



New York State Comptroller
THOMAS P. DiNAPOLI

Where New Yorkers Work

An Analysis of Industries and
Occupations in New York

October 2024

Message from the Comptroller

October 2024

New York was hit hard and early by the pandemic, and job losses occurred in every industry in every region of New York. Since then, the State has taken longer than the nation to regain the jobs lost; the nation fully recovered by June 2022, while for New York, recovery did not occur until April 2024.

Through disruptions caused by recessions, as well as the evolution of the economy, the State's employment picture has changed in significant ways since 2000. The healthcare and social assistance industry increased its share of total employment while that for manufacturing and financial activities shrunk.

Employment in health care and social assistance also had the largest increase in jobs since 2019, and now the sector comprises nearly 1 in 5 jobs statewide; with the exception of the Southern Tier, this sector is also the top employer in every region.

Regionally, recovery has been strongest downstate (New York City, Long Island and Hudson Valley regions); however, the most dominant industries tend to be the same across regions. Growth in average annual wages has also been strong, increasing 21.3 percent from 2019 to 2023, well in excess of the 17 percent inflation rate for the Middle Atlantic. Part of this growth can be attributed to increases in the State's minimum wage implemented during this time period.

In terms of the occupations in which New Yorkers work, office and administrative jobs was the category with the largest share. By both industry and occupation, the largest shares of employment are mainly in those where wages are below the statewide annual average of approximately \$91,000. Policymakers can use the information in this report to examine job creation and retention programs, and ensure they are creating quality employment opportunities for New Yorkers across the State's regions.



Thomas P. DiNapoli
State Comptroller

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Executive Summary

In 2023, full recovery of the significant job losses resulting from the COVID-19 pandemic had yet to be achieved at the State level and across the State's economic regions. Recovery varied widely by sector; in some cases, job gains or losses accelerated what had been long-term changes.

In 2023, New Yorkers worked in 926 different industries and 768 types of occupations.¹ Analysis of New York State employment sectors and occupational patterns indicates the following findings:

- The health care and social assistance industry was the largest sector of employment statewide and in nearly every region in 2023. The sector has led the way in the State's recovery, adding the greatest number of jobs, and now represents nearly 1 in 5 jobs statewide. However, wages in this sector – while they vary greatly by occupation – average \$65,407, or 28.5 percent below the statewide average.
- In 2023, of the 15 industry sectors, seven, including health care, had employment above 2019 levels; the remainder, particularly retail trade and leisure and hospitality industries, struggled through 2023 to regain jobs lost in 2020.
- Employment in financial activities, which pays average annual wages more than double the State average, dropped from 9.0 percent of all jobs in 2000 to 7.8 percent in 2023. Similarly, employment in manufacturing, which comprised 8.8 percent of the total jobs in 2000, was over four percentage points lower in 2023.
- Nine of the 15 sectors had average annual wages below the State average of \$91,427 in 2023; these sectors comprised almost two-thirds of total jobs.
- The average annual wage increased 21.3 percent from 2019, exceeding the Mid-Atlantic inflation rate of 17 percent for this period. While all industries experienced double digit growth in wages from 2019 to 2023, the strongest growth was in industries that have made the weakest recovery. Factors that could be influencing such gains are minimum wage increases, labor shortages, or productivity gains as businesses achieve more output with the same number of employees.
- Approximately 1 in every 9 workers (11.6 percent) earned the State minimum wage in 2022 (the latest data available), though rates were much higher in the leisure and hospitality and retail trade sectors, 27.1 percent and 22.4 percent, respectively. Both of these industries ranked among the top industries for wage growth from 2019 to 2023.
- The top five occupational groups in the State reflected the types of jobs that could be found across all industries, such as the office and administrative support positions that comprised 1 in 8 occupations statewide.
- Four out of the top five occupational groups in the State had median wages below the statewide median.

Regional findings include:

- While more than 70 percent of State jobs were located in the three downstate regions (New York City, Long Island, and the Hudson Valley), the concentration of industries varied across regions. Almost two-thirds of financial activities jobs and just under 75 percent of information sector employment were in New York City. Upstate regions comprised over half of all manufacturing jobs and three-quarters of natural resources employment.
- In every region, leisure and hospitality, retail trade, and health care comprised over one-third of the total employment.
- New York City was closest to full job recovery in 2023, just 0.2 percent below 2019 levels; the Mohawk Valley had the lowest rate of recovery, 5.5 percent below.
- Employment growth by industry varied among the State's regions. For example, the Capital Region had seven industries at full recovery, while Central New York had only two. Concerningly, all regions had at least one industry that continued to lose jobs after 2020. Most regions continued to lose public administration (i.e. government) jobs.
- While the minimum wage changed little in New York City from 2019 to 2023, increasing primarily for home health care workers, growth in the rest of the State was more significant. For home health care workers, minimum wages grew by 41.7 percent on Long Island and in Westchester County, and by 43.2 percent in the rest of the State. For all other employees, minimum wages grew by 21.3 percent and 22.8 percent, on average, on Long Island and in Westchester County and in the rest of the State, respectively.
- Over 3 in every 5 jobs in legal occupations as well as in arts, design, entertainment, sports, and media professions were in New York City. The Capital Region ranked third for architecture and engineering jobs while Western New York ranked third for those in production.

Employment Varies by Industry and Region

Health Care and Social Assistance Sector Is Largest Employer Statewide

As shown in Figure 1, over 60 percent of employment was in five sectors: health care and social assistance, professional and business services, educational services, leisure and hospitality, and retail trade. However, of these industries, only one, professional and business services (“professional services”), had an average annual wage above the State average of \$91,427 for all industries.

The health care and social assistance (“health care”) industry—which accounted for nearly 1 in every 5 jobs in New York in 2023—had an average annual wage of \$65,407, or 28.5 percent below the statewide average. Healthcare was one of nine sectors that had average annual wages below the State average; these sectors comprised almost two-thirds of total jobs.²

Figure 1
Comparison of Employment and Wages by Industry, New York, 2023

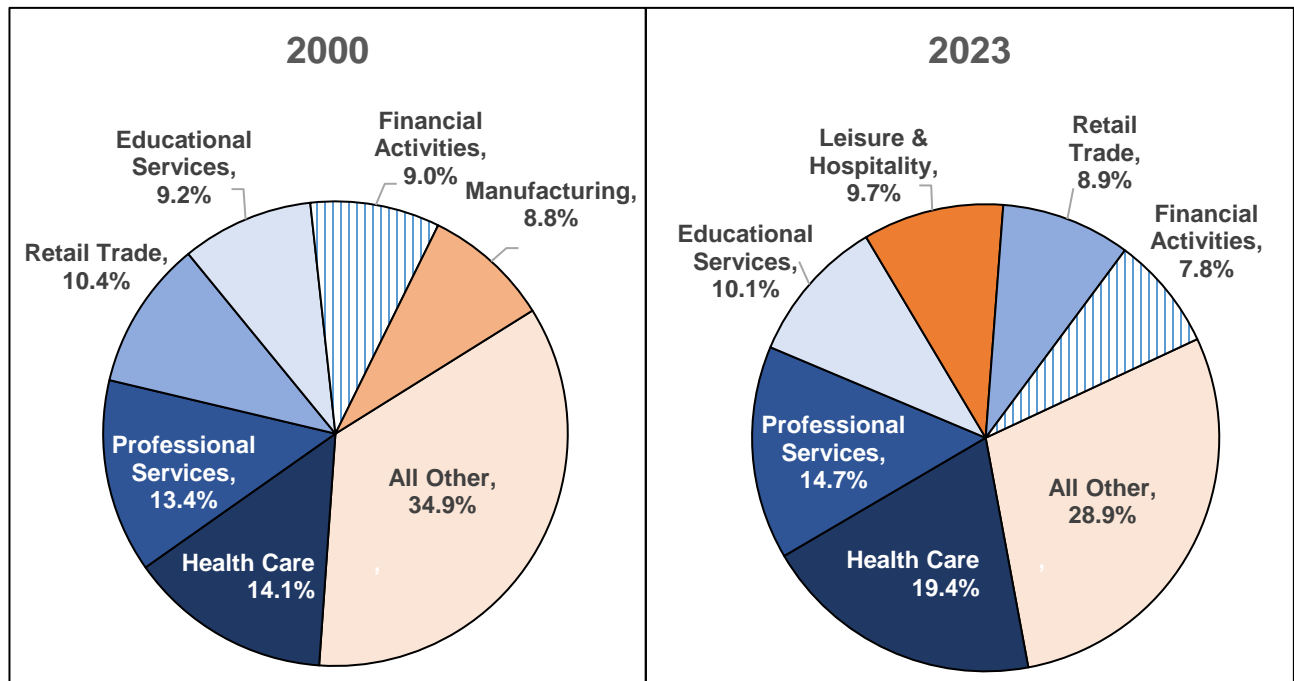
Industry	Share of Statewide Total		Average Annual Wage
	Employment	Wages	
Health Care & Social Assistance	19.4%	13.8%	\$ 65,407
Professional & Business Services	14.7%	19.2%	\$ 119,108
Educational Services	10.1%	8.7%	\$ 79,012
Leisure & Hospitality	9.7%	4.6%	\$ 43,710
Retail Trade	8.9%	4.6%	\$ 47,493
Financial Activities	7.8%	19.4%	\$ 226,688
Public Administration	5.4%	5.7%	\$ 96,559
Manufacturing	4.4%	3.9%	\$ 80,356
Transportation & Warehousing	4.2%	3.2%	\$ 69,382
Construction	4.1%	3.9%	\$ 85,259
Other Services	3.7%	2.1%	\$ 53,369
Wholesale Trade	3.3%	3.9%	\$ 107,968
Information	3.0%	5.7%	\$ 170,207
Utilities	0.4%	0.7%	\$ 141,602
Natural Resources	0.4%	0.2%	\$ 51,581
All Industries	N/A	N/A	\$ 91,427

Sources: NYS Department of Labor, OSC Analysis

Over the past two decades, the health care and professional services industries have consistently been the largest employers in the State and have grown to represent a combined 34 percent of total employment (see Figure 2). The share of health care jobs has increased 5.3 percentage points compared to a 1.3 percentage points increase for the share of professional services jobs between 2000 and 2023.

