

Economic Report to the Workforce System:
The Labor Force Grows More Mature and Becomes
More Diverse

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Executive Summary

- As of the first quarter of 2008, New York State's private sector job count grew faster over the year than the nation for five consecutive quarters. However, labor market conditions have deteriorated. Economic slowdowns in New York State over the past two decades have historically started earlier and lingered longer than in the nation as a whole.
- Among the most important factors shaping the state's economic landscape are an aging population; slowing population growth, especially among younger workers; more international immigration; and increasing skill requirements, especially as technological advances continue to change and shape the workplace.
- The share of New York's population that is working age (aged 18-64) was 62.3 percent in 2000 and is projected to slip to 57.7 percent in 2030. This represents a decline of 638,900 residents in their prime working years.
- The share of New York's population aged 65 and older was 12.9 percent in 2000 and is expected to rise to 20.1 percent in 2030. Most of these people will retire unless they have to work for financial reasons or are given incentives to work.
- The seven industries with the highest percentage of workers aged 45 and older are:
 - Utilities
 - Educational services
 - Real estate and rental and leasing
 - Public administration
 - Transportation and warehousing
 - Manufacturing
 - Health care and social assistance
- The top eight occupations in which workers age 45 or older comprise over 40 percent of all workers are:
 - Education, training and library occupations
 - Community and social services occupations
 - Health diagnosing and treating practitioners and technical occupations
 - Building and grounds cleaning and maintenance occupations
 - Motor vehicle operators
 - Production occupations
 - Engineers, architects, surveyors and cartographers
 - Healthcare support occupations
- Immigrants have become an important part of our labor force and will grow in importance. In 2006, more than one in every five New Yorkers were foreign

born. Nearly three-quarters of the state's foreign born population lives in New York City.

- Half of the state's immigrants come from Latin America. Fewer recent immigrants are coming from Europe and more are coming from Asia.
- Immigrants participate in the labor force more than native born residents; they are employed at a greater rate; and they have a lower unemployment rate.
- The longer immigrants are in the country, the closer their occupational distribution approaches that of the native born.
- Foreign born New Yorkers are twice as likely as native born residents to be high school dropouts. About the same percentage of foreign born as native born residents earn a 4-year college degree.
- Nearly three in every ten households with foreign born residents are linguistically isolated.
- Foreign born workers earn less in New York City where it costs more to live.
- The median earnings of both male and female foreign born workers statewide are substantially below those of native born workers.
- The statewide foreign born population has a higher poverty rate than the native born.
- Green jobs are a strong focus of many economic development and workforce development initiatives today. There is a demand for workers trained in these occupations.

Preface

This report to the New York State workforce system provides many statistics highlighting what we feel are some of the most important issues related to the preparation of the workforce. The question we often hear from readers is “What am I to do with all these numbers?”

Discussions with our partners in the workforce system led to agreement that along with a summary of labor market conditions around the state the following major developments in our labor market should be addressed in the report: the implications of our aging labor force on industries and occupations; the immigrant population in the state and the barriers keeping them from entering fully into the economic life of the state; and developments in green industries. These issues are among the most important affecting our economy today.

The question we in the workforce system should have in the back of our minds as we read the report is “What do the numbers tell me about these groups and how should I change my program or services to address their issues?” Consider the education and training implications related to fewer young workers entering the labor force than older workers leaving it. Consider the barriers to employment many immigrants are facing and how your program and local partners might address them.

The One Stop system must also decide on how to prioritize services. The issues raised in the report make clear the fact that there are serious needs across a variety of industries and customer groups. It is also abundantly clear to system planners and administrators that there are not sufficient resources to solve all of the problems. Local boards and staff are forced to prioritize the use of staff and funds.

Labor Market Conditions: New York State and Regions

New York State

Current Employment Situation and Outlook

As of the first quarter 2008, New York State's private sector job count grew faster over-the-year than the nation for five consecutive quarters. This recent spate of stronger job growth in New York relative to the nation represents a bit of role reversal as job growth in the state typically trails the U.S. The last time the state outperformed the nation for five consecutive quarters was in 1982-1983. Looking over the longer term, of the 145 quarters between (and including) the first quarter of 1972 and the first quarter of 2008, New York grew faster than the nation in only 27 quarters, or about 19 percent of the time. Over this 36-year time frame, New York State's over-the-year job growth averaged 0.7 percent, which was less than half the comparable rate for the nation, 1.7 percent.

Despite having outperformed the nation on a relative basis over the past five quarters, labor market conditions in New York State have deteriorated. For example, the rate of over-the-year growth in total nonfarm and private sector jobs in the state trended downward between 1Q2007 and 1Q2008 -- from 1.5 percent to 0.9 percent for total nonfarm jobs, and from 1.5 percent to 0.9 percent for private sector jobs. (Nationally, the number of nonfarm jobs increased by 0.6 percent and the number of private sector jobs increased by 0.4 percent between 1Q2007 and 1Q2008.) In addition, New York's statewide unemployment rate increased from 4.8 percent to 5.2 percent over this period, while the number of unemployed in the state increased by almost 50,000--from 450,200 to 497,000.

Educational and health services added the largest number of jobs (+38,500) over the first quarter 2007-first quarter 2008 period, with most of the increase in health care and social assistance (+29,500). (See the table on the next page.) Employment also increased over the year in leisure and hospitality (+14,400), government (+13,100), trade, transportation and utilities (+7,900), natural resources, mining and construction (+6,400), other services (+5,300), information (+3,900), professional and business services (+3,500), and financial activities (+1,200).

Manufacturing (-16,000) was the only industry to experience an over-the-year employment drop. Manufacturing job losses were mostly in non-durable goods (-9,400). The over-the-year decline in non-durable goods employment was centered in chemical manufacturing (-3,900) and apparel manufacturing (-3,300). Job losses in durable goods (-6,600) were largest in motor vehicle part manufacturing (-3,000).

Recent economic events indicate that the ongoing effects of the nation's 14-month-old credit crunch are far from over. The U.S. housing, credit and financial markets have been reeling in recent weeks, resulting in: the bankruptcy or forced merger of three of the five largest investment banks on Wall Street (Bear Stearns, Lehman Brothers, and Merrill Lynch); Goldman Sachs and Morgan Stanley, the two remaining major investment banks

in the US, are changing their status to bank holding companies, which allows both banks permanent access to emergency funding from the Federal Reserve; the FDIC seized Washington Mutual, the nation's largest savings and loan, and then sold some pieces of it to JPMorgan Chase in the largest bank failure in U.S. history; troubled insurer AIG, the world's largest insurance company, is receiving a \$85 billion loan from the Federal Reserve to keep the company afloat; and the U.S. government proposed an unprecedented \$700 billion bailout of troubled financial institutions.

Over the long term, the securities and commodities industry has been an economic driver for New York State, with employment and wages growing far faster than the overall economy. In 2007, Wall Street accounted for 185,700 jobs. However, this has the potential to be the biggest downturn on Wall Street in the post-war period, with job losses possibly reaching 40,000, or 20 percent of the total employment in the securities and commodities industry.

Wall Street jobs have a disproportionate effect on the state and New York City economies because of their very high wages, \$400,000 (2007 annual average). The Office of the State Comptroller estimates that the securities industry employment multiplier (direct, indirect, and induced effects) for New York State is 4.3. This means, in other words, that for every job lost on Wall Street, an additional 3.3 jobs are lost throughout the state's economy. Given the possible ripple effects on other related industries, the recent financial sector turmoil could ultimately result in the loss of more than 170,000 jobs in New York State.

Nonfarm Jobs by Industry
New York State
1st Qtr. 2007 vs. 1st Qtr. 2008

Industry	1st Qtr. 2007	1st Qtr. 2008	Change: 1Q/07 to 1Q/08	
			Net	Percent
Total Nonfarm Jobs	8,577,400	8,655,700	78,300	0.9%
Total Private Sector	7,074,200	7,139,400	65,200	0.9%
Goods-Producing Industries	875,600	866,000	-9,600	-1.1%
Natural Resources, Mining and Construction	321,300	327,700	6,400	2.0%
Manufacturing	554,300	538,300	-16,000	-2.9%
Service-Providing Industries	7,701,800	7,789,600	87,800	1.1%
Trade, Transportation and Utilities	1,499,800	1,507,700	7,900	0.5%
Information	261,500	265,400	3,900	1.5%
Financial Activities	724,600	725,800	1,200	0.2%
Professional and Business Services	1,106,900	1,110,400	3,500	0.3%
Educational and Health Services	1,597,600	1,636,100	38,500	2.4%
Leisure and Hospitality	650,200	664,600	14,400	2.2%
Other Services	358,000	363,300	5,300	1.5%
Government	1,503,200	1,516,300	13,100	0.9%

State Labor Market Drivers

The New York State labor market has experienced many changes in economic climate and demographic forces, both internal and external, over the past few decades. These factors continue to shape the changing economic landscape facing all residents of the Empire State. Among the most important affecting New York's long-run economic vitality and competitiveness are:

- An aging population;
- Slowing population growth, especially among younger workers;
- More international immigration;
- Increasing skills requirements, especially as technological advances continue to change and shape the workplace;

These factors and their impact on the statewide labor market are analyzed below.

Aging Population

Within a decade, an aging America will spend one of every five dollars on health care, according to federal projections. Total health care spending in the U.S. will double to more than \$4 trillion by 2015. Much of this increase in spending is due to the fact that we are living longer and requiring additional medical procedures as we age.

The aging of our state's population translates into both increased demand and opportunity for health care workers over the next 10-20 years. As a rapidly increasing share of the state's Baby Boom generation reaches retirement age and younger workers (particularly Upstate) continue to move out of the state, we may expect to see reduced availability of labor and worker shortages in certain occupational groups (e.g., community & social services, healthcare support, personal services & tourism), as fewer younger workers will be on hand to replace retirees.

The likelihood of this scenario is reiterated by long-term occupational projections (covering 2004-2014) prepared by the New York State Department of Labor. These projections indicate that total employment in "Healthcare Practitioners and Technical Occupations" in the state is expected to grow by 14 percent, which is about twice as fast as total employment in New York (+7.0 percent) over this time period.

Slowing Population Growth

New York State continues to lag the nation and most states in population growth. Between July 1, 2000 and July 1, 2007, New York's population increased by 301,200, or 1.6 percent; this ranks the state 43rd in percentage growth in population among all 50 states (the U.S. rate of growth was 6.9 percent). Of the state's 62 counties, only three -- Orange, Richmond (Staten Island) and Saratoga -- grew faster than the nation over this time frame.

