

Employment in New York State



Research and
Statistics

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Department of Labor

JANUARY 2017

At a Glance

New York State had 9,398,300 total nonfarm jobs in November 2016, including 7,950,000 private sector jobs, after seasonal adjustment. The state's seasonally adjusted private sector job count increased by 0.1% between October and November 2016, while the nation's job count also increased by 0.1%. From November 2015 to November 2016, the number of private sector jobs increased by 1.3% in the state and by 1.7% in the nation (not seasonally adjusted).

In November 2016, New York State's seasonally adjusted unemployment rate decreased from 5.2% to 5.1%. The comparable rate for the nation in November 2016 was 4.6%.

New York State's Index of Coincident Economic Indicators decreased at an annual rate of 1.9% in November 2016.

Change in Nonfarm Jobs

November 2015 - November 2016

(Data not seasonally adjusted, net change in thousands)

	Net	%
Total Nonfarm Jobs	104.5	1.1%
Private Sector	100.9	1.3%
Goods-producing	-15.1	-1.8%
Nat. res. & mining	-0.2	-3.7%
Construction	-6.2	-1.6%
Manufacturing	-8.7	-1.9%
Durable gds.	-7.7	-2.9%
Nondurable gds.	-1.0	-0.5%
Service-providing	119.6	1.4%
Trade, trans. & util.	15.2	0.9%
Wholesale trade	9.2	2.7%
Retail trade	0.1	0.0%
Trans., wrhs. & util.	5.9	2.0%
Information	2.1	0.8%
Financial activities	-2.2	-0.3%
Prof. & bus. svcs.	12.9	1.0%
Educ. & health svcs.	61.8	3.2%
Leisure & hospitality	14.8	1.7%
Other services	11.4	2.8%
Government	3.6	0.2%

NYS at forefront of protecting workers' rights...

Minimum Wage Increases for Workers Across New York State

"The prosperity of everyone in the country depends on the 'ability of the common man to support himself.'"

— U.S. Secretary of Labor Frances Perkins, *People at Work*, 1934

Workers-rights pioneer Frances Perkins, who served as New York State's Industrial Commissioner (1929-33), and as the first female cabinet member as U.S. Secretary of Labor (1933-45), recognized the need for workers to be paid a living wage. In early 1933, she presented President-elect Franklin D. Roosevelt with a set of policy priorities she hoped to implement. One of them was a national minimum wage. Here, we provide a brief history of the minimum wage and describe changes occurring in New York State.

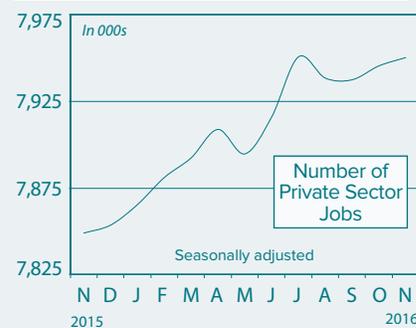
Brief History of the Minimum Wage

The federal minimum wage was first established in 1933 at 25 cents per hour as part of the National Industrial Recovery Act (NIRA). The NIRA was the centerpiece of New Deal legislation enacted early in President Franklin D. Roosevelt's first term. It was designed to help revive the nation's economy amid the lingering effects of the financial collapse brought on by the Great Depression, which began in 1929. However, the NIRA, including the new national minimum wage law, was overturned in a unanimous decision by the U.S. Supreme Court in May 1935 (*A.L.A. Schechter Poultry Corp. v. United States*).

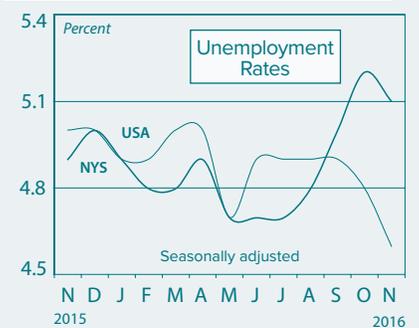
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In November...