The leisure and hospitality sector had the second highest increase in its share of total employment, from 7.7 percent in 2000 to 9.7 percent in 2023, and educational services, which include public and private elementary, secondary and higher education institutions, grew from 9.2 percent to 10.1 percent.

Figure 2
Comparison of Top Six Industries by Share of Total Employment, 2000 and 2023



Note: Due to QCEW data being confidential and/or employers operating at different locations around the State, a portion of the employment data is denoted as unclassified. As a result, individual slices do not sum to 100 percent.

Sources: NYS Department of Labor, OSC Analysis

In over half the sectors, shares of total employment have declined; of note are those for financial activities and manufacturing. While the financial activities sector ranked fifth among the top employers in the State in 2000, it dropped to sixth with its share of jobs consistently declining, going from 9.0 percent in 2000 to 7.8 percent in 2023.³

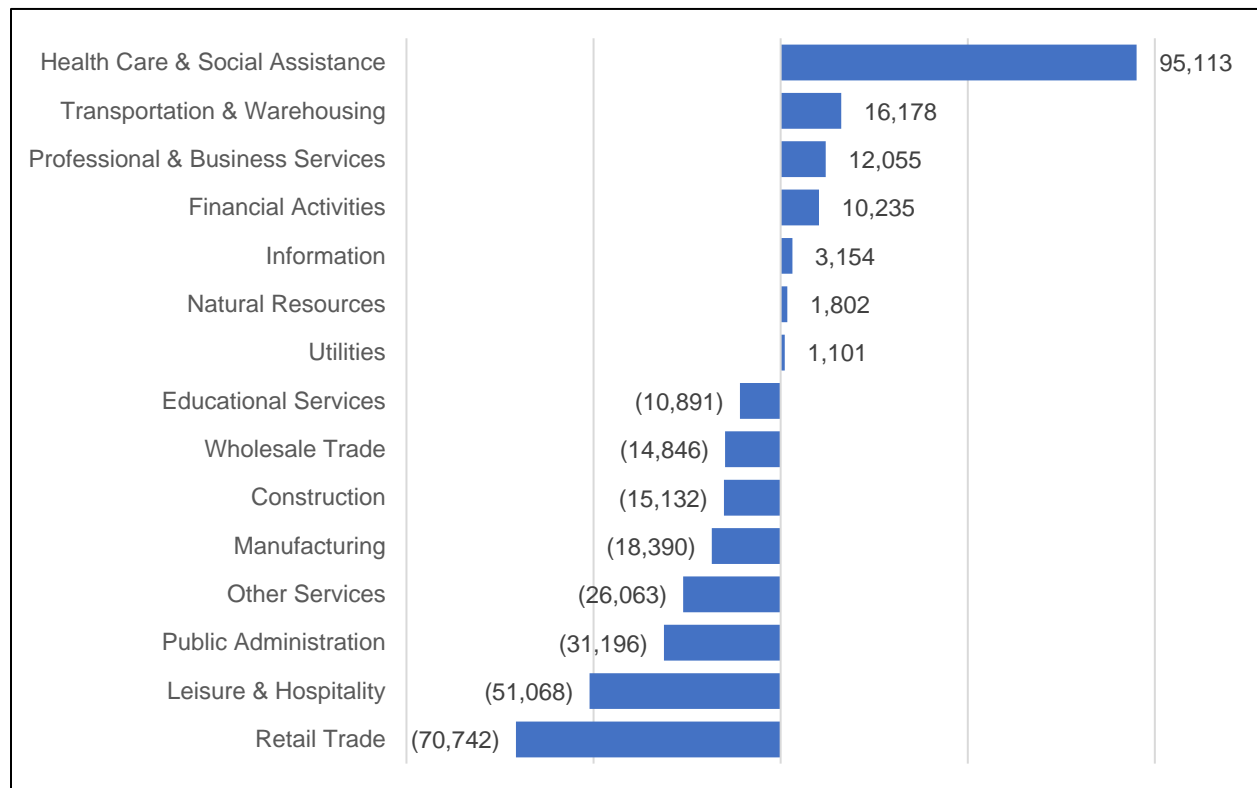
In 2000, manufacturing jobs comprised 8.8 percent of the total number of jobs, ranking sixth among all industries. By 2023, the share of manufacturing jobs was over four percentage points lower, the largest decline across all industries. (See Appendix A for change in employment shares by industry.)

Healthcare Also Dominates Post-Pandemic Recovery

The COVID-19 pandemic significantly impacted employment in every industry and every region of the State, with a decrease of nearly 952,900 jobs from 2019 to 2020. While employment rebounded over the next three years, to nearly 9.5 million jobs, it remained below 2019 levels, with just over 70,500 fewer jobs in 2023.⁴

On an industry basis, job recovery has been mixed; 8 of the 15 sectors still had employment lower than pre-pandemic levels in 2023. As shown in Figure 3, the health care industry had the largest recovery, over 95,100 more jobs than in 2019. In comparison, only 37.4 percent of the jobs in the retail trade sector had been recovered, remaining 70,742 below pre-pandemic levels.⁵

Figure 3
Change in Number of Jobs by Industry, 2019-2023



Sources: NYS Department of Labor, OSC Analysis

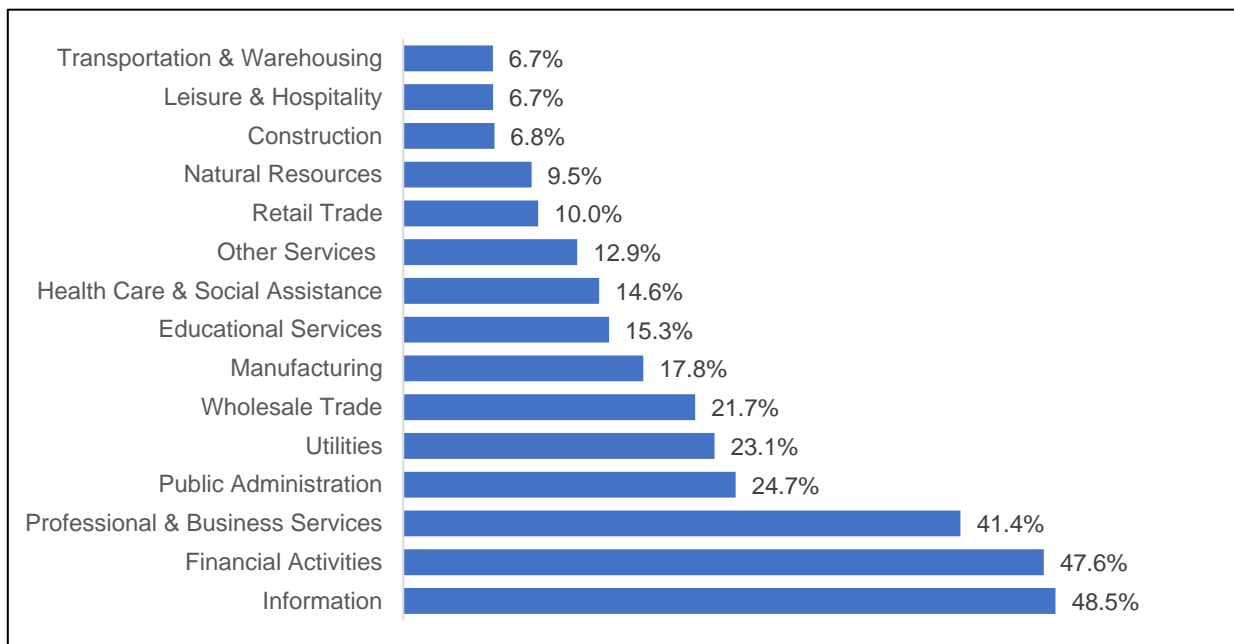
While jobs in most industries started to increase in 2021, employment continued to decline in the public administration sector (i.e. government).⁶ The job losses from 2020 to 2023 were nearly double those in the 2019 to 2020 period and were highest at the local government level, with a loss of over 9,000 jobs.

Employment Growth Not Necessarily Tied to Telework

Prior to the pandemic, the universe of workers who worked remotely was relatively small, just 9 percent nationwide. However, with the economic shutdown and capacity restrictions, remote work increased in many industries in which it had not been significant. In October 2022, the number of remote workers nationally was double that in February 2020.⁷

Nationwide, hybrid schedules and teleworking remain elevated even as the public health emergency has concluded. Some sectors have a higher share of their workforces teleworking than others. Those with higher shares are in industries typically associated with office or individual work while, at the lower end, are those where the worker either interacted with others or had to be at a physical location (such as leisure and hospitality or construction). For example, nearly half of those working in the information sector, which includes publishers, telecommunications, data processing, broadcasting, and motion picture and sound recording industries, worked remotely in 2023; on the other hand, only 1 in 15 employees in transportation and warehousing did so (see Figure 4).

