food Services, such as food service contractors, caterers, and mobile food services; Drinking Places (Alcoholic Beverages); and Restaurants and Other Eating Places.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2016-2026	Education	Work Experience	Training
1	35-3021	Combined Food Preparation and Serving Workers, Including Fast Food	30.9%	\$24,172	14.6%	No formal educational credential	None	Short-term on-the-job training
2	35-3031	Waiters and Waitresses	19.7%	\$25,216	7.1%	No formal educational credential	None	Short-term on-the-job training
3	35-2014	Cooks, Restaurant	13.0%	\$26,046	10.8%	No formal educational credential	Less than 5 years	Moderate-term on-the-job training
4	35-9021	Dishwashers	6.9%	\$23,145	4.9%	No formal educational credential	None	Short-term on-the-job training
5	35-3011	Bartenders	5.7%	\$24,541	4.8%	No formal educational credential	None	Short-term on-the-job training
6	35-1012	First-Line Supervisors of Food Preparation and Serving Workers	3.6%	\$35,486	9.9%	High school diploma or equivalent	Less than 5 years	None
7	35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	3.3%	\$22,343	7.1%	No formal educational credential	None	Short-term on-the-job training
8	35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	2.9%	\$23,512	NA	NA	NA	NA
9	35-2015	Cooks, Short Order	2.6%	\$25,543	0.0%	No formal educational credential	None	Short-term on-the-job training
10	11-1021	General and Operations Managers	1.2%	\$36,396	9.8%	Bachelor's degree	5 years or more	None

NA – Not Available

**Government  
(NAICS Industry 92)  
Ten Most Common Occupations**

**Industry Description:** The Public Administration sector consists of establishments of federal, state, and local government agencies that administer, oversee, and manage public programs and have executive, legislative, or judicial authority over other institutions within a given area. These agencies also set policy, create laws, adjudicate civil and criminal legal cases, and provide for public safety and for national defense. In general, government establishments in the Public Administration sector oversee governmental programs and activities that are not performed by private establishments. Establishments in this sector typically are engaged in the organization and financing of the production of public goods and services, most of which are provided for free or at prices that are not economically significant.

Rank	SOC Code	Occupational Title	% Share of Industry Workforce	Median Occupational Wage	Projected Employment Change (%), 2016-2026	Education	Work Experience	Training
1	33-3012	Correctional Officers and Jailers	17.0%	\$67,400	-3.3%	High school diploma or equivalent	None	Moderate-term on-the-job training
2	47-4051	Highway Maintenance Workers	5.1%	\$41,557	2.2%	High school diploma or equivalent	None	Moderate-term on-the-job training
3	33-3051	Police and Sheriff's Patrol Officers	3.5%	\$68,457	4.3%	High school diploma or equivalent	None	Moderate-term on-the-job training
4	13-1041	Compliance Officers	2.9%	\$84,774	4.3%	Bachelor's degree	None	Moderate-term on-the-job training
5	39-9021	Personal Care Aides	2.5%	\$43,838	31.5%	High school diploma or equivalent	None	Short-term on-the-job training
6	11-1031	Legislators	2.4%	\$94,935	0.0%	Bachelor's degree	Less than 5 years	None
7	43-9061	Office Clerks, General	2.1%	\$38,265	-1.4%	High school diploma or equivalent	None	Short-term on-the-job training
8	29-1141	Registered Nurses	2.0%	\$68,851	16.1%	Bachelor's degree	None	None
9	49-9071	Maintenance and Repair Workers, General	2.0%	\$45,788	7.4%	High school diploma or equivalent	None	Moderate-term on-the-job training
10	43-3031	Bookkeeping, Accounting, and Auditing Clerks	1.8%	\$42,195	-0.8%	Some college, no degree	None	Moderate-term on-the-job training

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