Of greater concern from a labor force perspective is the loss of younger workers. Between July 1, 2000 and July 1, 2007, New York experienced a net loss of 26,400 people aged 18 to 34, a drop of 0.6 percent. In contrast, the number of 18-34 year olds in the nation as a whole grew by 4.4 percent over the same period.

Looking ahead to the longer term, population projections from the U.S. Census Bureau expect the overall working-age population (ages 16-64) in New York State to decline by 6.5 percent, or more than 860,000, between 2010 and 2025. This ranks New York State 41st out of the 50 states in terms of percentage change. The age composition within the 16-64 age population in New York will change dramatically as the 55-64 age group is the only “working age” cohort expected to experience growth over this period (+145,000), while the population in the “core working-age group” (ages 35-54) will decrease by more than 630,000. This development will likely reinforce worker shortage trends since typically only about 60 percent of New Yorkers in the 55-64 age group participate in the labor force as compared with 80 percent of those in the 35-54 age group.

More International Immigration

International immigration has dramatically increased the racial and ethnic diversity of New York State’s population. From 1970 to 2005, the percentage of New York State’s population that was foreign born almost doubled, from 11.6 percent to 21.4 percent. About 50 percent of the immigrants in New York State today have arrived since 1990. Foreign immigrants have been an important source of labor force growth in New York State. From 2000 to 2006, immigrants accounted for more than three-quarters of the state’s overall labor force growth.

With more than one in five New York residents born in another country, we rank second only to California. (New York also ranks second to California in total immigrant population.) The share of the population born outside of the U.S. varies dramatically across New York. For example, 37 percent of the population of New York City is foreign-born. In stark contrast, the comparable figures for the Downstate suburbs and the 52-county Upstate region are 18 percent and 5 percent, respectively.

New York State has one of the most diversified immigrant populations in the nation. In 2006, the most prevalent country of origin of the state’s foreign-born residents was the Dominican Republic, accounting for 10 percent of immigrants. Rounding out the top five countries of origin of immigrants in New York include (in descending order): China; Mexico; Jamaica; and Ecuador.

While foreign-born residents have played a critical role in the state’s economy in recent years by helping to maintain population and labor force levels, strong future expansion in this group is not assured. Since 2000, growth in the state’s foreign-born population slowed to 8 percent, ranking New York 47th out of the 50 states. (The nation increased by 21 percent between 2000 and 2006.) Given their growing contributions to the state’s economy, it will be critical to see how the workforce system can best assist them, and take advantage of the skills they offer. One of the most critical areas will be to

provide the needed training, such as ESL classes for immigrants for whom English is not a first language.

Increasing Skill Requirements

Workers need to continually upgrade their skills if they are to adapt to and take part in a continually changing economy. Education is a key contributor to worker wage levels and wage growth. The “wage premium” paid to workers with a 4-year college degree increased over the past 30 years. National data show that workers with more education, on average, enjoyed both higher annual earnings in 2005 and faster wage growth over the 2000-2005 period.

Long-term occupational projections for New York forecast that jobs requiring at least some college education will grow fastest in the next few years. Between 2004 and 2014, occupations requiring at least an associates degree are projected to grow more than twice as fast (+12.8 percent) as those requiring only some form of on-the-job training or a post-secondary vocational award (+5.4 percent). Occupations requiring only short-term, on-the-job training account for more than 40 percent of the annual job openings in New York State, while less than 25 percent of annual openings in New York State are in occupations that require at least a bachelor’s degree.

Several factors contributed to the growing wage premium paid to more highly educated workers. These include: the effects of increasing retirements, advancing technologies, and increasing global competition. With computers and new technologies becoming more prevalent in the workplace, even the most basic jobs require escalating levels of skills and education. These same technologies also can reduce the size of the workforce or even eliminate the need for human labor in some work settings. This trend is reflected in dampening demand for many lower-skilled blue-collar and administrative support titles, the traditional source of jobs for many workers with less formal education. These changes have other profound implications: the workers who remain in their jobs may need to learn new skills or procedures for using the new technology, while workers displaced by technology may need retraining, additional education, job placement services, or other assistance.

Continued offshore outsourcing of labor-intensive processes to lower-cost foreign nations will have similar labor force impacts as technological change. Workers with certain specialized skills will be in high demand, while many displaced workers will struggle to re-enter the job market in different professions. The jobs most vulnerable to being shipped overseas (or being replaced by technology) are those which can be “routinized,” or broken down into a series of repeatable steps. Two types of jobs will weather the offshoring trend. The first type requires personal contact; such as dental assistants and child care workers. The second type of job is a high-end occupation that requires specialized knowledge, complex pattern recognition or complex communication skills. As the growing importance of nonroutine work increases the value of education, there is likely to be a renewed focus on worker retraining and upgrading of skills in the face of ever-increasing globalization.

Capital Region

The Capital Region enjoyed minimal employment growth from the first quarter of 2007 to the first quarter of 2008. Net job creation over the period numbered 1,200 or 0.2 percent. The private sector, which accounts for over 75 percent of all jobs, added only 500 jobs or 0.1 percent. Due to the mild job growth, the region's unemployment rate moved higher over the year. The jobless rate averaged 5.2 percent during the first quarter 2008 as compared to 4.4 percent one year earlier.

Job creation was not consistent across all industry sectors, or across all geographic areas within the Capital Region. Four out of ten industry super-sectors added jobs over the year – professional and business services (+1,600), educational and health services (+1,300), government (+600), and leisure and hospitality (+300). Six super-sectors lost jobs over the year. These included trade, transportation and utilities (-700), financial activities (-600), other services (-500), manufacturing (-400), natural resources, mining and construction (-400) and information (-100). Within the region, jobs were added in the Glens Falls metro area (+800), the Albany-Schenectady-Troy metro area (+500) and Greene County (+100). The job count fell in the Hudson micro area (-200).

Nonfarm Jobs by Industry Capital Region 1st Qtr. 2007 vs. 1st Qtr. 2008

Industry	1st Qtr. 2007	1st Qtr. 2008	Change: 1Q/07 to 1Q/08	
			Net	Percent
Total Nonfarm Jobs	529,300	530,500	1,200	0.2%
Total Private Sector	400,000	400,500	500	0.1%
Goods-Producing Industries	51,900	51,100	-800	-1.5%
Natural Resources, Mining and Construction	19,800	19,400	-400	-0.2%
Manufacturing	32,100	31,700	-400	-1.2%
Service-Providing Industries	477,400	479,300	1,900	0.4%
Trade, Transportation and Utilities	93,100	92,400	-700	-0.8%
Information	11,600	11,500	-100	-0.9%
Financial Activities	29,200	28,600	-600	-2.1%
Professional and Business Services	58,800	60,400	1,600	2.7%
Educational and Health Services	93,600	94,900	1,300	1.4%
Leisure and Hospitality	39,800	40,100	300	0.8%
Other Services	22,000	21,500	-500	-2.3%
Government	129,300	129,900	600	0.5%

Trends for the upcoming year will not vary much from those of the past 12 months with the exceptions of natural resources, mining and construction, which may strengthen, and leisure and hospitality, which will likely weaken.

Construction activity could rise significantly over the next two years with the possibility of four major commercial projects. These include site preparation and the building of the Advanced Microdevices chip fab at the Luther Forest Technology Park in Malta, Saratoga County; a new convention center and associated hotel in downtown Albany; the redevelopment of the American Locomotive plant into a mixed-use waterfront project in Schenectady; and a \$360 million, six-story expansion to the Albany Medical Center.

Leisure and hospitality, along with retail trade will weaken over the coming year as rising energy and food prices eat away disposable income and push consumer confidence levels to the lowest point of the decade.

Other industries should see a continuation of recent trends. Manufacturing will follow long-term trends as productivity enhancements lessen the need for labor. Added jobs at General Electric and an increased demand for American products due to a weak dollar will moderate these losses. The financial activities industry will see lower employment numbers as the national mortgage crises limits growth in the region's economy. In a November 2007 report by Global Insight for the U.S. Conference of Mayors, the company estimates that the loss of gross metropolitan product due to the mortgage crises will be \$670 million in the Albany-Schenectady-Troy metro area and \$113.1 million in the Glens Falls metro area. Recent developments in the credit markets will likely make this forecast even more negative.

Educational and health services will continue to grow in the coming year. These industries are driven more by population growth than by our position in the business cycle. Indeed these two industries, along with state government, are responsible for the relative stability of the Capital Region's labor market during economic downturns. Comparatively strong in-migration patterns since the 2000 census (+1.8 percent in the Capital Region versus -2.0 percent for New York State) and an aging population will push the demand for workers higher.

The professional and business services super-sector will also expand in the coming year. Growth will be concentrated in the professional, scientific and technical services sector as public and private investments made in the region's research and development capacity continue to bear fruit. This will be most notable at the UAlbany's College of Nanoscale and Engineering Nanotech Complex. This \$42 billion, 450,000 sq. ft. complex will expand to over 800,000 sq. ft. by mid-2009 – just in time to welcome the Sematech (the Austin-based microchip company consortium) manufacturing R&D arm, International Sematech, and its 450 jobs.

While rates of job growth in 2008 will not be consistent across all industries, topside job gains in the Albany-Schenectady-Troy metro area are expected to outstrip national gains while gains in the Glens Falls metro area are expected to lag the nation. Similarly, Global Insight forecasted a 2008 increase in Gross Metropolitan Product of 2.2 percent in the Albany-Schenectady-Troy metro area and 1.3 percent in the Glens Falls metro area. The national GDP is projected to rise 1.9 percent for the year.

Central Region

Job growth in the Central New York economy is starting to slow down. Yet, a varied and expanding industry base, stable housing market, strong company investment, and slow labor force growth are insulating the region from the full effects of the national recession. Signs of a slowing local economy include a trending up in the unemployment rate and weakness in the manufacturing sector.

Local consumer confidence is one reason the Central New York economy continues to do better than the nation. A Siena Research Institute Poll found that Syracuse-area residents were among the most willing to spend money in New York State in first quarter 2008. Syracuse and New York City tied with the highest overall consumer confidence level, while cities across the state experienced steep confidence declines between 2007 and 2008. Consumer confidence levels are still below year-ago levels for all six (including Syracuse and New York City) of the metropolitan statistical areas surveyed.

Job growth

Total nonfarm employment in Central New York (Cayuga, Cortland, Madison, Onondaga, and Oswego counties) rose 0.9 percent (+3,300) between 1st Quarter 2007 and 1st Quarter 2008. Job growth was widespread, particularly in educational and health services (+800), natural resources, mining and construction (+700), professional and business services (+700), government (+600), trade, transportation, and utilities (+500), and leisure and hospitality (+200). Construction jobs are growing as additions/renovations are being made to local hospitals, universities, public schools, malls, and hotels. New apartments, condominiums, and retail establishments are also being built. Government jobs have mainly been added in state government education and local government.