Figure 4
Remote Workers by Industry, Share of Total Employment, United States, 2023



Sources: U.S. Bureau of Labor Statistics, OSC Analysis

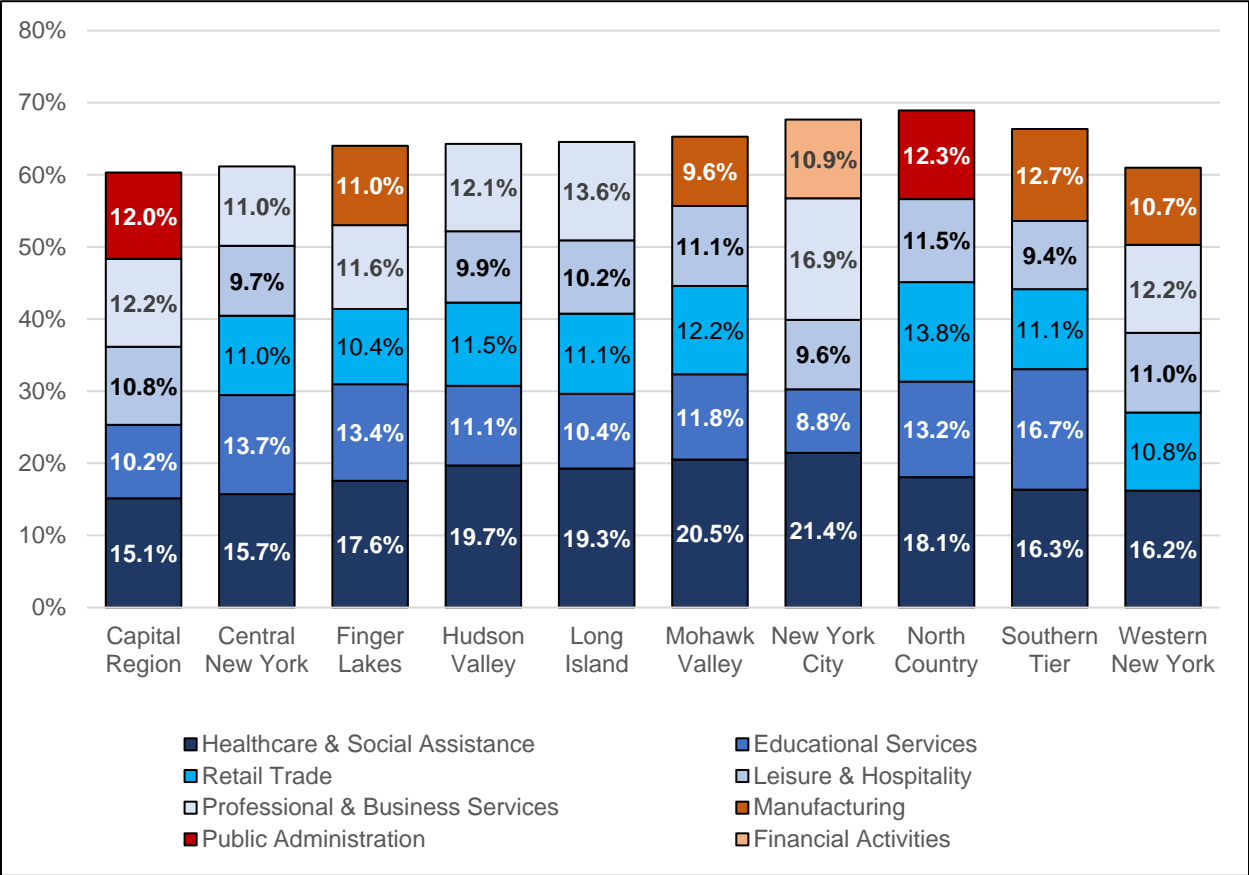
In New York, industries with the larger shares of remote workers did not necessarily have the highest rate of growth. The healthcare and social assistance sector, which had the largest increase in number of jobs, had 14.6 percent of its employees working remote. Transportation and warehousing, with the smallest share of remote workers, ranked third for employment growth.

Regional Perspective

As shown in Figure 5, nearly the same five industries were the largest employers in every region in 2023. Health care was the largest employer in nearly every region; in New York City and the Mohawk Valley over 1 in every 5 jobs was in this industry. Only in the Southern Tier was employment in educational services higher; while, in Western New York, educational services did not rank in the top five. The Southern Tier also had a large share of its employment in the manufacturing sector, 12.7 percent, as was also the case in the Finger Lakes, Western New York and the Mohawk Valley.

With the State capital located within the region, public administration is one of the top industries for employment in the Capital Region; it is also a large employer in the North Country. In New York City, considered the financial capital of the world, nearly 11 percent of its jobs were in the financial activities sector.

Figure 5
Top Five Industries by Share of Total Employment, by Region, 2023

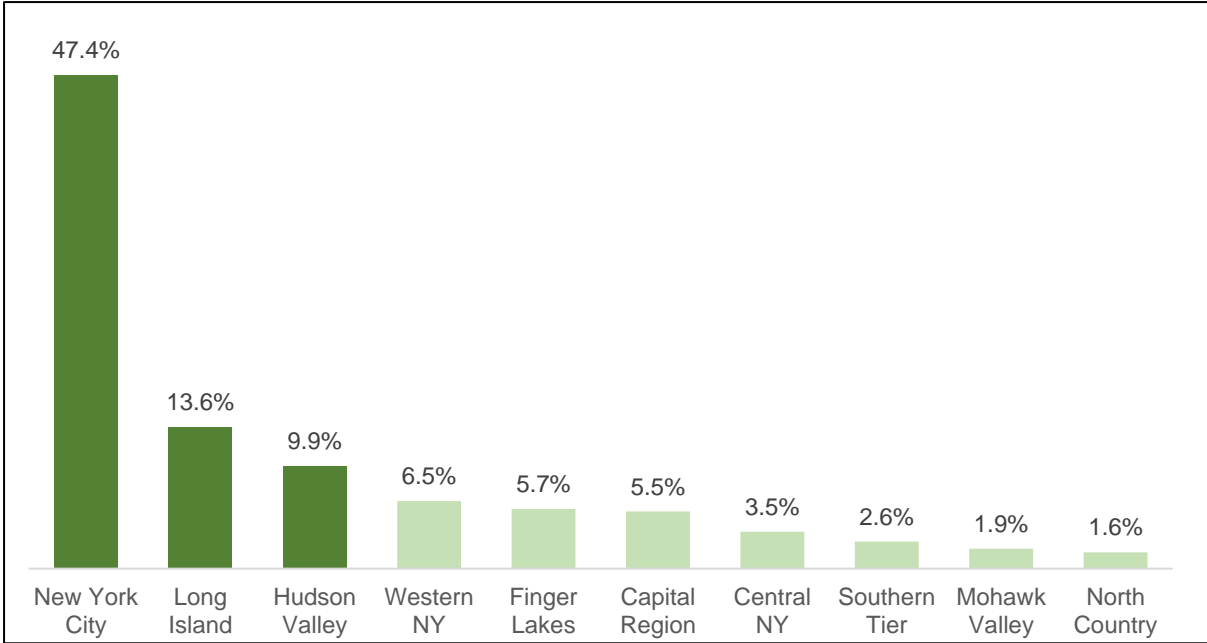


Sources: NYS Department of Labor, OSC Analysis

New York City Dominant in Total Employment but Not in Every Industry

In 2023, nearly half of all the jobs in the State were in New York City and over 72 percent were downstate (see Figure 6). While employment within many of the individual industry sectors reflects this regional distribution, there are some industries where it does not.