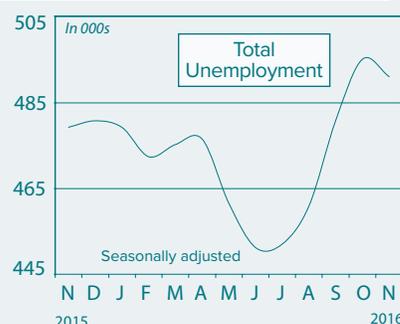
...NYS private sector jobs increased



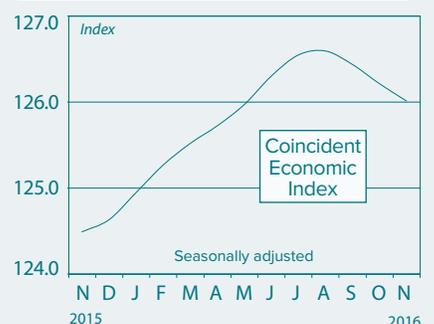
...NYS unemployment rate decreased



...NYS unemployment decreased



...NYS economic index decreased



Focus on the Capital Region

STEM Jobs in the Capital Region

by James Ross, Labor Market Analyst, Capital Region

Introduction

Last month's issue of this newsletter presented a brief summary of core STEM (science, technology, engineering and mathematics) job titles in New York State. Here, we present a similar briefing using occupational data specific to the eight-county Capital Region.

Regional Trends in STEM Employment

Between 2010 and 2015, employment in core STEM job titles in the Capital Region grew by 8.8%, or 2,900, to 35,920. Over the same period, the nation's core STEM job count grew by 11.3%. Among the state's 10 economic development regions, only New York City outpaced the local region in core STEM job creation. (Note: STEM data presented here come from Economic Modeling Specialists International.)

Looking across the three workforce development areas in the region, core STEM job growth in 2010-2015 was positive in two areas – Albany-Rensselaer-Schenectady (1,480 or 5.5%) and Saratoga-Warren-Washington (1,450 or 27.3%). The number of STEM jobs fell slightly in the Columbia-Greene area (-40 or 5.1%).

STEM Occupations with the Most Jobs

In 2015, there were 10 core STEM occupations that employed at least 1,000 workers in the Capital Region (see table). These top-10 titles, all computer- or engineering-related occupations, constituted about 50% of all local core STEM jobs. They were responsible for almost two-thirds of local STEM job growth in 2010-2015. All but one of these occupations, computer user support specialists, typically require a bachelor's degree.

STEM Jobs Are In Demand

The combined job count in the 10 largest core STEM occupations in the Capital Region is expected to grow by 3,880, or 21.8%, between 2012 and 2022, according to occupational projections prepared by the State Department of Labor. This set of core STEM job titles is expected to generate 780 job openings annually over this period. Core STEM job titles remain in demand; all of the 10 largest occupations in the region have "very favorable" job prospects.

Industries with the Most STEM Jobs

The five local industries with the largest number of core STEM jobs include:

- State Government, excluding Education and Hospitals (5,430)
- Scientific Research and Development Services (5,150)
- Computer Systems Design (3,330)
- Architectural and Engineering Services (3,330)
- Insurance Carriers (1,370)

These five industries had a combined employment base of 18,610 in 2015. Together, they accounted for just over 50% of core STEM jobs in the Capital Region.

Summary

The STEM field represents a significant piece of the Capital Region's economic future and holds many of the key jobs of tomorrow. The information presented here should be useful to groups interested in the current and future outlook for STEM jobs.



"The STEM field represents a significant piece of the Capital Region's economic future and holds many of the key jobs of tomorrow."

Largest Core STEM Occupations, Capital Region, 2015

Occupation	2015 Jobs	Median Hourly Earnings
Computer Systems Analysts	3,720	\$36.94
Computer User Support Specialists	2,460	\$22.02
Software Developers, Applications	2,120	\$37.31
Computer Programmers	2,100	\$36.63
Network and Computer Systems Administrators	1,510	\$35.84
Computer and Information Systems Managers	1,490	\$55.78
Civil Engineers	1,380	\$40.85
Electrical Engineers	1,260	\$47.53
Industrial Engineers	1,160	\$47.57
Mechanical Engineers	1,110	\$43.77

Minimum Wage... from page 1

The federal minimum wage was re-established at the same rate by the Fair Labor Standards Act of 1938. This new law was upheld in a 1941 Supreme Court ruling (*United States v. Darby Lumber Co.*) that found the U.S. Congress has the power under the Commerce Clause of the U.S. Constitution to regulate employment conditions.