Employment in professional and business services, educational and health services, and leisure and hospitality sectors will likely continue on an upward swing thanks to an aging population base and a growing per capita income. Hiring is notably robust at nursing and residential care facilities, professional, scientific, and technical services firms, and among accommodation and food services businesses. Increasing demand for education and training has also led to continuing job growth in educational services.

Syracuse is being recognized on a national level as well and recently made Fortune Small Business magazine's list of the top places in the nation to live and launch a business. The city was 59 among the magazine's top 100 picks for "the perfect place to build your dream." Fortune based its picks on the best mix of business advantages and lifestyle appeal.

Nonfarm Jobs by Industry
Central Region
1st Qtr. 2007 vs. 1st Qtr. 2008

Industry	1st Qtr. 2007	1st Qtr. 2008	Change: 1Q/07 to 1Q/08	
			Net	Percent
Total Nonfarm Jobs	361,300	364,600	3,300	0.9%
Total Private Sector	292,500	295,200	2,700	0.9%
Goods Producing	50,600	51,000	400	0.8%
Natural Resources, Mining and Construction	12,400	13,100	700	5.6%
Manufacturing	38,200	37,900	-300	-0.8%
Service-Providing	310,700	313,600	2,900	0.9%
Trade, Transportation and Utilities	71,600	72,100	500	0.7%
Information	6,200	6,200	0	0.0%
Financial Activities	19,000	19,000	0	0.0%
Professional and Business Services	37,100	37,800	700	1.9%
Educational and Health Services	64,400	65,200	800	1.2%
Leisure and Hospitality	28,800	29,000	200	0.7%
Other Services	14,800	14,700	-100	-0.7%
Government	68,800	69,400	600	0.9%

Manufacturing weakness

Manufacturing continues to be the Achilles heel of the local economy. Central New York factory jobs fell -300 between 1st Quarter 2007 and 1st Quarter 2008. Recent layoffs at New Process Gear (auto parts maker) and the closings of Syroco (plastic furniture and wall décor maker) and Penny Curtiss Bakery contributed to the losses. Weakening demand for 4-wheel drive vehicles and increased competition in the automotive industry adversely impacted New Process Gear. Yet there is plenty of good news for several high-tech manufacturers. Bitzer Scroll (a German maker of air conditioning and refrigeration compressors) will create 289 high-end engineering and manufacturing jobs when it opens a facility at a former General Motors plant in Salina. Lockheed Martin Corp. will hire over 100 workers this year, many with engineering and project management skills. Welch Allyn (medical instruments maker) plans to break ground this spring on a \$30 million expansion and renovation project that will add 175 jobs over the next five years.

Unemployment rate rising

Central New York's unemployment rate rose from 5.1 percent to 5.8 percent between 1st Quarter 2007 and 1st Quarter 2008. This could be a precursor to slowing growth in the local economy and points to a mismatch between the types of jobs being created and the skills of displaced workers. This is especially true for laid off manufacturing workers seeking comparable pay. When specifically looking at people collecting unemployment

insurance in the region, the highest concentration of individuals is blue collar workers (59 percent).

Housing, labor supply, and company investment

The area's housing market and labor force are key ingredients in keeping the economy strong. The National Association of Realtors recently singled out Syracuse as an example of a healthy real estate market that is bucking the national trend of falling prices and slower sales. While the Syracuse market did not enjoy the spectacular price run-up that affected many other areas of the country earlier in the decade, it has avoided the subsequent crash that occurred in many of those same areas. Moreover, the local housing market has been relatively steady since then and housing remains affordable in Central New York. A tightening labor force is also keeping local unemployment in check due to a lack of population growth, more baby boomers retiring, and smaller numbers of young people being available to enter the job market.

Central New York employers are still aggressively advertising and seeking workers at various skill levels. Entry-level workers, employees with specialized technical skills, and highly skilled professional workers are all in demand. There are not enough new workers entering expanding fields like health, construction, high-tech manufacturing, and professional, scientific and technical services. Acute demand persists for occupations such as carpenters, nurses, engineers, machinists, and accountants.

Company investment is also imperative to the region's economic vitality. For example, Verizon Communications will hire 335 new employees over the next few years. Positions will include highly paid union and management jobs at its fast-growing FiOS call center in DeWitt. Serious Materials Inc. is looking at the Salina Industrial Powerpark as the possible site for a \$57 million eco-friendly drywall manufacturing facility. The plant could employ 115 people within two years. GE Inspection Technologies (visual imaging) in Skaneateles Falls recently built a new manufacturing facility to replace its existing one. Current employees (165) moved into the new building and 50 high-tech jobs will be created over the next five years.

Outlook

Central New York usually lags national trends and could be dragged further down by the national economy starting in 2nd Quarter 2008 and continuing into early 2009. A protracted U.S. recession would adversely affect the regional employment base and raise unemployment rates. Goods-producing industries would be especially vulnerable and overall job growth would slow. The manufacturing, financial activities, transportation and warehousing, utilities, employment services, and wholesale trade sectors are most likely to be impacted first.

Finger Lakes Region

The Rochester MSA (Livingston, Monroe, Ontario, Orleans and Wayne counties) dominates the employment picture in the Finger Lakes Region, accounting for just over 90 percent of the nonfarm jobs in the region in the first quarter of 2008. Genesee County

comprises four percent of the regional total, followed by Wyoming County (3 percent), Seneca County (2 percent) and Yates County (1 percent).

Following statewide and national trends, the unemployment rate in the Finger Lakes Region increased from 4.9 percent in the first quarter of 2007 to 5.8 percent in the first quarter of 2008. All labor areas in the region posted an increase in the jobless rate over the year.

Total nonfarm employment in the Finger Lakes Region increased from 561,800 in the first quarter of 2007 to 562,400 in the first quarter of 2008, a gain of 600 or 0.1 percent. The regional growth rate of 0.1 percent fell considerably short of the statewide growth rate of 0.9 percent.

Nonfarm Jobs by Industry
Finger Lakes Region
1st Qtr. 2007 vs. 1st Qtr. 2008

Industry	1st Qtr. 2007	1st Qtr. 2008	Change: 1Q/07 to 1Q/08	
			Net	Percent
Total Nonfarm Jobs	561,800	562,400	600	0.1%
Total Private Sector	466,000	465,300	-700	-0.2%
Goods-Producing Industries	100,600	98,400	-2,200	-2.2%
Natural Resources, Mining and Construction	17,800	19,000	1,200	6.7%
Manufacturing	82,800	79,400	-3,400	-4.1%
Service-Providing Industries	461,200	464,000	2,800	0.6%
Trade, Transportation and Utilities	94,100	93,900	-200	-0.2%
Information	10,900	11,000	100	0.9%
Financial Activities	22,900	23,000	100	0.4%
Professional and Business Services	63,200	62,200	-1,000	-1.6%
Educational and Health Services	111,600	114,100	2,500	2.2%
Leisure and Hospitality	41,000	41,200	200	0.5%
Other Services	21,700	21,500	-200	-0.9%
Government	95,800	97,100	1,300	1.4%

Educational and health services added 2,500 jobs over the year, with most of the expansion in the health services portion of this sector. Driven more by demographics than by economic fluctuations, this sector should continue to grow. In fact, since 1990, educational and health services employment in the region has grown consistently. Demand occupations in this industry include registered nurses, home health aides, nursing aides and dental assistants.

Government employment expanded 1,300 from a year ago, with local public education serving as the primary source of new jobs. Demand occupations in the educational sector

include elementary school teacher, middle school teacher, preschool teacher and teaching assistant.

Natural resources, mining and construction grew 1,200 over the year with employment reaching its highest level in eight years. Occupations in this industry include carpenters, construction laborers, electricians, plumbers and managers and supervisors.

Leisure and hospitality jobs advanced 200 from a year ago. This sector will continue to benefit from a growing interest in the winery industry as well as a new indoor water park. The trend toward dining out more often should also help to boost employment further if the national recession is mild.

Financial activities jobs grew 100 from a year ago. Employment in this sector has remained fairly steady in recent years. However, a slowing national economy will likely impact this sector. JPMorgan Chase is expected to eliminate 300 jobs by the end of October 2008 as it eliminates its home equity loan processing center in Rochester. Citibank laid off 100 workers in its Student Loan Processing Division during the second quarter of 2008.

Following long-term trends, manufacturing fell 3,400 jobs from a year ago, dipping to its lowest level on record. Despite the conclusion of the massive corporate restructuring at Eastman Kodak Company, employment in this industry is expected to continue its downhill slide.

Professional and business services pay rosters declined 1,000 over the year. These firms, which typically sell their services to other businesses, began to slow in the final quarter of 2007. Hiring at employment service firms, which may serve as an early indication of future hiring activity, also slowed notably during that period.

Although trade, transportation and utilities employment declined (-200) slightly over the year, much of the decline was reported in retail trade. Hiring in this sector will be stilted as the national recession impacts consumer spending.

Hudson Valley Region

The region's economy continued to expand, from first quarter 2007 to first quarter 2008. As job numbers continue to deteriorate, and the Wall Street crisis unfolds, recession seems inevitable. Despite this, some sectors continue to perform admirably, although a growing concern is that job gains are fewer and less broad-based than a year ago. Nonetheless, from first quarter 2007 to first quarter 2008, the region's private sector grew by 4,900 jobs or 0.7 percent (0.2 percentage points lower than the State's growth rate of 0.9 percent) to 734,600. Meanwhile, the unemployment rate is creeping upward to levels not seen in years. More recently, from first quarter 2007 to first quarter 2008 the region's unemployment rate grew from 4.1 percent to 4.8 percent, further substantiating signs of an economic contraction.

The professional and business services industry accounted for 57 percent of all job gains in the private sector in the region from first quarter 2007 to first quarter 2008. Over the period, this industry added 2,800 jobs, for a growth rate of 2.9 percent, making it the second fastest growing sector in the region, trailing only construction, which grew by 3.0 percent. The fear of a recession and diminishing corporate profits, have not yet noticeably impacted this sector. Moving forward this sector is not likely to be immune from an economic downturn. During an economic downturn, companies will spend less on those business-to-business services. Some companies will halt spending altogether which could reverse the expansion this sector has experienced in recent years.