Figure 6
Employment by Region, 2023

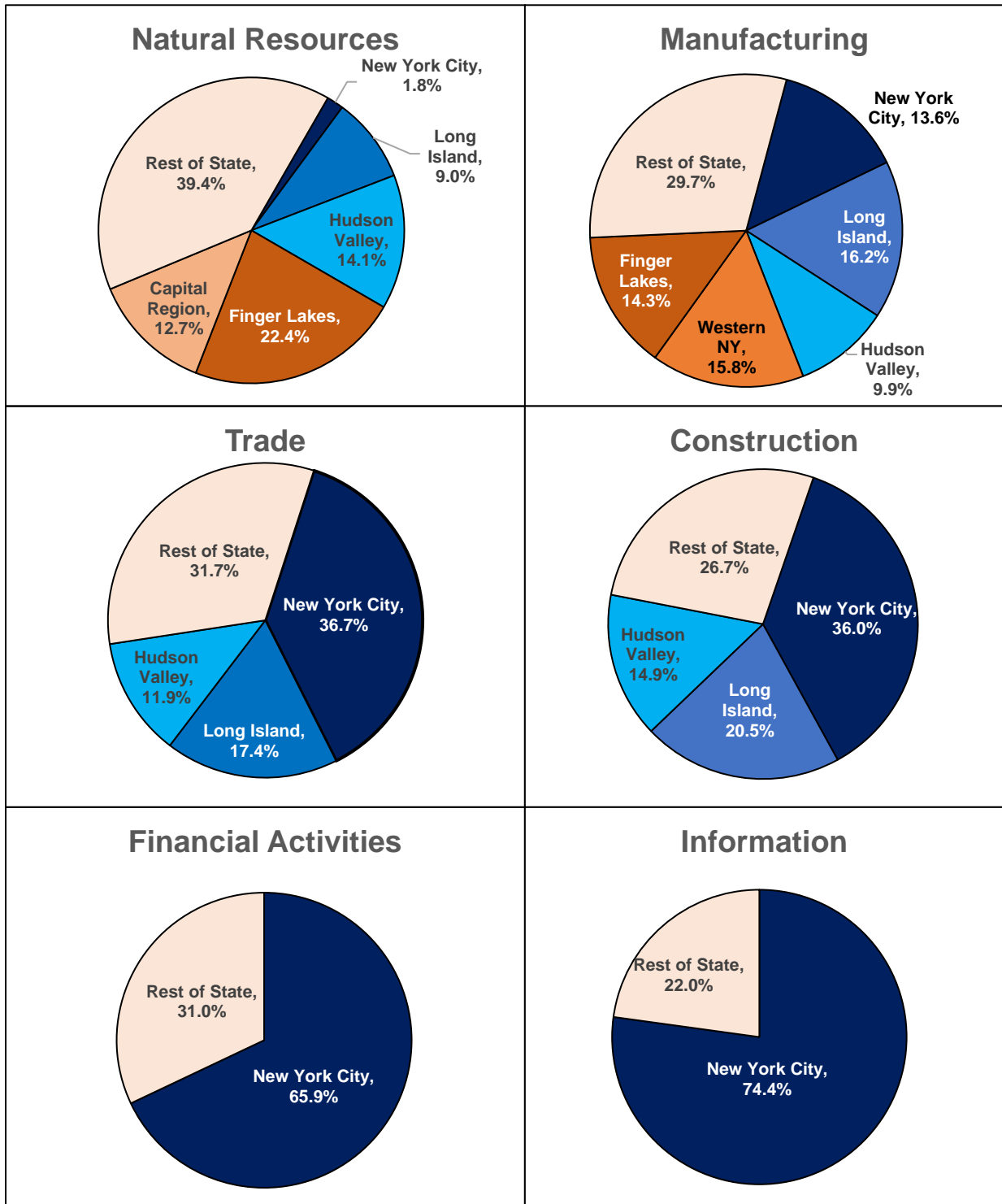


Note: Due to QCEW data being confidential and/or employers operating at different locations around the State, a portion of the employment data is denoted as unclassified. As a result, individual percentages do not sum to 100.
Sources: NYS Department of Labor, OSC Analysis

Nearly two-thirds of the jobs in the financial activities industry were in New York City in 2023; for the information sector this share was even higher, just over 74 percent (see Figure 7). In addition, over two-thirds of the construction as well as 66 percent of trade (wholesale and retail) jobs were in the downstate regions (New York City, Long Island, and Hudson Valley).

Over 1 in 5 jobs in the natural resources sector were in the Finger Lakes and nearly three-quarters were outside the downstate regions.⁸ Regions outside New York City also had larger shares of manufacturing jobs. Long Island had the largest share in this industry, 16.2 percent of total jobs, with Western New York and the Finger Lakes rounding out the top three, 15.8 percent and 14.3 percent, respectively. See Appendix B for a comparison of employment in each industry by region.

Figure 7
Share of Employment by Region, Select Industries, 2023



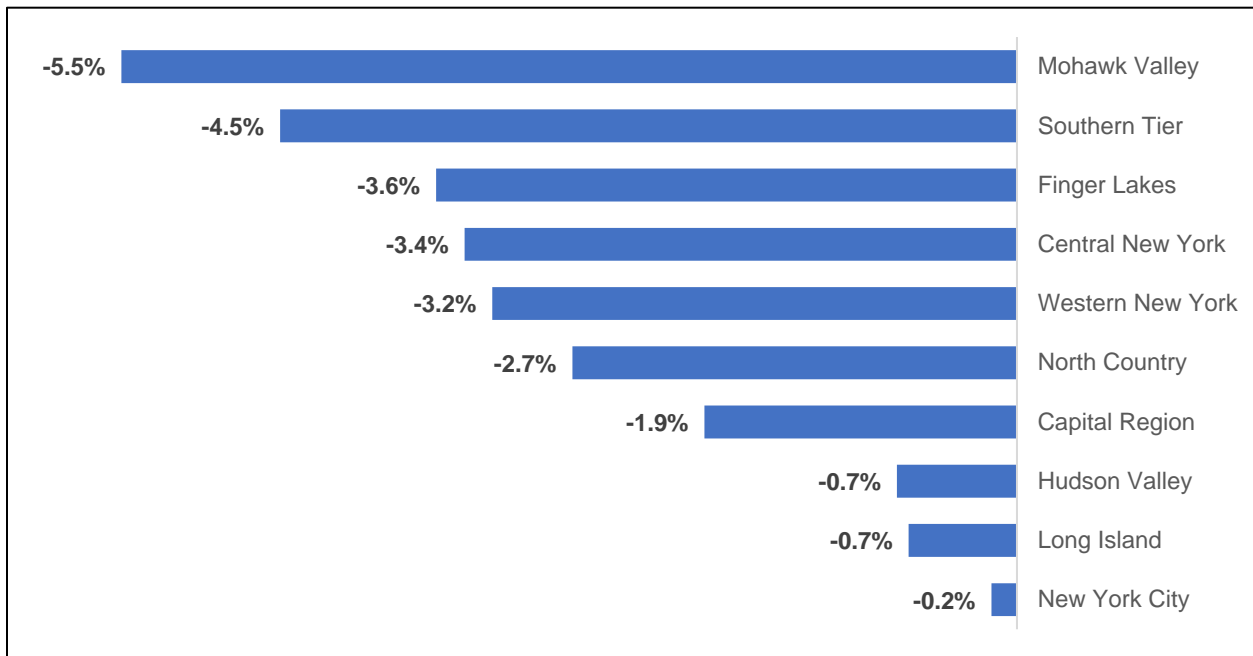
Note: Due to QCEW data being confidential and/or employers operating at different locations around the State, a portion of the employment data is denoted as unclassified. As a result, individual percentages do not sum to 100.

Sources: NYS Department of Labor, OSC Analysis

No Region Recovered Pandemic Job Losses by 2023; Post-Pandemic Declines in One or More Industries

In 2023, employment remained below pre-pandemic levels in every region of the State. New York City was closest to full recovery, with the number of jobs just 0.2 percent lower than in 2019, while the Mohawk Valley was the furthest, 5.5 percent below.

Figure 8
Change in Employment by Region, 2019-2023



Source: NYS Department of Labor, OSC Analysis

All regions had less than half of the industry sectors at full recovery in 2023. The Capital Region had the most, seven, while Central New York had the least, two. In all the regions, the natural resources and transportation and warehousing sectors had employment at or in excess of 2019 levels.

As shown in Figure 9, at least one industry in every region continued to shed jobs after 2020, the most prevalent being the information sector. Employment in this industry was lower in 2023 than in 2020 in 8 of the 10 regions; only New York City was higher. While the industry's employment did increase in the Hudson Valley over this time period, there were still 1,215 fewer jobs than in 2019.

Another sector that had fewer jobs was public administration. Employment was lower in seven regions, with the largest decrease in New York City. Of the regions that had an increase in public administration jobs post-pandemic, none were at full recovery.

Figure 9
Change in Employment, by Region and Industry, 2020-2023

Industry	Capital Region	Central New York	Finger Lakes	Hudson Valley	Long Island	Mohawk Valley	New York City	North Country	Southern Tier	Western New York
Construction	1,853	645	3,085	7,725	7,722	102	5,278	686	682	2,299
Educational Services	2,481	1,477	4,755	7,190	10,116	733	15,571	1,235	1,013	3,243
Financial Activities	(1,488)	(722)	898	997	676	(499)	20,831	96	(211)	(1,326)
Health Care & Social Assistance	(2,021)	(730)	3,211	11,066	17,566	(2,518)	146,298	(429)	(196)	190
Information	(4)	(230)	(385)	111	(428)	(138)	12,680	(58)	(166)	(445)
Leisure & Hospitality	12,235	7,358	11,801	24,538	34,343	3,285	157,213	3,602	5,220	15,403
Manufacturing	2,568	734	(880)	936	2,870	1,721	4,068	455	635	4,871
Natural Resources	544	180	435	532	198	62	56	120	58	109
Other Services	1,564	658	1,032	5,879	7,426	206	18,308	304	642	1,766
Professional & Business Services	5,592	1,671	135	10,145	24,024	884	70,767	1,334	885	8,146
Public Administration	(823)	118	(755)	(820)	478	(403)	(16,496)	(1,365)	(1,062)	37
Retail Trade	3,318	1,260	1,488	6,746	7,206	866	16,943	988	360	2,789
Transportation & Warehousing	2,840	3,692	2,770	6,050	5,700	904	17,818	493	1,192	3,314
Utilities	450	(136)	221	(150)	328	148	592	229	98	280
Wholesale Trade	1,087	1,372	870	1,049	792	1,066	8,108	241	125	292

Note: Green shaded areas are where employment is at or above 2019 levels; red shaded areas are where employment continued to decline post-pandemic. While Central New York lost jobs in the utilities sector from 2020 to 2023, employment was still higher than in 2019.