New York State had minimum wage laws prior to World War II, but they were industry-specific. In early 1960, New York Governor Nelson A. Rockefeller proposed the first statewide general minimum wage law in the country. The bill he signed into law on April 19, 1960 established New York's hourly minimum wage at \$1.00, as of October 1, 1960.

A subsequent change in law boosted the state's minimum wage to \$1.25 in two stages between 1962 and 1964. Governor Rockefeller noted at the time that this wage increase "will be accomplished without curtailing employment opportunities and without serious detriment to employers."

U.S. Minimum Wage

The last increase in the federal minimum wage occurred in July 2009, when it rose from \$6.55 to \$7.25 per hour. Some job titles are exempt from the federal minimum wage rules and/or overtime pay provisions (e.g., newspaper deliverers, casual babysitters, some seasonal employees).

Tipped employees (such as waiters) may be paid less than the standard minimum wage. Under federal regulations, employers may pay tipped employees a minimum wage of \$2.13/hour, as long as their hourly wage plus tips received is at least equal to the full federal minimum wage. If an employee's tip income combined with the \$2.13 hourly wage is less than the federal minimum wage, then the employer must make up the difference.

The U.S. Department of Labor's Wage and Hour Division has published a guide to the Fair Labor Standards Act that explains how the law applies (see www.dol.gov/whd/regs/compliance/hrg.htm).

Unemployment Rates in New York State

Data Not Seasonally Adjusted

	NOV '15	NOV '16		NOV '15	NOV '16		NOV '15	NOV '16
New York State	4.8	4.7	Hudson Valley	4.1	4.0	Finger Lakes	4.6	4.5
Capital	4.2	4.0	Dutchess	4.0	3.9	Genesee	4.6	4.5
Albany	4.0	3.8	Orange	4.2	4.1	Livingston	4.6	4.5
Columbia	3.4	3.5	Putnam	3.9	3.8	Monroe	4.6	4.5
Greene	5.2	4.9	Rockland	4.0	4.0	Ontario	4.2	4.1
Rensselaer	4.2	4.0	Sullivan	5.0	4.7	Orleans	5.6	5.2
Saratoga	3.9	3.6	Ulster	4.3	4.1	Seneca	4.6	4.3
Schenectady	4.2	4.0	Westchester	4.1	4.1	Wayne	4.7	4.7
Warren	5.5	5.4	Mohawk Valley	5.1	4.7	Wyoming	5.0	5.1
Washington	4.6	4.4	Fulton	5.8	5.2	Yates	4.5	4.3
Central New York	4.9	4.6	Herkimer	5.4	5.2	Western New York	5.1	5.0
Cayuga	4.9	4.5	Montgomery	5.9	5.1	Allegany	5.1	5.0
Cortland	5.3	5.2	Oneida	4.8	4.6	Cattaraugus	5.5	5.5
Madison	4.9	4.9	Otsego	4.7	4.3	Chautauqua	5.7	5.7
Onondaga	4.4	4.2	Schoharie	4.9	4.7	Erie	4.8	4.7
Oswego	6.4	6.0	North Country	6.0	5.6	Niagara	5.6	5.5
Southern Tier	5.1	4.8	Clinton	5.2	4.9	Long Island	4.1	4.0
Broome	5.3	5.1	Essex	5.9	5.3	Nassau	3.8	3.7
Chemung	5.4	5.1	Franklin	5.8	5.3	Suffolk	4.3	4.1
Chenango	5.0	4.8	Hamilton	8.7	8.4	New York City	5.2	5.2
Delaware	5.4	4.9	Jefferson	6.3	6.3	Bronx	7.2	7.1
Schuyler	6.0	5.6	Lewis	6.1	6.2	Kings	5.3	5.3
Steuben	5.7	5.3	St. Lawrence	6.1	5.6	New York	4.4	4.6
Tioga	5.1	4.7				Queens	4.5	4.5
Tompkins	3.7	3.4				Richmond	5.2	5.2

Minimum Wage... from page 2

Many states have their own minimum wage laws. If a worker is subject to both federal and state minimum wage laws, the higher minimum wage applies.