Nonfarm Jobs by Industry
Hudson Valley Region
1st Qtr. 2007 vs. 1st Qtr. 2008

Industry	1st Qtr. 2007	1st Qtr. 2008	Change: 1Q/07 to 1Q/08	
			Net	Percent
Total Nonfarm Jobs	904,600	911,400	6,800	0.8%
Total Private Sector	734,600	739,500	4,900	0.7%
Goods-Producing Industries	108,300	108,600	300	0.3%
Natural Resources, Mining and Construction	49,200	50,700	1,500	3.0%
Manufacturing	59,100	57,800	-1,300	-2.2%
Service-Providing Industries	796,200	802,900	6,700	0.8%
Trade, Transportation and Utilities	181,600	181,600	0	0.0%
Information	21,800	22,300	500	2.3%
Financial Activities	51,100	49,600	-1,500	-2.9%
Professional and Business Services	95,800	98,600	2,800	2.9%
Educational and Health Services	173,100	175,600	2,500	1.4%
Leisure and Hospitality	65,300	65,900	600	0.9%
Other Services	37,600	37,400	-200	-0.5%
Government	170,000	171,900	1,900	1.1%

Educational and health services, the industry least likely to be impacted by an economic downturn, grew by 1.4 percent, adding 2,500 jobs to the region's private sector employment from first quarter 2007 to first quarter 2008. Educational and health services is the region's second largest industry; it accounts for almost for one out of every four private sector jobs. The growth in the sector is attributed to demographic changes at both end of the age spectrum. The outlook for this sector remains unsettled. On one hand, the region's population is projected to continue increasing, which may spur more job opportunities in the sector. On the other hand, as the economy continues to deteriorate, job losses continue to mount, resulting in higher unemployment rates.

The construction industry remains the region's fastest growing, adding 1,500 jobs over the period, for a growth rate of 3.0 percent. The weakness in residential construction has

been overshadowed by strength in the commercial sector. The outlook for this sector is positive, with a slew of projects underway, most notably the \$3 billion makeover of the Yonkers Waterfront and the \$700 million Belleayre resort project in Sullivan County. The crisis in the financial sector is a cause for concern as it may limit funding for these and other projects. Nonetheless, the retirement of Baby Boomers in the construction trades could create job opportunities.

The region's economy continues to exhibit weakness, as evidenced by a growing number of layoff announcements. Major signs of weakness are evidenced in the finance and manufacturing sectors. From first quarter 2007 to first quarter 2008, job losses in financial activities and manufacturing have totaled 2,800, further dampening economic growth. Like the nation, the Hudson Valley is not immune to the collapse of the sub-prime mortgage industry. As early as March 2007, signs of possible problems arose when three mortgage lenders in the area closed their operations, leaving hundreds unemployed. The financial sector has since continued to reel from the sub-prime mortgage crisis, shedding 1,500 jobs over the period. Argent Mortgage alone, which at one point was one of Westchester County's major employers, laid off more than 400 employees during the past year. Moving forward, more layoffs are anticipated as the turmoil on Wall Street continues to unfold. Some Wall Street firms have back office operations in the region and many of these Wall Street workers reside in our region.

Meanwhile the downward spiral in the manufacturing sector continues a trend that is all too common at the state and national levels. The sector shed 1,300 jobs over the period. Improvements in technology and foreign competition play a role in job erosion in the sector, a trend that is unlikely to be reversed.

Like the nation and the state, the Hudson Valley Region's economy is exhibiting recession-like characteristics. This is apparent in the region's job market where private sector employment growth has fizzled in recent months. The region had enjoyed a 1.1 percent over-the year growth rate as of the first quarter of 2007, compared to a mere 0.7 percent gain by the first quarter 2008. The weakness in private sector employment has led to higher unemployment rates.

Job growth in professional and business services, educational and health services, and construction have overshadowed job losses in other industries. But this could change rapidly. Of major concern are the recent layoffs on Wall Street. History indicates that the Hudson Valley tends to benefit when the good times roll on Wall Street, many Wall Streeters reside in our region. Conversely, when Wall Street experiences bad times, we are not immune from the fallout. Any number of industries could be further impacted, from professional and business services, to retailers, to leisure and hospitality and construction.

Long Island Region

The Long Island economy posted a solid year, adding 13,400 jobs from the first quarter of 2007 to the first quarter of 2008, a growth rate of 1.1 percent that exceeded that of the nation (0.6 percent) as a whole. The labor market slowed rather sharply in the second and third quarters even while performing somewhat better than the national economy. By August growth had slowed to 0.4 percent and was largely confined to three major industry sectors.

Employment gains will almost certainly slow through the end of 2008 and into 2009 due to a mounting national economic slowdown and the likely prospects of further significant job losses in the New York City financial services sector. There are somewhat guarded prospects for an improvement by mid to late 2009.

The unemployment rate has risen since the beginning of the year, another indication that the economy is slowing. Normally unemployment is highest during the first quarter cold due to weather and post-holiday doldrums but the increase was stronger than usual. The unemployment rate, at 4.6 percent in the first quarter of 2008, was up from 4.0 percent in the first quarter of 2007, with both lower employment and higher number of unemployed contributing to the increased rate.

Nonfarm Jobs by Industry Long Island Region 1st Qtr. 2007 vs. 1st Qtr. 2008

Industry	1st Qtr. 2007	1st Qtr. 2008	Change: 1Q/07 to 1Q/08	
			Net	Percent
Total Nonfarm Jobs	1,236,500	1,249,900	13,400	1.1%
Total Private Sector	1,032,800	1,044,000	11,200	1.1%
Goods-Producing Industries	149,900	151,600	1,700	1.1%
Natural Resources, Mining and Construction	65,500	69,400	3,900	6.0%
Manufacturing	84,400	82,300	-2,100	-2.5%
Service-Providing Industries	1,086,600	1,098,300	11,700	1.1%
Trade, Transportation and Utilities	268,600	269,700	1,100	0.4%
Information	28,000	28,000	0	0.0%
Financial Activities	79,600	76,800	-2,800	-3.5%
Professional and Business Services	156,900	157,900	1,000	0.6%
Educational and Health Services	209,500	214,400	4,900	2.3%
Leisure and Hospitality	88,700	92,900	4,200	4.7%
Other Services	51,600	52,600	1,000	1.9%
Government	203,700	205,900	2,200	1.1%

Current conditions nearly guarantee a continued downturn in employment in financial services. The hardest hit segment will be investment banking which will affect highly-paid positions as well as support staff. While these losses will be concentrated in the New York City (Wall Street), the impact will be felt by significant number of Nassau and Suffolk county commuters along with some direct impact expected on smaller investment offices on Long Island as well as banking and credit back office operations in the region. There have been local branch bank openings, with some growth at new smaller banks that have been moving into the area. Whether this continues in the face of an economic slowdown remains to be seen.

Changing demographics, the impact of technology, and globalization are starting to have a major impact on how companies and labor markets operate and these impacts are expected to widen in coming years. Changing demographics will not only increase the demand for services for an older population but the reduced number of younger replacement workers and the reliance on an emerging workforce with lower education and skill levels will be major challenges that may limit economic growth.

Several trends are expected to affect economic growth opportunities and present challenges in the job market through the remainder of the year. In some cases, such as in manufacturing, good employment opportunities may be present even as total employment in the industry declines. Improved productivity accounts for some of these declines along with other changes brought about by the impact of technology, globalization, industry consolidations and mergers, etc.

While the job market is expected to slow further in coming months, the severity of the downturn is not certain at this point. With little population growth in the region, the aging of the workforce and the ongoing upskilling of many jobs there should be openings in some industries.

While the region is not immune to the larger economic slowdown and local firms are subject to ongoing industry cost constraints and reorganization, the health care sector and defense-related manufacturing are expected to provide some job openings in coming months. Health care is a broad industry with a large network of ambulatory health care services, including offices of doctors and other specialists, as well as numerous firms providing diagnostic and testing services. Hospital employment is expected to rise modestly while nursing homes and home health care are expected to grow in both the short and long term. One difficulty in health care career planning is that demand for some technical areas are sometimes matched with a large number of persons entering the field and the prevalence of part-time positions may effect the quality of jobs available.

In defense-related manufacturing, Northrop-Grumman and other companies have been awarded some large contracts that should help maintain and even expand job openings, including subcontractors doing work for these major projects. There will likely be a continued shortage of engineers. Another frequent challenge is meeting the higher skill needs of today's manufacturing industries. Unable to compete as the lowest wage producer, many local companies have increasingly become competitive by adopting new

technology and machinery, adopting more efficient production processes--all of which require a more skilled workforce.

While the broad-based service industries such as retail trade and leisure and hospitality are expected to slow with the current downturn, they will continue to provide both good entry-level work experiences as well as opportunities for career advancement. The economy may be slowing but so is the availability of younger entry-level workers, thereby creating frequent shortages in these areas. In retail trade as well as restaurants and the hospitality industry there are also shortages for supervisors, managers and people skilled in purchasing, inventory management and marketing.

Another major area of ongoing demand is for a range of occupations and skill packages related to information technology. Information technology (IT) increasingly plays a dominant role in the competitiveness of many industries and individual companies. Some companies such as Computer Associates (CA), Oracle and IBM obviously need IT skills. However, hospitals and doctor's offices, manufacturing companies, retail stores and even construction companies rely on IT skills to improve efficiency, control costs and improve marketing. Data capture from bar code scanners and Radio Frequency Identification (RFID) for example have led to a surge in tools for data collection and data search. Enterprise content management and enterprise search technology are becoming key capabilities for many companies. Computer science and computer engineering degrees are particularly valuable, but computer skill packages such as Quick Books Accounting and Quick Books Manufacturing also are valuable for employees and job seekers.

Both on Long Island as well across the nation employers report having difficulty filling positions with a certain level of technical and mechanical skills in the service, repair and construction trades. In addition to industries such as construction, a wide variety of types of businesses need skilled installers, repairers and mechanics. Most of these positions come with good salaries and benefits, and in some cases may eventually prepare workers to start their own businesses. Employers also note that positions such as delivery drivers as well as truck drivers for heavier and longer term freight frequently are difficult to fill.

The focus on energy efficiency, conservation, independence, and production (particularly from renewable sources), is expected to create a new array of job opportunities. While some of these will fields will take longer to develop and extensive career opportunities may be several years away, others such as installers and servicing of energy efficient products and systems are already demand. Jobs involved in the development of wind, solar and hydrogen power may take longer to develop wide ranging job markets.