Sources: NYS Department of Labor, OSC Analysis

Wage Growth and the Minimum Wage

Average Annual Wages Increased Over 20 Percent

Total wages paid statewide are influenced by the amount being paid to workers and the number of jobs. With the decrease in statewide employment due to the pandemic, total wages declined by 0.7 percent in 2020. However, the average annual wage, that paid for the job in which an individual was working, increased by 10.3 percent.

By 2023, the average annual wage paid across all industries was \$91,427, an increase of 21.3 percent from 2019. In comparison, the inflation rate for the Middle Atlantic region over the same time period was 17 percent.⁹ The highest average annual wage was in the financial activities sector, \$226,688; the lowest was in leisure and hospitality, \$43,710.

While average annual wages across all industries exhibited double digit growth from pre-pandemic levels, 5 of the 6 with the highest wage growth rates were those with the lowest job recovery rates (see Figure 10). Factors that could be influencing such gains are the minimum wage increases that occurred since 2019 (see following section), labor shortages within those industries, or productivity gains as businesses achieve more output with the same number of employees.

Figure 10
Wage and Employment Growth by Industry, 2019-2023, New York

Industry	Average Annual Wage Growth	Employment Growth
Information	27.7%	1.1%
Public Administration	27.3%	-5.8%
Retail Trade	23.6%	-7.7%
Other Services	22.8%	-7.0%
Wholesale Trade	21.8%	-4.6%
Leisure & Hospitality	21.7%	-5.3%
Total, All Industries	21.3%	-0.7%
Health Care & Social Assistance	21.0%	5.5%
Natural Resources	20.0%	5.7%
Professional & Business Services	19.9%	0.9%
Financial Activities	19.6%	1.4%
Educational Services	19.3%	-1.1%
Transportation & Warehousing	16.7%	4.3%
Manufacturing	16.2%	-4.2%
Utilities	14.7%	2.7%
Construction	12.7%	-3.7%

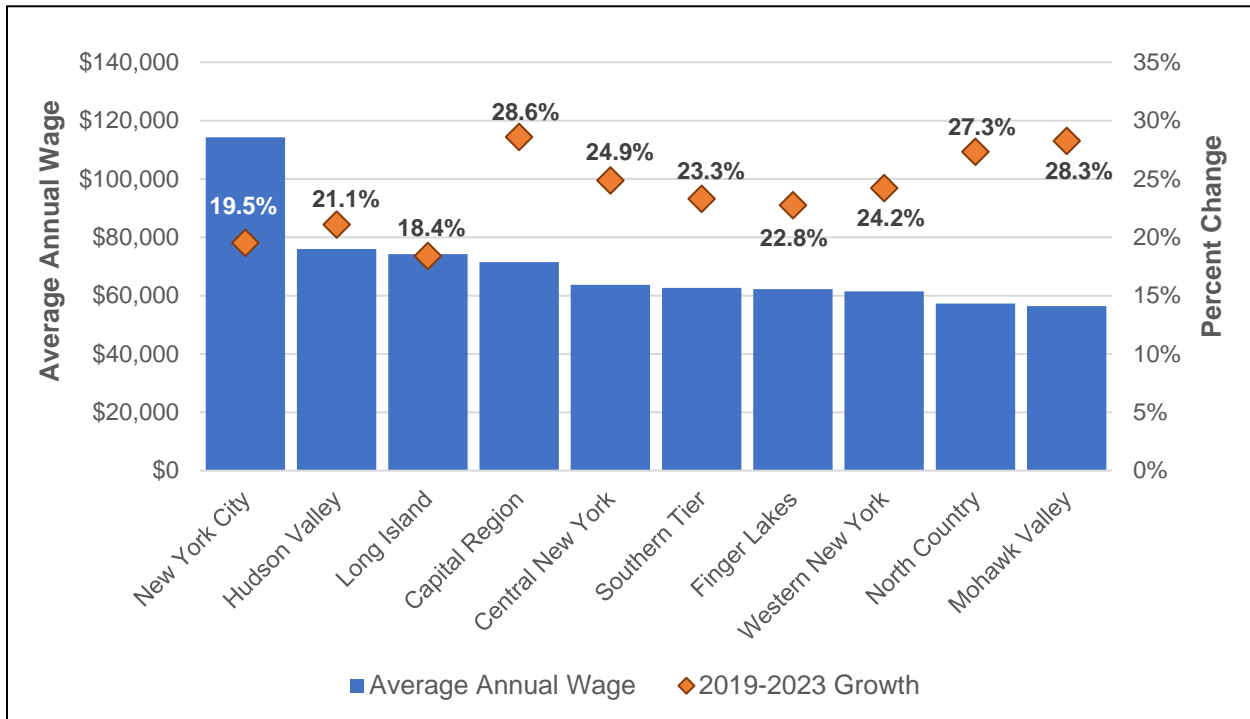
Note: Green shading indicates industries that have fully recovered.

Sources: NYS Department of Labor, OSC Analysis

Most of the industries with a full recovery (denoted in green in the table) had lower average annual wage growth. However, just four industries had wages grow by less than the rate of inflation, 17 percent.

New York City was the only region in the State with average annual wages higher than the statewide average in 2023. However, in relation to wage growth, the Capital Region and Mohawk Valley had average annual wages increase at the fastest rates from 2019 (see Figure 11).

Figure 11
Average Annual Wages by Region, Amount and Growth, 2023



Sources: NYS Department of Labor, OSC Analysis

Minimum Wage Increases Factor into Overall Wage Growth

Since 2014, the minimum wage in New York has nearly doubled; the amount of increase has varied by area of the State and by type of worker. Figure 12 shows the change in the minimum wage from 2019.

Figure 12
Minimum Wage, by Area of State and Type of Worker, Hourly Rate, 2019-2023



Notes: Home health care workers in the counties of Nassau, Suffolk, and Westchester are paid a supplemental wage benefit of \$3.22 per hour; those in NYC are paid a benefit of \$4.09 per hour. However, this benefit can be satisfied through the provision of education, pension, or health benefits besides increasing the wage rate (per section 3614-c of the Public Health Law). As a result, the supplemental wage benefit is not included within the minimum wage amounts shown.

Sources: NYS Division of the Budget, 2023 Minimum Wage Report; NYS Department of Labor

While the minimum wage changed little in New York City from 2019 to 2023, increasing primarily for home health care workers, growth in the rest of the State was more significant. For home health care workers, minimum wages grew by 41.7 percent on Long Island and in Westchester County, and by 43.2 percent in the rest of the State. For all other employees, minimum wages increased by 21.3 percent and 22.8 percent, on average, on Long Island and in Westchester County and in the rest of the State, respectively.¹⁰

According to the New York State Department of Labor, approximately 1 in every 9 workers (11.6 percent) earned the State minimum wage in 2022 (the latest data available).¹¹ This share was little changed from 2021 (11.8 percent) but over 2 percentage points lower than pre-pandemic.¹²

On an industry basis, minimum wage jobs as a share of total employment was highest for the leisure and hospitality and retail trade sectors, 27.1 percent and 22.4 percent respectively (see Figure 13).¹³ Both of these sectors ranked highly for wage growth from 2019 to 2023 and were above the statewide average.

In every region, these two industries as well as health care, comprise over one-third of the total employment. The North Country and the Mohawk Valley, regions with over 43 percent of employment in retail trade, health care, and leisure and hospitality, were also among the top three regions for wage growth.

Figure 13
Minimum Wage Workers as a Share of Total Workers by Industry, 2021

Industry	Share of Total Workers
Leisure & Hospitality	27.1%
Retail Trade	22.4%
Health Care and Social Assistance	14.6%
Natural Resources	14.3%
Other Services	14.3%
Manufacturing	10.2%
Transportation & Warehousing	10.1%
Information	7.4%
Educational Services	7.4%
Public Administration	7.4%
Utilities	7.0%
Construction	7.0%
Professional & Business Services	7.0%
Wholesale Trade	6.3%
Financial Activities	4.2%

Note: 2021 reflects the latest data publicly available.
Source: NYS Division of the Budget

Occupations Round Out the Employment Picture

Employment data illustrates the types of businesses New Yorkers work in but does not necessarily reflect the type of work they do. While some occupations more closely correspond to particular industries— such as doctors in healthcare and teachers in educational services— there are those that are not industry-specific, such as managers, administrative staff, and information technology (IT) specialists. In 2023, there were jobs in 768 different occupations across the State.¹⁴

Nearly 1 in every 8 jobs in New York in 2023 were in office and administrative support; more than 1 in 3 were in office and administrative support, sales and related occupations, healthcare support, and food preparation and related serving occupations, as shown in Figure 14. All 4 of these top occupational groups have median annual wages below the statewide median (just over \$58,600).