According to the U.S. Bureau of Labor Statistics (as of January 1, 2017), there were:

- 29 states with minimum wages higher than the federal minimum (including New York)
- 14 states with minimum wages equal to the federal minimum
- Two states with minimum wages lower than the federal minimum (federal minimum applies)
- Five states with no minimum wage law (federal minimum applies)

New York State's \$15 Minimum Wage

In April 2016, Governor Andrew M. Cuomo signed legislation that ultimately boosts our state's general minimum wage to \$15 per hour for more than two million hourly workers across the state (see table). Highlights of the new law include:

- For workers in New York City employed by large businesses (those with at least 11 employees), the minimum wage rose to \$11 at the end of 2016, then another \$2 each year after, reaching \$15 on 12/31/2018.
- For workers in New York City employed by small businesses (those with 10 employees or fewer), the minimum wage rose to

New York State's General Minimum Wage Rate Schedule

Location	12/31/2016	12/31/2017	12/31/2018	12/31/2019	12/31/2020	2021*
NYC – Large Employers (11 or more workers)	\$11.00	\$13.00	\$15.00			
NYC – Small Employers (10 or fewer workers)	\$10.50	\$12.00	\$13.50	\$15.00		
Long Island & Westchester County	\$10.00	\$11.00	\$12.00	\$13.00	\$14.00	\$15.00
Balance of New York State (54 counties)	\$9.70	\$10.40	\$11.10	\$11.80	\$12.50	*

* Annual increases for the Balance of New York State will continue until the rate reaches a \$15 minimum wage. Starting in 2021, the annual increases will be based on economic indices, including the Consumer Price Index.

- \$10.50 at the end of 2016, then another \$1.50 each year after, reaching \$15 on 12/31/2019.
- For workers in Nassau, Suffolk and Westchester counties, the minimum wage increased to \$10 at the end of 2016, then \$1 each year after, reaching \$15 on 12/31/2021.
- For workers in the balance of the state (54 counties), the minimum wage increased to \$9.70 at the end of 2016, then another \$0.70 each year after until reaching \$12.50 on 12/31/2020. After that, it will continue to increase to \$15 on an indexed schedule to be set by the Director of the Division of Budget in consultation with the State Department of Labor.

Summing Up

While the goal of a minimum wage may have seemed unattainable to workers-rights

pioneer Frances Perkins more than 80 years ago, her persistence and tenacity helped to make it a reality.

To learn more about the new rules affecting New York State's minimum wage, see: labor.ny.gov/minimumwage.

by Kevin Phelps

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Regional Analysts' Corner

CAPITAL

James Ross — 518-242-8245

Over the past year, the private sector job count in the Capital Region rose by 1,400, or 0.3 percent, to 434,000 in November 2016. Job gains were largest in educational and health services (+2,300), natural resources, mining and construction (+500) and professional and business services (+400). Losses were greatest in leisure and hospitality (-1,100) and manufacturing (-500).

CENTRAL NY

Karen Knapik-Scalzo — 315-479-3391

Private sector jobs in the Syracuse metro area fell over the year by 500, or 0.2 percent, to 264,000 in November 2016. Growth was centered in trade, transportation and utilities (+1,400) and financial activities (+500). Losses were greatest in leisure and hospitality (-1,400), professional and business services (-900) and manufacturing (-400).

FINGER LAKES

Tammy Marino — 585-258-8870

Private sector jobs in the Rochester metro area rose over the year by 2,900, or 0.6 percent, to 453,500 in November 2016. Gains were concentrated in educational and health services (+3,000), leisure and hospitality (+1,800) and financial activities (+1,500). Job losses were largest in professional and business services (-2,200) and manufacturing (-1,100).