Media, arts and entertainment are not generally seen as central areas of economic growth and opportunity for Long Island but their importance is growing and the region has a strong base of talent for expansion in these fields. The development of the Nassau Hub as part of an entertainment and cultural center as well as the development of film

festivals, theatre and music venues will be an important part of the region's ongoing growth and act as a magnet for retaining young workers on the Island.

Long Island's economy and job market is distinguished by its broad industry diversity; by its current and past history of technology capability; and by its strength in midsize and small business entrepreneurship. The area's history of innovation in manufacturing, electronics and information technology, often based in aircraft and space products and related efforts, along with a strong research capacity at Brookhaven and Cold Spring Harbor Labs give the area a strong platform for ongoing growth and restructuring even as the economy adjusts to a slowdown, downsizing and a likely longer term shrinkage of the financial services sector.

Mohawk Valley Region

The Utica-Rome MSA (Oneida and Herkimer counties) dominates the employment picture in the Mohawk Valley Region, accounting for just over two-thirds of the nonfarm jobs in the region in the first quarter of 2008. Otsego County comprises 13.1 percent of the regional total, followed by Montgomery County (10.0 percent) and Fulton County (9.5 percent).

Following statewide and national trends, the unemployment rate in the Mohawk Valley Region increased from 5.7 percent in the first quarter of 2007 to 6.6 percent in the first quarter of 2008. Each county in the region posted an increase in the jobless rate compared to a year earlier.

Total nonfarm employment in the region increased from 194,200 in the first quarter of 2007 to 194,800 in the first quarter of 2008, a gain of 600 or 0.3 percent. Educational and health services added 800 jobs over the year with most of the expansion in the health services portion of this sector. Due to the aging of the population, this sector should continue to grow. In fact, since 2000, educational and health services employment in the region has grown annually. Demand occupations in this industry include registered nurses, home health aides, nursing aides and dental assistants.

Natural resources, mining and construction jobs grew by 400 over the year. In many parts of the region, this industry is at or near record high levels. For example, in the Utica-Rome MSA, this industry is at its highest level since 1990. Fulton County tied for its highest level since 1990, and Otsego County is also tied for its highest employment level since 1990. Occupations in this industry include carpenters, construction laborers, electricians, plumbers and managers and supervisors.

Government employment expanded 400 from a year ago, primarily in the state and federal government sectors. State government gains occurred in state hospitals, mirroring the upward trend in private sector health services. Federal government's growth was due to continued hiring at the Defense Finance and Accounting Services (DFAS) at the Griffiss Business and Technology Park in Rome (Oneida County). Although unchanged

over the year, local government employment has experienced long-term growth due to expansion at the Oneida Indian Nation's Turning Stone Casino. Government employment should increase as DFAS approaches full employment.

Nonfarm Jobs by Industry
Mohawk Valley Region
1st Qtr. 2007 vs. 1st Qtr. 2008

Industry	1st Qtr. 2007	1st Qtr. 2008	Change: 1Q/07 to 1Q/08	
			Net	Percent
Total Nonfarm Jobs	194,200	194,800	600	0.3%
Total Private Sector	147,200	147,500	300	0.2%
Goods-Producing Industries	24,700	24,500	-200	-0.8%
Natural Resources, Mining and Construction	4,500	4,900	400	8.9%
Manufacturing	20,200	19,600	-600	-3.0%
Service-Providing Industries	169,500	170,300	800	0.5%
Trade, Transportation and Utilities	35,000	34,900	-100	-0.3%
Information	3,800	3,800	0	0.0%
Financial Activities	10,600	10,300	-300	-2.8%
Professional and Business Services	11,800	11,700	-100	-0.8%
Educational and Health Services	40,600	41,400	800	2.0%
Leisure and Hospitality	13,300	13,400	100	0.8%
Other Services	7,500	7,500	0	0.0%
Government	46,900	47,300	400	0.9%

Rounding out the gains, leisure and hospitality advanced 100 from a year ago. Large gains in the Utica-Rome MSA were partially offset by losses in the smaller rural labor areas in the region. This sector could continue to expand if new hotels and restaurants open in close proximity to the Turning Stone Casino.

Following long-term trends, manufacturing fell 600 from a year ago, dipping to its lowest level on record. Employment in this industry is expected to continue its downhill slide.

Financial activities trimmed 300 jobs from a year ago. This sector showed promising growth but was hit with two setbacks during the latter part of 2007 and the first quarter of 2008. Partner's Trust Financial Group laid off over 200 workers following the bank's merger with M&T Bank. The Federal Reserve's check processing facility closed recently, affecting approximately 130 workers. Employment in financial activities should continue to decline as the effect of recent national developments ripples through the local economy.

Although the trade, transportation and utilities industry eliminated 100 jobs over the year, the sub-sector transportation, warehousing and utilities showed slight gains. The numerous distribution centers in the region experienced tremendous growth in the past 15 years, but growth has slowed lately. Also, the Empire Aero Center in Rome posted job gains. Expansion is expected to continue in this sector, providing opportunities especially for aircraft mechanics and power plant mechanics.

New York City Region

By historical standards, New York City's economy performed well between the first quarter of 2007 and the first quarter of 2008. Private sector job growth, at 1.4 percent, was well above the City's long-term average of 0.6 percent. However, this is the slowest job growth since the fourth quarter of 2004. The City averaged better than 2.0 percent job growth in each of the last three years. The twin drags of a sharp downturn in the financial sector and a weakening national economy caused the local economy to decelerate sharply over the last few quarters. The slowdown negatively impacted the local labor market, with the unemployment rate averaging 5.1 percent for the first quarter of 2008, up from 4.9 percent a year earlier. An average of 195,300 City residents a month were looking for work and unable to find it in the first three months of 2008. The unprecedented turmoil in the financial sector assures that the city's economy will significantly underperform the national economy over the next few years.

Trade, transportation and utilities added the most jobs over the last year (+11,700) on strength in retailing and air transportation. Retail trade enjoyed broad strength with health and personal care stores (drug stores) exhibiting the best growth. National retailers have expanded aggressively in New York City, drawn by a growing, high-income population and large numbers of international tourists. While these trends continue retail jobs usually track the economy, so the recent slowdown should lead to slower growth in retailing over the next year. Air transportation enjoyed strong growth despite the industry's financial problems as a host of airlines added flights at local airports to try to benefit from more profitable international routes. The recent surge in oil prices from \$90 to \$120 has contributed to the closing of several small airlines and should constrain employment opportunities this year.

Leisure and hospitality added 8,600 jobs over the last year, continuing a very strong performance that started in 2003. The growing popularity of New York City as a tourist attraction along with the ongoing weakness of the dollar should keep this sector strong in 2008. Of particular note are the six hotels currently slated to open in 2008 with several more planned for 2009. Also, compared to other major tourist destinations, the City is relatively unaffected by high gasoline prices.

Nonfarm Jobs by Industry
New York City Region
1st Qtr. 2007 vs. 1st Qtr. 2008

Industry	1st Qtr. 2007	1st Qtr. 2008	Change: 1Q/07 to 1Q/08	
			Net	Percent
Total Nonfarm Jobs	3,690,600	3,737,600	47,000	1.3%
Total Private Sector	3,133,900	3,178,000	44,100	1.4%
Goods-Producing Industries	220,600	217,400	-3,200	-1.5%
Natural Resources, Mining and Construction	118,600	122,100	3,500	3.0%
Manufacturing	102,000	95,300	-6,700	-6.6%
Service-Providing Industries	3,470,000	3,520,200	50,200	1.4%
Trade, Transportation and Utilities	562,200	573,900	11,700	2.1%
Information	163,300	168,200	4,900	3.0%
Financial Activities	461,400	467,900	6,500	1.4%
Professional and Business Services	580,700	585,600	4,900	0.8%
Educational and Health Services	705,600	714,200	8,600	1.2%
Leisure and Hospitality	283,900	292,500	8,600	3.0%
Other Services	156,100	158,400	2,300	1.5%
Government	556,700	559,600	2,900	0.5%

The educational and health services sector (+8,600) generally performs well in downturns since employment is driven more by broad social and demographic trends than economic cycles. That said, falling tax revenues can inhibit employment growth at nonprofits. Generally ambulatory health services and colleges and universities have the best outlook, while employment should be relatively flat at hospitals.

Financial activities (+6,500) grew as fast as the overall economy over the last year. However, recent layoff announcements by a variety of financial services firms make it quite clear that employment will fall sharply well into 2009. While the layoffs on Wall Street are attracting most of the attention, there will also be significant job losses at local banks and insurance companies. These firms have also suffered from the ongoing turmoil in the credit markets and will be cutting costs aggressively.

Professional and business services (+4,900) was the slowest growing sector of the service-producing industries. The year-to-year growth rate of 0.8 percent was in marked contrast to 2005-2007 when growth exceeded 20 percent. While this sector has been a very strong performer long-term it is highly cyclical. Employment in this sector is tightly correlated to corporate spending which slows as soon as corporate profits drop. With large write-offs by financial companies and a slowing national economy, corporate profits and thus employment in this sector will remain weak in 2008. Against this weak backdrop two professional industries -- architecture and advertising -- should hold up best over the next year.

The information sector (+4,900) was one of the economic bright spots of the last year. After lagging during most of the current expansion, employment in the information sector jumped 3.0 percent over the last year. Strength in motion pictures and broadcasting were the driving forces. The motion picture industry continues to benefit from generous tax incentives offered by the City and State governments.

Employment in natural resources and construction climbed 3.0 percent (+3,500) over the last year. While New York City is not immune to the national slowdown in the housing market, a broad array of large projects (WTC reconstruction, subway line extensions, and baseball and basketball stadiums) have kept the employment outlook for construction favorable. In addition, New York City's construction industry is less dependent on housing construction than many other areas and the outlook for commercial construction -- stores, office space and hotels -- remains positive for the intermediate term.

New York City's smallest sector -- manufacturing -- is also its poorest performer. As it has every year for decades, manufacturing employment fell last year (-6,600). While a few areas such as food manufacturing and architectural metal working are relatively stable, the sector continues to suffer the loss of major plants (Domino Sugar and Pfizer over the last year).

North Country Region

The North Country's economy experienced slow, but steady, gains from the first quarter of 2007 to the first quarter of 2008. Total nonfarm employment rose 1,200 to 161,500, a gain of 0.7 percent. Private-sector employment rose 600 from 111,000 to 111,600, the highest level ever recorded in the first quarter. The largest gains occurred in government (+500), educational and health services (+300), natural resources, mining and construction (+300), and trade, transportation and utilities (+200).