Figure 14
Employment and Median Wage by Occupational Group, 2023

Occupation Group	Share of Total Employment	Median Wage
Office and Administrative Support	12.4%	\$50,996
Sales and Related	8.4%	\$45,373
Healthcare Support	8.1%	\$38,638
Food Preparation and Serving Related	7.6%	\$36,753
Business and Financial Operations	7.6%	\$99,808
Education, Training, and Library	7.4%	\$69,252
Transportation and Material Moving	6.8%	\$47,788
Management	6.5%	\$156,228
Healthcare Practitioners and Technical Occupations	6.0%	\$98,946
Installation, Maintenance, and Repair	3.7%	\$62,685
Construction and Extraction	3.6%	\$65,662
Building and Grounds Cleaning and Maintenance	3.2%	\$41,370
Computer and Mathematical	3.2%	\$117,413
Production	3.1%	\$46,337
Protective Service	2.9%	\$53,018
Arts, Design, Entertainment, Sports, and Media	2.3%	\$81,252
Personal Care and Service	2.0%	\$37,371
Community and Social Service	1.9%	\$61,466
Legal	1.3%	\$136,236
Architecture and Engineering	1.1%	\$90,148
Life, Physical, and Social Science	0.8%	\$82,326
Farming, Fishing, and Forestry	0.1%	\$39,396

Source: U.S. Bureau of Labor Statistics/NYS Department of Labor, OSC Analysis

A potential partial reason for the lower median wages within most of the top occupational groups is the number of employees who work part-time in those occupations. According to the U.S. Bureau of Labor Statistics, approximately 1 in 7 workers nationwide usually worked part-time in 2023.¹⁵ This share is higher for those in service occupations (e.g. health care support, food preparation and serving, building and grounds maintenance, and personal care), 26.8 percent, as well as sales (20.8 percent), and office and administrative services (16.7 percent).

In terms of individual occupations, the top occupations for employment were not concentrated in one specific occupational group but spread across several. However, among these top 10 were registered nurses and general and operations managers, both with wages significantly higher than the statewide median.

Home health and personal care aides were the dominant occupations in New York in 2023. With over 566,000 jobs, employment was more than double that of the second ranked occupation, retail salespersons (see Figure 15). While these aides also comprised the largest share of jobs in the health care support occupational group (nearly three-quarters), they were not the lowest paid; pharmacy aides had the lowest annual median wage. See Appendix C for a comparison of occupations within each occupational group.

Figure 15
Top 10 Occupations in New York, Number of Jobs and Median Wage, 2023

Occupation	Number of Jobs	Share of Total Employment	Median Wage
Home Health & Personal Care Aides	566,160	6.0%	\$37,570
Retail Salespersons	228,150	2.4%	\$37,246
General and Operations Managers	212,770	2.3%	\$129,400
Fast Food and Counter Workers	199,530	2.1%	\$35,373
Registered Nurses	188,060	2.0%	\$107,734
Janitors and Cleaners*	186,630	2.0%	\$39,903
Cashiers	177,810	1.9%	\$35,627
Customer Service Representatives	149,580	1.6%	\$47,594
Stockers and Order Fillers	137,380	1.5%	\$39,158
Office Clerks, General	137,130	1.5%	\$44,808

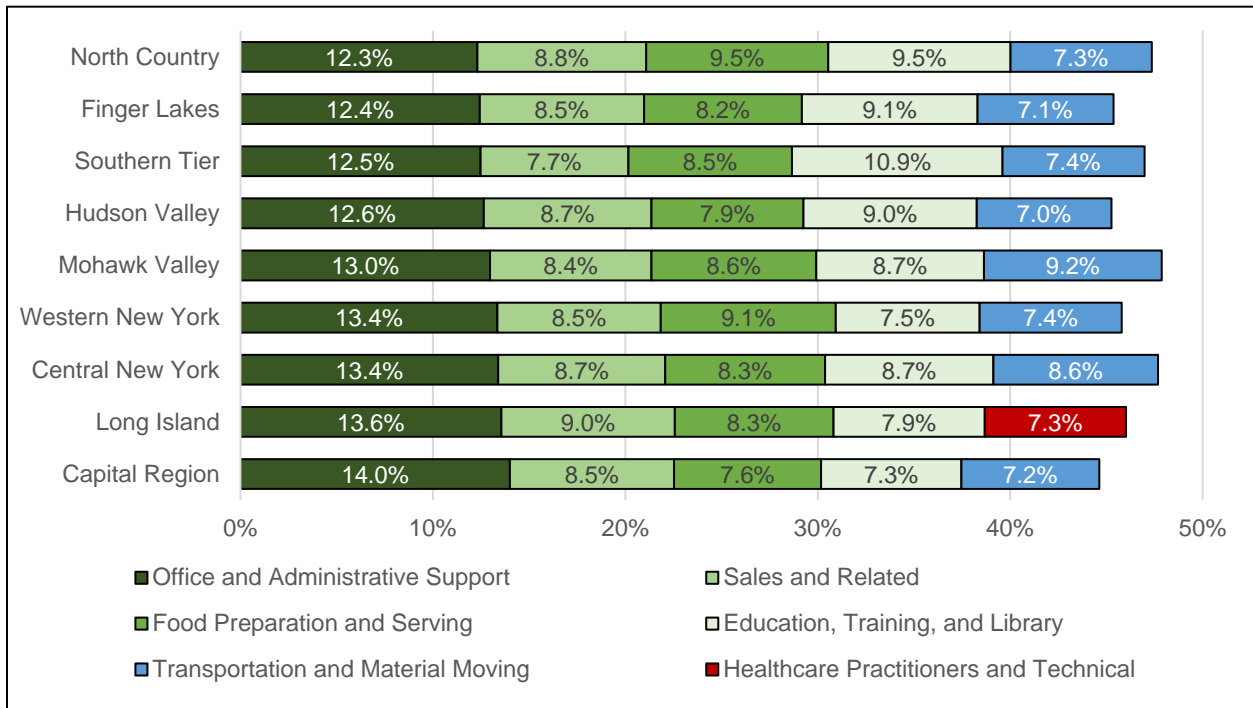
*Except maids and housekeeping cleaners.

Sources: U.S. Bureau of Labor Statistics/NYS Department of Labor

Top Occupations in New York City Differ from Those in the Rest of the State

Where nearly all the same industries comprised the largest share of employment outside New York City, 4 of the top 5 occupational groups were also similar across all regions: office and administrative, sales, food preparation and serving, and education and training. On Long Island, health care practitioners and technical occupations was the fifth largest group, in contrast to the other regions where it was transportation and material moving (see Figure 16).

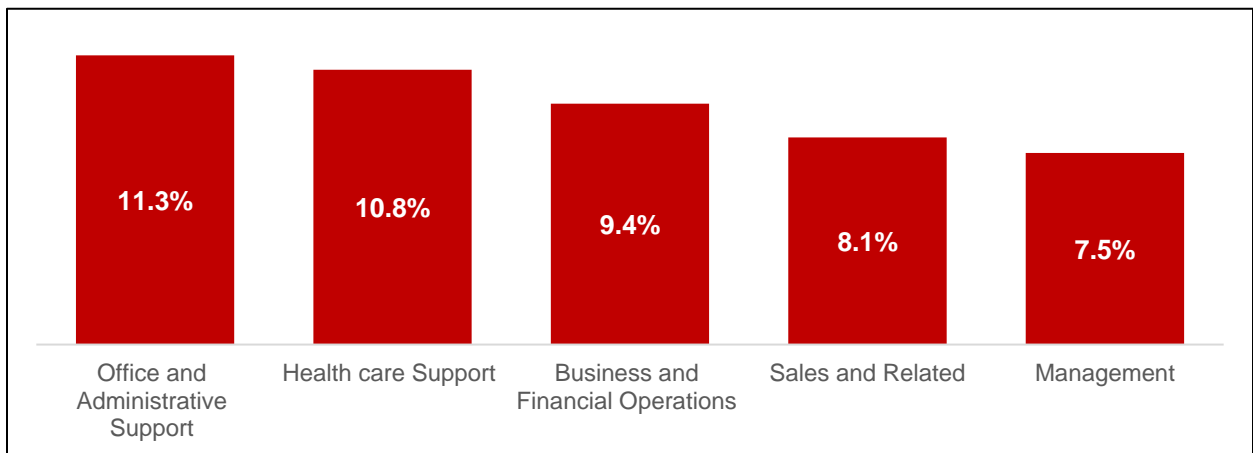
Figure 16
Top Five Occupational Groups by Region, Excluding New York City, 2023



Sources: U.S. Bureau of Labor Statistics/NYS Department of Labor, OSC Analysis

However, in New York City, although sales and office and administrative support were also among the top ranked occupational groups, their shares of total employment were lower than in other regions. Health care support occupations ranked second in New York City while they ranked sixth or lower in the other regions. The other top occupational groups were business and financial operations and management, comprising 1 in every 6 jobs, collectively, in the City.

Figure 17
Top Five Occupational Groups, New York City, 2023



Sources: U.S. Bureau of Labor Statistics/NYS Department of Labor, OSC Analysis

Downstate Regions Dominant in Most Occupational Groups

New York City had the largest share of employment in every occupational group and over half the jobs in six of them; over 3 in every 5 jobs in legal occupations and arts, design, entertainment, sports and media professions were in the City.¹⁶

For nearly all occupational groups, Long Island, Hudson Valley, and New York City were the top three regions with the highest number of jobs. The only exceptions were for employment in architecture and engineering, and in production, which include jobs such as food processing workers, machinists, welders, and woodworkers, where the Capital Region and Western New York ranked third, respectively. In addition, production jobs were spread more evenly around the State, the downstate regions accounting for less than half of the jobs.

Conclusion

In April 2024, nearly four years after the end of the pandemic shutdown, New York finally recovered all the jobs lost statewide.¹⁷ Employment growth continues to be concentrated in recovered industries, while the other sectors remained below 2019 levels. Concerningly, the information industry, which had been at full recovery in 2023 and pays relatively high wages, has seen its employment decrease below 2020 levels in 2024.