HUDSON VALLEY

John Nelson — 914-997-8798

Over the past year, private sector jobs in the Hudson Valley rose by 4,700, or 0.6 percent, to 796,400 in November 2016. Growth was centered in educational and health services (+5,500), leisure and hospitality (+2,800) and trade, transportation and utilities (+1,900). Losses were greatest in natural resources, mining and construction (-2,900) and manufacturing (-1,100).

LONG ISLAND

Shital Patel — 516-934-8533

Long Island's private sector job count rose over the year by 14,300, or 1.3 percent, to 1,141,200 in November 2016. Gains were largest in educational and health services (+10,600), professional and business services (+2,000), other services (+1,600) and trade, transportation and utilities (+1,000). Losses were greatest in manufacturing (-1,200) and financial activities (-800).

MOHAWK VALLEY

Mark Barbano — 315-793-2282

For the 12-month period ending November 2016, the Mohawk Valley's private sector job count fell by 200, or 0.1 percent, to 148,200. Employment gains were largest in natural resources, mining and construction (+200). Job losses were greatest in educational and health services (-300).

NEW YORK CITY

James Brown — 718-613-3971

Over the past year, private sector jobs in New York City rose by 61,700, or 1.6 percent, to 3,815,300 in November 2016. Job gains were largest in educational and health services (+24,100), leisure and hospitality (+13,300), professional and business services (+11,300), other services (+7,200) and information (+6,000). Losses were centered in financial activities (-4,600).

SOUTHERN TIER

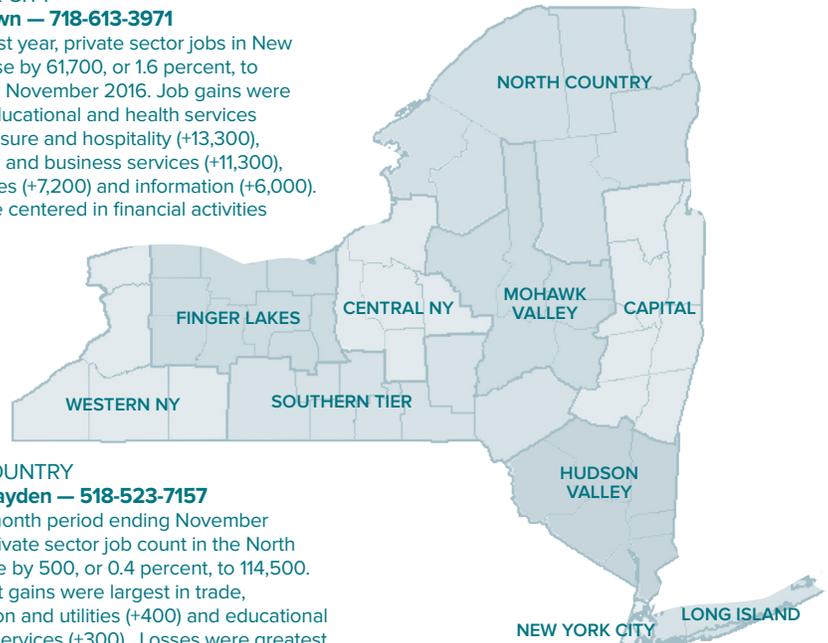
Christian Harris — 607-741-4485

For the year ending November 2016, private sector jobs in the Southern Tier rose by 1,900, or 0.8 percent, to 238,100. Job gains were largest in educational and health services (+2,600), leisure and hospitality (+500) and professional and business services (+400). Losses were greatest in manufacturing (-900) and trade, transportation and utilities (-900).

WESTERN NY

John Slenker — 716-851-2742

Over the past year, the private sector job count in the Buffalo-Niagara Falls metro area rose by 3,700, or 0.8 percent, to 475,200 in November 2016. Employment gains were largest in leisure and hospitality (+2,300), trade, transportation and utilities (+1,600) and financial activities (+600). Job losses were greatest in manufacturing (-1,000).



NORTH COUNTRY

Anthony Hayden — 518-523-7157

For the 12-month period ending November 2016, the private sector job count in the North Country rose by 500, or 0.4 percent, to 114,500. Employment gains were largest in trade, transportation and utilities (+400) and educational and health services (+300). Losses were greatest in manufacturing (-400).

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