Nonfarm Jobs by Industry
North Country Region
1st Qtr. 2007 vs. 1st Qtr. 2008

Industry	1st Qtr. 2007	1st Qtr. 2008	Change: 1Q/07 to 1Q/08	
			Net	Percent
Total Nonfarm Jobs	160,300	161,500	1,200	0.7%
Total Private Sector	111,000	111,600	600	0.5%
Goods-Producing Industries	19,500	19,700	200	1.0%
Natural Resources, Mining and Construction	5,900	6,200	300	5.1%
Manufacturing	13,600	13,600	0	0.0%
Service-Providing Industries	140,800	141,700	900	0.6%
Trade, Transportation and Utilities	29,200	29,400	200	0.7%
Information	2,100	2,100	0	0.0%
Financial Activities	4,000	4,000	0	0.0%
Professional and Business Services	7,700	7,700	0	0.0%
Educational and Health Services	28,800	29,100	300	1.0%
Leisure and Hospitality	13,000	12,900	-100	-0.8%
Other Services	6,700	6,600	-100	-1.5%
Government	49,300	49,800	500	1.0%

Fort Drum's Office of Plans, Analysis, and Integration recently released an economic impact statement stating almost 17,000 soldiers and 3,960 civilians are now employed at Fort Drum (Watertown, Jefferson County). The statement also said the base had an economic impact of \$1.46 billion on the surrounding area during the 2006-07 fiscal year. The ongoing expansion of the base has been the major driver of the economy in the Fort Drum area which has recorded solid gains in government, retail trade, and construction.

The trade, transportation, and utilities industry posted significant employment gains for the fourth consecutive year. In the first quarter of 2008, this industry's employment rose to 29,400 -- an all-time high for the quarter. The job gains in this sector are largely attributable to growth in retail trade, which is expected to continue throughout 2008.

The appreciation of the Canadian dollar relative to the U.S. dollar has significantly increased the number of Canadian shoppers. Over the past year (March 2007 to March 2008), the value of the Canadian dollar increased in value from about US \$0.86 to par (one Canadian dollar = one US dollar).

In 2008 retail employment will receive a boost from the expected openings of a Wal-Mart Supercenter in Massena (St. Lawrence County) and another in Potsdam (St. Lawrence County). In addition, Lowe's expects to open a new store in Potsdam in 2008. Continued retail expansion is expected in conjunction with the expansion of Fort Drum.

Employment in the repair and maintenance sector of the transportation industry is expected to soar as Laurentian Aerospace expects to begin construction of a maintenance, repair, and overhaul facility at the former Plattsburgh Air Force Base (Clinton County). A word of caution is in order here because this project has yet to secure financing. The project could experience a delay given the difficulties affecting the financial system in September 2008. If this project proceeds as planned, it will include a 273,000-square foot, two-bay hanger which should be completed in 18 months. After the hangers are constructed, initial employment at the facility is expected to be 200 to 300 and climb to 900 within 12 to 18 months. Consequently, the trade, transportation, and utilities sector will continue to account for the largest portion of private sector employment in the North Country.

The educational and health services industry recorded consistent job gains over the last 18 years. Record enrollments in the area's nine colleges and universities (three community colleges, three (SUNY) colleges, and three private universities) required more staff in the education sector. The aging of the population led to the steady increase in employment in health services.

The outlook for the manufacturing sector is mixed. The job count was unchanged from the first quarter 2007 to the first quarter 2008, hovering at 13,600, its lowest level in more than 15 years. Additional losses are expected in 2008, as GM will close its plant in Massena (St. Lawrence County), idling about 450 workers. Jarden Plastic Solution's plant in Tupper Lake, a maker of poker chips and plastic dinnerware, will also close idling about 70 workers. Company officials cited foreign competition, specifically China, for the closing.

On the upside, the North Country's manufacturing sector will benefit from a number of expected expansions and new openings. Akrimax Pharmaceuticals purchased Wyeth Pharmaceutical's plant in Rouses Point (Clinton County) and might add about 200 people over the next year or two. Nova Bus will open a bus assembly plant employing 150-175 workers in Plattsburgh (Clinton County) in January 2009. Asept-Pak, a manufacturer of plastic pharmaceutical containers, expects to employ up to 70 workers at its Malone (Franklin County). Source Bio-Plastics expects to purchase Michelex Plastics (Massena, St. Lawrence County) and produce biodegradable plastics. The company expects to create 175 jobs. QubicaAMF, a bowling pin manufacturer in Lowville (Lewis County), expects to benefit from the closing of a Brunswick Corporation bowling pin plant in Illinois. Otis Technology in Lowville (Lewis County), a manufacturer of gun cleaning kits, broke ground for an addition to its manufacturing facility. The addition will create 15 new jobs, bringing total employment to over 150. Current Renewable Energy expects to open a wood pellet plant in St. Lawrence County and employ 50 workers.

In 2008 the leisure and hospitality industry is poised for growth. Whiteface Mountain Ski Area is installing a new chairlift that will open up four new ski trails and 52 acres of skiing for the 2008-09 ski season. The Akwesasne-Mohawk Casino (Hogansburg, Franklin County) is undergoing a \$75 million expansion expected to create 270 jobs. This project includes a 200-room hotel and installation of 1,000 additional slot machines

as well as additional dining facilities and retail shops. The leisure and hospitality industry could be negatively affected if the financial crisis leads to a recession, as leisure spending is one of the first things consumers are likely to cut back on during a recession.

Looking forward to late 2008 and 2009, the North Country's economy seems poised to weather a recession. The trade, transportation, and utilities industry is positioned for strong growth. Construction should remain fairly stable with ongoing housing and retail projects in the Fort Drum-Watertown area. Manufacturing will be hurt by the closing of the GM plant in Massena, but there are numerous manufacturers forecasting employment growth. The leisure and hospitality industry will experience significant growth unless the number of tourist declines due to a national recession.

Southern Tier Region

The Southern Tier's (Broome, Chemung, Chenango, Delaware, Schuyler, Steuben, Tioga and Tompkins counties) job growth continued into early 2008, though at a slower pace than the prior two years. Nonfarm payrolls in the first quarter of 2008 showed 2,100 more positions in the region than earlier year. This represents an annual growth rate of 0.7 percent, a drop from the 1.1 percent rate experienced in each of the previous two years. Despite the fact that the overall nonfarm employment level stood at its highest level for the quarter since 2001, slowing growth and a rising unemployment rate point to a cooling economy.

Goods-Producing Industries Hold Their Own

Over the course of 2006 and 2007, the region's manufacturing sector was a centerpiece of growth -- a trend which ran counter to the losses experienced both statewide and nationally. Although these gains slowed in the first quarter of 2008, steady factory payrolls are viewed as a positive when compared to continued losses statewide and nationally.

Upon further inspection, factory production job gains actually continue in the western portion of the region. Both Chemung and Steuben counties showed annual gains in the latter part of 2007 as well as early 2008. Employers of note include Schwiezer Aircraft (Chemung County), Corning Inc. (Steuben County) and Alstom Inc. (Steuben County), each of which devote at least a portion of their work to transportation equipment manufacturing.

Construction came to the forefront of job growth in the first quarter of 2008. Approximately 500 new construction jobs were logged in the region compared to the same period a year earlier. The 6.6 percent construction job growth rate in the Southern Tier over the past year significantly outpaced comparable gains for the state (1.8 percent) and nation (-3.2 percent). This trend is expected to continue through 2008 as local workloads remain steady.

Nonfarm Jobs by Industry
Southern Tier Region
1st Qtr. 2007 vs. 1st Qtr. 2008

Industry	1st Qtr. 2007	1st Qtr. 2008	Change: 1Q/07 to 1Q/08	
			Net	Percent
Total Nonfarm Jobs	293,700	295,800	2,100	0.7%
Total Private Sector	232,500	234,500	2,000	0.9%
Goods-Producing Industries	51,000	51,500	500	1.0%
Natural Resources, Mining and Construction	7,600	8,100	500	6.6%
Manufacturing	43,400	43,400	0	0.0%
Service-Providing Industries	242,700	244,300	1,600	0.7%
Trade, Transportation and Utilities	46,100	46,200	100	0.2%
Information	4,300	4,500	200	4.7%
Financial Activities	10,800	10,700	-100	-0.9%
Professional and Business Services	21,900	22,300	400	1.8%
Educational and Health Services	66,800	67,400	600	0.9%
Leisure and Hospitality	20,200	20,400	200	1.0%
Other Services	11,400	11,500	100	0.9%
Government	61,200	61,300	100	0.2%

Service-Providing Employment at Record Highs

Jobs in the service-providing sector comprise a commanding share of total jobs regionally. Roughly 83 percent of all jobs throughout the Southern Tier are found in this segment of the economy. Following national and statewide trends, the portion as well as the total number of jobs devoted to this sector has continued to rise. Locally, the service-providing job count stood at about 244,300 in the first quarter of 2008 – the highest since 1990. Even though the sector’s 0.7 percent growth rate lagged the state (1.1 percent) and nation (1.1 percent), the sector continues to add jobs year after year.

Two service industries of note are educational and health services and professional and business services, which added 600 and 400 positions, respectively, over the year. Together they comprise 1,000 of the 1,600 new service-producing jobs found in the region over the period.

The private educational services portion of the local economy is dominated by growth in the Ithaca MSA, largely due to Cornell University. This trend is expected to continue as educational services are projected to grow by 21 percent in the United States from 2006-2016.

Healthcare and social service businesses remain in expansion mode as the local population continues to age at a rate faster than that of the nation. New workers are not only needed for newly created positions throughout the industry, but to replace the employees approaching retirement age (Baby Boomers).

The Rising Unemployment Rate

The region's unemployment rate stood at 5.7 percent in the opening quarter of 2008, up from 5.1 percent a year earlier. This continues a trend of over-the-year increases that became apparent toward the end of 2007. Although historically below the levels reached during the last economic downturn, the rising rate indicates a local economic softness that corresponds to the slowing job growth. The area's unemployment rate surpassed that of both the state (5.2 percent) and the nation (5.3 percent).

Area Home Price Increase Tops List

According to a recent release by the National Association of Realtors, the Binghamton metro area experienced the largest percent change in home prices among the 150 metro areas of the nation. Comparing prices for the first quarter of 2008 versus the first quarter of 2007, the area's median home price of \$109,700 was well below that of the nation (\$196,300), but the annual price rise of 11.8 percent led all metro areas. In fact, the region's other metro area, Elmira, came in at 9.6 percent, ranking in the top 10.

Anticipated Direction

Future expansion is expected to continue to slow throughout the Southern Tier as the nation's economic woes are felt locally. Regional effects are anticipated to be somewhat muted as any impact in the region would be of an indirect nature. Despite the cooling of the local economy, the need for a quality workforce remains a top priority. The aging of the current workforce, the exodus of the young workers, as well as the lack of replacement workers for those retiring will sit at the forefront of future economic expansion barriers.