However, full recovery has not been achieved across all of the State's regions; only New York City, Long Island, and the Hudson Valley had employment above 2019 levels in August 2024. While three of the upstate regions – the Capital Region, Central New York, and Western New York – are nearing recovery, the remaining regions continue to struggle.

Despite the relatively slow recovery, growth in wages paid to workers has outpaced the rate of inflation. While employment is highest in those industries and occupations that typically have lower pay, strides have been made to boost incomes for these workers with the increase in the minimum wage. Jobs in industries with higher annual wages tend to be concentrated in the downstate regions.

The State offers many tax incentives and funding programs for the creation and retention of jobs both generally and for targeted industries, as well as an array of programs intended to aid workforce development. Policymakers should ensure these programs meet their goals and also provide for an equitable distribution of well-paying jobs to all regions of the State.

Appendix A

Share of Total Employment by Industry, Select Years, 2000-2023

2000	
INDUSTRY	Share of Total Employment
Health Care and Social Assistance	14.1%
Professional and Business Services	13.4%
Retail Trade	10.4%
Educational Services	9.2%
Financial Activities	9.0%
Manufacturing	8.8%
Leisure and Hospitality	7.7%
Public Administration	6.2%
Wholesale Trade	4.5%
Transportation and Warehousing	4.3%
Information	3.9%
Construction	3.8%
Other Services	3.7%
Utilities	0.5%
Natural Resources	0.3%

2010	
INDUSTRY	Share of Total Employment
Health Care and Social Assistance	16.9%
Professional and Business Services	13.3%
Educational Services	10.7%
Retail Trade	10.5%
Leisure and Hospitality	9.1%
Financial Activities	8.2%
Public Administration	6.3%
Manufacturing	5.5%
Transportation and Warehousing	4.0%
Wholesale Trade	3.9%
Other Services	3.9%
Construction	3.7%
Information	3.1%
Utilities	0.5%
Natural Resources	0.3%

2020	
INDUSTRY	Share of Total Employment
Health Care and Social Assistance	19.3%
Professional and Business Services	14.6%
Educational Services	10.5%
Retail Trade	9.3%
Financial Activities	8.3%
Leisure and Hospitality	7.5%
Public Administration	6.2%
Manufacturing	4.7%
Construction	4.2%
Transportation and Warehousing	4.1%
Other Services	3.6%
Wholesale Trade	3.4%
Information	3.2%
Utilities	0.5%
Natural Resources	0.4%

2023	
INDUSTRY	Share of Total Employment
Health Care and Social Assistance	19.4%
Professional and Business Services	14.7%
Educational Services	10.1%
Leisure and Hospitality	9.7%
Retail Trade	8.9%
Financial Activities	7.8%
Public Administration	5.4%
Manufacturing	4.4%
Transportation and Warehousing	4.2%
Construction	4.1%
Other Services	3.7%
Wholesale Trade	3.3%
Information	3.0%
Utilities	0.4%
Natural Resources	0.4%

Note: Due to QCEW data being confidential and/or employers operating at different locations around the State, a portion of the employment data is denoted as unclassified. As a result, individual percentages do not sum to 100 percent.

Sources: NYS Department of Labor

Appendix B

Share of Industry Employment by Region, 2023

Natural Resources	
Finger Lakes	22.4%
Hudson Valley	14.1%
Capital Region	12.7%
Central New York	9.5%
Western New York	9.1%
North Country	9.0%
Long Island	9.0%
Southern Tier	7.7%
Mohawk Valley	4.0%
New York City	1.8%

Utilities	
New York City	37.1%
Long Island	14.2%
Hudson Valley	12.8%
Central New York	10.1%
Western New York	5.8%
Capital Region	5.7%
Finger Lakes	5.1%
Southern Tier	3.3%
North Country	2.6%
Mohawk Valley	2.6%

Construction	
New York City	36.0%
Long Island	20.5%
Hudson Valley	14.9%
Finger Lakes	6.2%
Western New York	6.0%
Capital Region	5.9%
Central New York	3.6%
Southern Tier	2.1%
North Country	1.6%
Mohawk Valley	1.3%

Manufacturing	
Long Island	16.2%
Western New York	15.8%
Finger Lakes	14.3%
New York City	13.6%
Hudson Valley	9.9%
Capital Region	8.5%
Southern Tier	7.5%
Central New York	7.3%
Mohawk Valley	4.2%
North Country	2.3%

Trade	
New York City	36.7%
Long Island	17.4%
Hudson Valley	11.9%
Western New York	7.5%
Finger Lakes	6.4%
Capital Region	6.2%
Central New York	4.4%
Southern Tier	2.9%
Mohawk Valley	2.3%
North Country	2.0%

Transportation & Warehousing	
New York City	51.2%
Long Island	11.9%
Hudson Valley	9.2%
Western New York	6.7%
Capital Region	5.3%
Finger Lakes	4.8%
Central New York	4.4%
Mohawk Valley	2.5%
Southern Tier	2.1%
North Country	1.3%

Information	
New York City	74.4%
Long Island	6.1%
Hudson Valley	4.9%
Capital Region	3.1%
Western New York	2.3%
Finger Lakes	2.2%
Central New York	1.3%
Southern Tier	1.1%
North Country	0.5%
Mohawk Valley	0.5%

Financial Activities	
New York City	65.9%
Long Island	8.8%
Hudson Valley	6.0%
Western New York	4.8%
Capital Region	3.6%
Finger Lakes	3.1%
Central New York	1.9%
Mohawk Valley	1.2%
Southern Tier	1.1%
North Country	0.5%

Professional & Business Services	
New York City	54.4%
Long Island	12.6%
Hudson Valley	8.1%
Western New York	5.4%
Capital Region	4.5%
Finger Lakes	4.5%
Central New York	2.6%
Southern Tier	1.5%
Mohawk Valley	0.8%
North Country	0.6%

Educational Services	
New York City	41.5%
Long Island	14.1%
Hudson Valley	10.8%
Finger Lakes	7.6%
Western New York	6.5%
Capital Region	5.5%
Central New York	4.8%
Southern Tier	4.3%
Mohawk Valley	2.2%
North Country	2.0%

Health Care & Social Assistance	
New York City	52.4%
Long Island	13.6%
Hudson Valley	10.0%
Western New York	5.4%
Finger Lakes	5.2%
Capital Region	4.3%
Central New York	2.9%
Southern Tier	2.2%
Mohawk Valley	2.0%
North Country	1.5%

Leisure & Hospitality	
New York City	47.0%
Long Island	14.3%
Hudson Valley	10.1%
Western New York	7.4%
Finger Lakes	5.5%
Capital Region	5.4%
Central New York	3.5%
Southern Tier	2.5%
Mohawk Valley	2.2%
North Country	1.8%

Other Services	
New York City	47.4%
Long Island	15.2%
Hudson Valley	11.9%
Western New York	6.6%
Capital Region	5.0%
Finger Lakes	4.6%
Central New York	3.1%
Southern Tier	2.3%
Mohawk Valley	1.5%
North Country	1.2%

Public Administration	
New York City	41.8%
Capital Region	12.2%
Hudson Valley	10.4%
Long Island	10.2%
Western New York	6.7%
Finger Lakes	5.4%
Central New York	3.6%
North Country	3.6%
Southern Tier	3.1%
Mohawk Valley	2.9%

Note: Due to QCEW data being confidential and/or employers operating at different locations around the State, a portion of the employment data is denoted as unclassified. As a result, individual percentages do not sum to 100 percent.

Sources: NYS Department of Labor

Appendix C

Occupations by Occupational Sector, by Highest and Lowest Paid and Most Prevalent Occupations, 2023

Occupation Sector	Occupation	Median Income	Share of Sector Employment
Office & Administrative Support	Desktop Publishers	\$ 85,206	0.1%
	Office and Administrative Support Workers, All Other	\$ 34,357	0.3%
	Customer Service Representatives	\$ 47,594	12.9%
Sales & Related	Securities, Commodities, and Financial Services Sales Agents	\$ 169,129	7.8%
	Cashiers	\$ 35,627	22.4%
	Retail Salespersons	\$ 37,246	28.8%
Healthcare Support	Occupational Therapy Assistants	\$ 66,901	0.3%
	Pharmacy Aides	\$ 36,449	0.3%
	Home Health & Personal Care Aides	\$ 37,570	74.7%
Food Preparation & Serving	Chefs and Head Cooks	\$ 64,681	1.9%
	Cooks, Fast Food	\$ 34,305	2.9%
	Fast Food and Counter Workers	\$ 35,373	27.9%
Business & Financial Operations	Personal Financial Advisors	\$ 165,697	3.9%
	Credit Counselors	\$ 61,832	0.2%
	Accountants and Auditors	\$ 103,551	16.8%
Education, Training, & Library	Economics Teachers, Postsecondary	\$ 138,759	0.2%
	Teaching Assistants, Except Postsecondary	\$ 38,142	19.1%
	Teaching Assistants, Except Postsecondary	\$ 38,142	19.1%
Transportation & Material Moving	Airline Pilots, Copilots, and Flight Engineers	\$ 242,546	1.1%
	Ambulance Drivers and Attendants, Except EMTs	\$ 36,109	0.1%
	Stockers and Order Fillers	\$ 39,158	21.4%
Management	Financial Managers	\$ 220,670	10.3%
	Entertainment and Recreation Managers, Except Gambling	\$ 66,817	0.1%
	General and Operations Managers	\$ 129,400	34.8%
Healthcare Practitioners & Technical	Psychiatrists	\$ 237,845	0.8%
	Pharmacy Technicians	\$ 43,268	4.1%
	Registered Nurses	\$ 107,734	33.3%
Installation, Maintenance, & Repair	Electrical Power-Line Installers and Repairers	\$ 116,214	1.3%
	Tire Repairers and Changers	\$ 40,239	0.4%
	Maintenance and Repair Workers, General	\$ 53,757	38.4%
Construction & Extraction	Elevator Installers and Repairers	\$ 114,971	1.3%
	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	\$ 38,605	0.8%
	Construction Laborers	\$ 58,121	14.5%