Western Region

Western New York, which consists of Erie, Niagara, Chautauqua, Cattaraugus and Allegany counties, has been gaining jobs despite the national economic slowdown. The downturn has been mainly limited to the goods-producing sectors of manufacturing and construction. The unemployment rate has been trending up; 6.2 percent for the first quarter of 2008 versus 5.3 percent for the same quarter in 2007. The total nonfarm job count rose to 645,400 in the first quarter, up 2,200 over the year.

The Western New York region's manufacturing sector is extremely dependent on transportation equipment, i.e., auto parts. This segment makes up a much larger share of employment in the region than it does nationally. Three of the five counties have major plants represented by General Motors Corp., Ford Motors Co., and American Axle in Erie County, Delphi in Niagara County and Cummins Engine in Chautauqua. There have been major job reductions at all of the plants over the past few years with the exception of the Cummins Engine facility which remains quite strong.

Beginning in February a strike began at American Axle which had three plants in Erie County at the beginning of the year. American Axle began closing the Buffalo plant last year and finally shut it down at the end of the contract, eliminating the last of over 500

jobs. After the strike began, reports from the United Auto Workers (which represents a large number of the employees) stated that the Tonawanda plant was on a list slated for closure. More recently, the third plant in Cheektowaga was also reported to be on the list. These plants manufacture axles and driveline components mainly used in large SUVs. Sales of these vehicles have been particularly soft with the rise in gasoline prices.

The Ford, General Motors and Delphi plants have been cutting jobs, mainly through the use of retirement incentives and buyouts. General Motors also stopped plans for a new engine line at the beginning of the year that would have solidified employment at the Tonawanda facility.

Nonfarm Jobs by Industry
Western Region
1st Qtr. 2007 vs. 1st Qtr. 2008

Industry	1st Qtr. 2007	1st Qtr. 2008	Change: 1Q/07 to 1Q/08	
			Net	Percent
Total Nonfarm Jobs	645,400	647,600	2,200	0.3%
Total Private Sector	524,100	523,600	-500	-0.1%
Goods-Producing Industries	98,800	95,500	-3,300	-3.3%
Natural Resources, Mining and Construction	19,800	18,000	-1,800	-9.1%
Manufacturing	79,100	77,500	-1,600	-2.0%
Service-Providing Industries	546,500	552,000	5,500	1.0%
Trade, Transportation, and Utilities	118,600	118,800	200	0.2%
Information	9,700	9,600	-100	-1.0%
Financial Activities	35,900	35,300	-600	-1.7%
Professional and Business Services	71,600	73,200	1,600	2.2%
Educational and Health Services	104,000	103,800	-200	-0.2%
Leisure and Hospitality	56,300	58,200	1,900	3.4%
Other Services	29,100	29,100	0	0.0%
Government	121,300	124,000	2,700	2.2%

The construction sector remains weak, having lost 1,800 jobs over the year. There is limited demand for new housing or commercial space in the region but there are some bright spots. Renovation of loft-style apartments in downtown Buffalo is an example of a niche opportunity.

Service-providing industries have remained fairly strong over the last several years, mitigating the losses the region has incurred in manufacturing. Professional and business services had the strongest growth. This expected to continue with the opening of a major call center in Cattaraugus County called the Connection which will employ 600.

Expansion in government has been caused by the Seneca Nation developing three casinos. (Enterprises owned by Native American tribes are classified in government). The Seneca's now operate casinos in Niagara, Cattaraugus and Erie counties. A temporary casino in Buffalo (Erie) was in the process of being replaced by an expansive permanent one which will employ over 1,000 people. This casino and the hotel and other business related to it have been put on hold after a judge declared that gambling was not allowed on the premises. Until this decision is overturned, the Seneca's will not be developing the casino in Erie County.

In summary, the region will continue its transformation toward a service-based economy. The ongoing troubles of the construction and financial industries nationally will further impact the region's construction and manufacturing sectors. Rising fuel costs will further dampen any growth. However, the current mix of service-providing industries in the region will have a buffering effect on these forces unseen in previous recessions.

Our Aging Population: The Implications

Introduction

In this section of the report we examine the degree to which our state's population is aging and the implications for the labor force and the workforce system. First, we examine the expected changes in the state's population from 2000 to 2030. We next look at the numbers and shares of older workers in industries and then at occupations. Industries and occupations with large shares of older workers should be of interest to workforce investment boards and economic developers in determining where to invest training dollars. Occupations with substantial proportions of mature workers should also be of interest to those deciding which occupations they might choose to pursue.

Population Changes: 2000 to 2030

- The share of New York's working age population (aged 18-64) was 62.3 percent in 2000 and is projected to slip to 57.7 percent in 2030. This represents a decline of 638,900 residents in their prime working years. Where will the workforce of the future come from?
- The share of New York's population aged 65 and older was 12.9 percent in 2000 and is expected to rise to 20.1 percent in 2030. Most of these people will retire unless they have to work for financial reasons or are given incentives to work.

Projected Population by Selected Age Group, New York State: April 1, 2000 to July 1, 2030								
Age Group	Census April 1, 2000	Projections July 1, 2010	Projections July 1, 2020	Projections July 1, 2030	2000 Age Distribution	2010 Age Dist.	2020 Age Dist.	2030 Age Dist.
Total	18,976,457	19,443,672	19,576,920	19,477,429	100.0%	100.0%	100.0%	100.0%
Under 5 years	1,239,417	1,250,867	1,267,778	1,215,037	6.5%	6.4%	6.5%	6.2%
5 to 17 years	3,450,690	3,170,009	3,107,262	3,110,440	18.2%	16.3%	15.9%	16.0%
18 to 24 years	1,765,453	1,974,612	1,705,831	1,697,464	9.3%	10.2%	8.7%	8.7%
25 to 44 years	5,831,622	5,252,753	5,266,230	5,065,195	30.7%	27.0%	26.9%	26.0%
45 to 64 years	4,240,923	5,143,776	4,979,799	4,472,402	22.3%	26.5%	25.4%	23.0%
65 years and over	2,448,352	2,651,655	3,250,020	3,916,891	12.9%	13.6%	16.6%	20.1%
Under 15 years	3,923,707	3,633,860	3,666,962	3,603,592	20.7%	18.7%	18.7%	18.5%
16 years and over	14,797,284	15,554,100	15,675,251	15,633,798	78.0%	80.0%	80.1%	80.3%
18 years and over	14,286,350	15,022,796	15,201,880	15,151,952	75.3%	77.3%	77.7%	77.8%
21 years and over	13,505,172	14,167,351	14,480,039	14,424,769	71.2%	72.9%	74.0%	74.1%
62 years and over	2,884,520	3,250,641	3,935,910	4,548,438	15.2%	16.7%	20.1%	23.4%
85 years and over	311,488	439,007	510,226	621,771	1.6%	2.3%	2.6%	3.2%
Median Age	35.9	37.9	38.6	39.9				

Source: U.S. Census Bureau, Population Division, Interim State Population Projections, 2005.

Industries with an Aging Workforce

The following provides an analysis of the industry distribution of workers aged 45 and older at the time of the 2000 Census. Those workers will be 53 or older in 2008 -- either approaching retirement age or already of retirement age.

- Workers aged 45 and older comprised 37.2 percent of all workers statewide between 1995 and 2000. Of the 21 major industries in the following table, workers age 45 and older comprised more than 40 percent of the industry workforce in nine industries. Three of these nine industries are among the six largest (in terms of employment) -- health care and social assistance (1,507,000 workers), educational services (1,063,780 workers) and manufacturing (1,116,900 workers).
- Looking at the statewide distribution of older workers across industries, the following industries employed the largest proportions of older workers (see the column in the table):
 - Health care and social assistance (15.5 percent)
 - Educational services (12.3 percent)
 - Manufacturing (11.6 percent)

However, not only these industries face the predicament of large number of workers about to retire, nearly all industries will be experiencing an unprecedented number of retirements in coming years as the Baby Boom generation ages out of the labor force.

- In each NYSDOL labor market region, health care and social assistance, educational services, and manufacturing industries employed the largest numbers of older workers, with the exception of the Capital Region where public administration replaced manufacturing as one of the top three industries employing older workers. (Contact your regional labor market analyst for data on your region. Contact information is in the Appendix).

Count of People who held Jobs between 1995 and 2000 by Industry of Last Job Held by Age Group, New York State: Census 2000						
Industry	16 to 44 years	45 to 59 years	60 years and over	Total	Pct. of each industry 45 yrs and over	Industry share of all workers 45 and over
Total	6,885,633	2,955,618	1,120,472	10,961,723	37.2%	100.0%
Agriculture, forestry, fishing and hunting	40,840	16,261	12,419	69,520	41.3%	0.7%
Mining	4,194	1,748	931	6,873	39.0%	0.1%
Construction	388,687	148,737	49,119	586,543	33.7%	4.9%
Manufacturing	645,557	346,881	124,462	1,116,900	42.2%	11.6%
Wholesale trade	225,168	97,271	38,703	361,142	37.7%	3.3%
Retail trade	878,526	234,412	108,046	1,220,984	28.0%	8.4%
Transportation and warehousing	292,825	165,855	49,920	508,600	42.4%	5.3%
Utilities	33,443	32,255	7,431	73,129	54.3%	1.0%
Information	287,827	96,986	32,350	417,163	31.0%	3.2%
Finance and insurance	456,011	164,246	52,670	672,927	32.2%	5.3%
Real estate and rental and leasing	123,495	70,458	36,945	230,898	46.5%	2.6%
Professional, scientific, and technical services	453,995	166,836	69,830	690,661	34.3%	5.8%
Management of companies and enterprises	1,907	960	295	3,162	39.7%	0.0%
Administrative and support and waste management services	260,958	91,962	38,643	391,563	33.4%	3.2%
Educational services	562,915	372,995	127,870	1,063,780	47.1%	12.3%
Health care and social assistance	874,739	463,724	168,230	1,506,693	41.9%	15.5%
Arts, entertainment, and recreation	165,998	49,141	27,318	242,457	31.5%	1.9%
Accommodation and food services	548,303	102,253	37,502	688,058	20.3%	3.4%
Other services (exc. public administration)	329,356	154,412	77,656	561,424	41.3%	5.7%
Public administration	286,258	176,640	59,886	522,784	45.2%	5.8%
Armed forces	24,631	1,585	246	26,462	6.9%	0.0%

The data are counts of anyone who indicated on the Census questionnaire that they worked in 1995 or later. Thus, these data do not correspond to published Census estimates of employment.