Sources: U.S. Bureau of Labor Statistics/NYS Department of Labor, OSC Analysis

Occupations by Occupational Sector (cont'd)

Occupation Sector	Occupation	Median Income	Share of Sector Employment
Building and Grounds Cleaning & Maintenance	Supervisors, Landscaping, Lawn Service, and Groundskeeping Workers	\$ 61,367	2.1%
	Grounds Maintenance Workers, All Other	\$ 37,461	0.2%
	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$ 39,903	62.1%
Computer & Mathematical	Computer and Information Research Scientists	\$ 156,041	0.2%
	Computer User Support Specialists	\$ 64,979	13.6%
	Software Developers	\$ 149,861	35.5%
Production	Nuclear Power Reactor Operators	\$ 132,526	0.1%
	Extruding and Forming Machine Setters, Operators, and Tenders	\$ 33,684	0.1%
	Miscellaneous Assemblers and Fabricators	\$ 41,078	11.8%
Protective Services	Supervisors of Fire Fighting and Prevention Workers	\$ 131,415	1.0%
	Lifeguards, Ski Patrol, and Other Recreational Protective Service	\$ 36,527	2.4%
	Security Guards	\$ 41,001	45.1%
Arts, Design, Entertainment, Sports, & Media	Art Directors	\$ 155,387	4.1%
	Floral Designers	\$ 39,642	1.1%
	Producers and Directors	\$ 106,381	13.7%
Personal Care & Service	Makeup Artists, Theatrical and Performance	\$ 100,764	0.2%
	Shampooers	\$ 33,601	0.4%
	Childcare Workers	\$ 37,093	19.5%
Community & Social Services	Probation Officers and Correctional Treatment Specialists	\$ 84,513	2.3%
	Religious Workers, All Other	\$ 34,333	0.8%
	Social and Human Service Assistants	\$ 45,366	18.2%
Legal	Judges, Magistrate Judges, and Magistrates	\$ 202,112	2.0%
	Title Examiners, Abstractors, and Searchers	\$ 65,798	1.8%
	Lawyers	\$ 185,071	68.6%
Architecture & Engineering	Computer Hardware Engineers	\$ 140,285	2.5%
	Surveying and Mapping Technicians	\$ 59,025	1.8%
	Civil Engineers	\$ 106,290	15.8%
Life, Physical, & Social Science	Physicists	\$ 183,521	1.2%
	Historians	\$ 48,181	0.6%
	Life, Physical, and Social Science Technicians, All Other	\$ 62,980	10.6%
Farming, Fishing, & Forestry	Agricultural Inspectors	\$ 71,494	5.7%
	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	\$ 38,278	65.1%
	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	\$ 38,278	65.1%

Sources: U.S. Bureau of Labor Statistics/NYS Department of Labor, OSC Analysis

Endnotes

- ¹ For a more complete discussion on the differences in labor market data, see Office of the State Comptroller, *New York's Labor Force: Assessing 10-Year Trends and Pandemic Setbacks*, November 2022 at <https://www.osc.ny.gov/reports/new-yorks-labor-force-assessing-10-year-trends-and-pandemic-setbacks>.
- ² The financial activities sector whose average annual wage is significantly higher than other industries, skewing the state average higher. Excluding these wages, the statewide average annual wage is \$79,853 and reduces the total number of sectors with wages below this average to seven. However, 4 of the top 5 employers remain below this average.
- ³ While the financial activities industry did reclaim the fifth spot in 2020, that was likely due to the significant negative impacts of the pandemic on leisure and hospitality employment (declining by nearly three percentage points for 2019).
- ⁴ For purposes of this report, data on employment and wages are primarily drawn from the Bureau of Labor Statistics, U.S. Department of Labor and NYS Department of Labor, *Quarterly Census of Employment and Wages (QCEW)*, 2019 to 2023 annual averages, at <https://www.bls.gov/cew/data.htm> and <https://dol.ny.gov/quarterly-census-employment-and-wages>. The New York State Department of Labor provides employment data for up to six digit North American Industry Classification System (NAICS) codes. For ease of presentation, employment by industry at the consolidated two-digit NAICS codes are utilized for this report.
- ⁵ Whether e-commerce, particularly post-pandemic, has impacted the number of 'brick and mortar' retail jobs is not readily apparent. The 2022 update to the NAICS codes no longer classified non-store retailers (i.e. online or mail order shopping) separately from other retailers. As a result, individual industries under the retail trade sector for 2022 and 2023 include both brick and mortar and online retail. See Bureau of Labor Statistics, U.S. Department of Labor, *The NAICS 2022 Update and Its Effect on BLS Employment Estimates in the Retail Trade Sector*, September 2023 at <https://www.bls.gov/opub/mlr/2023/article/the-naics-2022-update-and-its-effect-on-bls-employment-estimates-in-the-retail-trade-sector.htm>.
- ⁶ Public administration primarily includes government offices and agencies. Excluded from QCEW federal government employment are elected officials in the executive or legislative branch, members of the armed forces or the Commissioned Corps of the National Oceanic and Atmospheric Administration. Excluded from QCEW state and local government employment are elected officials, members of a legislative body or members of the judiciary, members of the state National Guard or Air National Guard, and employees serving on a temporary basis in case of fire, storm, snow, earthquake, flood or similar declared emergency (<https://www.bls.gov/cew/overview.htm>). Where applicable, public service employment is included within the industry to which it applies. For example, public hospital employment is included in health care and social assistance; public school employment is reflected in educational services.
- ⁷ Bureau of Labor Statistics, U.S. Department of Labor, *Telework or Work at Home for Pay*, *Current Population Survey*. BLS added new questions to the Current Population Survey (CPS) starting in October 2022 that focus on telework or work at home for pay. Data for prior to the pandemic relates to people who were teleworking in February 2020. Data is only published for the nation as a whole; state level data is not available.
- ⁸ The natural resources sector includes jobs in agriculture, forestry, fishing, hunting, mining and extraction (<https://www.bls.gov/iag/tgs/iag10.htm>). For the purposes of this industry, QCEW excludes the unincorporated self-employed, unpaid family members, or certain farm and domestic workers from having to report employment data (<https://www.bls.gov/cew/publications/employment-and-wages-annual-averages/current/home.htm#exclusions>)
- ⁹ Bureau of Labor Statistics, U.S. Department of Labor, *Consumer Price Index*, at <https://www.bls.gov/cpi/data.htm>. The Middle Atlantic region is comprised of New Jersey, New York, and Pennsylvania
- ¹⁰ Average of the minimum wage for fast food workers and all other employers in each area.
- ¹¹ Based on 2022 Current Population Survey data and the minimum wage in effect in 2024 (\$16 per hour in New York City, Long Island, and Westchester County, \$15 per hour for the rest of the State).
- ¹² New York State Division of the Budget, *2023 Minimum Wage Report*, September 30, 2022 at <https://dol.ny.gov/system/files/documents/2022/10/minimum-wage-2023.pdf>
- ¹³ New York State Division of the Budget, *Report on New York's Minimum Wage Increases Scheduled for 2022*, September 22, 2021 at https://dol.ny.gov/system/files/documents/2021/09/minimum_wage_final_report_092221.pdf

- ¹⁴ The methodology used by the U.S. Bureau of Labor Statistics/NYS Department of Labor for the collection and calculation of the OEWS data limits any historical comparisons, particularly in the short term. As a result, this report's discussion on occupations is limited to 2023. See OEWS Data Overview at https://www.bls.gov/oes/oes_ques.htm#other
- ¹⁵ Bureau of Labor Statistics, U.S. Department of Labor, *Persons at Work by Occupation, Sex and Usual Full- or Part-Time Status Current Population Survey*, at <https://www.bls.gov/cps/cpsaat23.htm>. People who usually work part-time include those who do not want to work full-time, are unavailable to work full-time, have: family or personal obligations, illness or health limitations, childcare problems, or Social Security or retirement limits, or are in school or training,
- ¹⁶ Other groups include: management occupations (54%), business and financial operations (58.9%), computer and mathematical (58.9%), and health care support (63%).
- ¹⁷ NYS Department of Labor, *Current Employment Statistics*, seasonally adjusted on a monthly basis, at <https://dol.ny.gov/current-employment-statistics-0>

Contact

Office of the New York State Comptroller
110 State Street
Albany, New York 12236

(518) 474-4044

www.osc.state.ny.us

Prepared by the Office of Budget and Policy Analysis

Andrea Miller, Executive Deputy Comptroller

Maria Doulis, Deputy Comptroller

Mary Arzoumanian, Director, Economic and Fiscal Studies