- The top seven industries based on the industry percentage of workers 45 and older are:
 - Utilities -- 54.3 percent; 39,709 out of a total of 73,129 were 45 and over.
 - Educational services (includes public and private education) -- 47.1 percent; 501,040 out of a total of 1,063,780 workers were 45 and over.
 - Real estate and rental and leasing -- 45.5 percent; 105,058 out of a total of 230,898 workers were 45 and over.
 - Public administration (excludes public education) -- 45.2 percent; 236,298 out of a total of 522,784 total workers were 45 and over.
 - Transportation and warehousing -- 42.4 percent; 215,646 out of a total of 508,600 total workers were 45 and over.
 - Manufacturing -- 42.2 percent; 471,133 out of a total of 1,116,900 total workers were 45 and over.

- Health care and social assistance -- 41.9 percent; 1,506,693 total workers of which 631,304 were 45 and over.

Does this list include major industries in your region?

- Most of the top seven industries with the greatest percentages of workers 45 and older are highly unionized, high wage industries, except for real estate and rental and leasing and health care and social assistance.
- By region, the share of workers 45 and older ranged between 34.4 percent in New York City and 40.6 percent in Long Island. (Contact your local labor market analyst for more details on the aging labor force in your region).

Occupations with an Aging Workforce

The following summarizes the occupational distribution of workers aged 45 and older at the time of 2000 Census. This data appears in the table below. Those workers will be 53 or older in 2008, either approaching retirement age or already of retirement age.

- Workers 45 and older comprised 37.2 percent of workers statewide between 1995 and 2000. Of the 34 occupational categories on the table that follows, workers age 45 or older accounted for 40 percent or more of all workers in 12 occupations. Of these 12, four are management or supervisory categories -- occupations in which older workers would be expected to comprise a larger-than-average share. The remaining eight non-supervisory occupational categories rank as follows:
 - Education, training and library occupations -- 46.5 percent; 316,461 out of a total of 680,563 total workers were aged 45 and over.
 - Community and social services occupations -- 45.1 percent; 88,741 out of a total of 196,766 total workers were aged 45 and over.
 - Health diagnosing and treating practitioners and technical occupations -- 44.6 percent; 167,150 out of a total of 374,777 total workers were aged 45 and over.
 - Building and grounds cleaning and maintenance occupations -- 43.6 percent; 184,538 out of a total of 423,253 total workers were aged 45 and over.
 - Motor vehicle operators -- 42.5 percent; 141,431 out of a total of 332,781 total workers were aged 45 and over.
 - Production occupations -- 42.4 percent; 317,870 out of a total of 749,694 total workers were aged 45 and over.
 - Engineers, architects, surveyors, and cartographers -- 42.3 percent; 113,337 out of a total of 318,170 total workers were aged 45 and over.
 - Healthcare support occupations -- 40.9 percent; 144,508 out of a total of 353,321 total workers were aged 45 and over.

Count of People who held Jobs between 1995 and 2000 by Occupation of Last Job Held by Age Group, New York State: Census 2000						
Occupational Category	16 to 44 years	45 to 59 years	60 years and over	Total	Pct. of each Occupation 45 yrs and over	Occupation share of all workers 45 and over
Total	6,885,633	2,955,618	1,120,472	10,961,723	37.2%	100.0%
Management occupations, except farmers and farm managers	473,061	287,786	88,636	849,483	44.3%	9.2%
Farmers and farm managers	11,063	8,456	7,032	26,551	58.3%	0.4%
Business operations specialists	126,659	61,491	20,793	208,943	39.4%	2.0%
Financial specialists	158,637	63,055	24,202	245,894	35.5%	2.1%
Computer and mathematical occupations	167,406	48,345	7,931	223,682	25.2%	1.4%
Architects, surveyors, cartographers and engineers	65,417	34,614	13,306	113,337	42.3%	1.2%
Drafters, engineering, and mapping technicians	25,763	12,178	3,744	41,685	38.2%	0.4%
Life, physical, and social science occupations	59,227	25,635	9,481	94,343	37.2%	0.9%
Community and social services occupations	107,978	64,069	24,729	196,776	45.1%	2.2%
Legal occupations	97,696	41,873	17,371	156,940	37.7%	1.5%
Education, training, and library occupations	363,991	242,150	74,422	680,563	46.5%	7.8%
Arts, design, entertainment, sports, and media occupations	205,709	72,008	30,259	307,976	33.2%	2.5%
Health diagnosing and treating practitioners and technical occupations	207,795	124,446	42,536	374,777	44.6%	4.1%
Health technologists and technicians	87,485	39,591	11,125	138,201	36.7%	1.2%
Healthcare support occupations	208,931	104,330	40,060	353,321	40.9%	3.5%
Firefighting, prevention, and law enforcement workers, including supervisors	117,126	38,047	5,655	160,828	27.2%	1.1%
Other protective service workers, including supervisors	84,012	32,992	19,969	136,973	38.7%	1.3%
Food preparation and serving related occupations	438,654	85,744	35,291	559,689	21.6%	3.0%
Building and grounds cleaning and maintenance occupations	238,702	123,285	61,266	423,253	43.6%	4.5%
Personal care and service occupations	244,731	80,000	35,159	359,890	32.0%	2.8%
Sales and related occupations	863,522	258,863	118,490	1,240,875	30.4%	9.3%
Office and administrative support occupations	1,138,463	477,068	199,114	1,814,645	37.3%	16.6%
Farming, fishing, and forestry occupations	27,575	6,601	4,190	38,366	28.1%	0.3%
Supervisors, construction and extraction workers	30,909	18,117	6,392	55,418	44.2%	0.6%
Construction trades workers	302,016	107,444	33,688	443,148	31.8%	3.5%
Extraction workers	1,617	544	239	2,400	32.6%	0.0%
Installation, maintenance, and repair workers	209,798	100,451	29,840	340,089	38.3%	3.2%
Production occupations	431,550	227,839	90,305	749,694	42.4%	7.8%
Supervisors, transportation and material moving workers	10,428	6,154	1,977	18,559	43.8%	0.2%
Aircraft and traffic control occupations	3,435	1,559	339	5,333	35.6%	0.0%
Motor vehicle operators	191,410	99,482	41,889	332,781	42.5%	3.5%
Rail, water, and other transportation occupations	23,627	10,987	3,443	38,057	37.9%	0.4%
Material moving workers	148,381	49,825	17,527	215,733	31.2%	1.7%
Armed forces	12,859	589	72	13,520	4.9%	0.0%

The data are counts of anyone who indicated on the Census questionnaire that they worked in 1995 or later. Thus, these data do not correspond to published Census estimates of employment.

- Of the eight non-supervisory occupational categories listed above, four are among the top eight in terms of total workers: education, training and library occupations; building, grounds cleaning, and maintenance occupations; production occupations; and health diagnosing and treating practitioners; and technical occupations.

A review of more detailed occupational data for the eight categories listed above shows:

- Among education, training and library occupation categories, almost all types of component occupations showed an elevated share of workers 45 years old or older, especially post-secondary teachers (52.6 percent), teachers K-12 (48.2 percent), and librarians, curators and archivists (50.1 percent).
- Among community and social service occupations, both types of component occupations showed high levels of older workers (45+): counselors and social workers (41.1 percent) and religious workers (66.6 percent).
- Among health diagnosing and testing practitioners and technical occupations, physicians and surgeons (46.7 percent) and registered nurses (48.3 percent) showed elevated proportions of workers aged 45 and older.
- Among motor vehicle operators, bus drivers (58.7 percent) demonstrated elevated shares of mature workers (45+).
- High percentages of workers aged 45 and older were employed in production occupations, metal and plastic workers (43.6 percent), textile apparel and furnishings workers (50.5 percent), and plant and system operators (48.5 percent).
- Among engineers, architects, surveyors and cartographers, 43.2 percent of engineers were 45 or older.
- Among healthcare support occupations, the nursing, psychiatric and home health aides component (43.8 percent) had a large share of mature workers.

The Immigrant Population in New York State's Labor Force

New York State has a large, diverse and growing immigrant population. Immigrants have become an important part of our labor force and will grow in importance. The demographic and economic characteristics of New York State's immigrant population have changed over time.

In this report the term native born means, "born in the U.S.", it does not mean "born in New York State". The terms "foreign born" and "immigrants" are used interchangeably throughout this section.

This section includes information on the size, year of entry, region of birth, labor force status, class of workers, occupation, industry, educational attainment, earnings, poverty status, and English-speaking ability of the state's foreign born population.

Jeffrey S. Passel of the Pew Hispanic Center and Urban Institute estimates that undocumented immigrants numbered 635,000 statewide in 2004, or 16 percent of all immigrants in the state. Nationwide undocumented immigrants are estimated at 29 percent. The undocumented immigrant population in New York City stood at 535,000. For a more detailed, in-depth treatment of issues related to immigrants, see "Working for a Better Life: A Profile of Immigrants in the New York State Economy" by David D. Kallick of the Fiscal Policy Institute. As difficult as it is to adapt to a new nation and the customs of its labor market, barriers affecting undocumented immigrants are likely even more severe. Not only do undocumented immigrants often enter the country with limited education but also limited English language skills.

Total Population and Foreign Born Population,
U.S. and New York State
2000 and 2006

Year	United States			New York State		
	Total Population	Foreign Born		Total Population	Foreign Born	
		Number	Percent		Number	Percent
2000	281,421,906	31,107,889	11.1%	18,976,457	3,868,133	20.4%
2006	299,398,485	37,547,789	12.5%	19,306,183	4,178,962	21.6%

Source: Census 2000 and 2006 American Community Survey

- The United States population in 2006 was approximately 299.4 million of which 37.5 million or 12.5 percent were foreign born. New York State's population was approximately 19.3 million of which 4.2 million or 21.6 percent were foreign born. New York's 21.6 percent ranked second only to California's 27.2 percent.

- The share of foreign born population grew in both the U.S. and New York State from 2000 to 2006. In the U.S. the share grew from 11.1 percent to 12.5 percent; in New York the share grew from 20.4 percent to 21.6 percent.
- Over 90 percent of the increase in population in NYS from 2000 to 2006 was accounted for by immigrants. Immigrants increased by 310,829; the total population increased by 329,726.
- In 2006, 73 percent of the foreign-born population in the State lived in New York City (3,038,139). Another 18 percent of the foreign-born population in New York State lived in the downstate suburbs of Nassau, Putnam, Rockland, Suffolk and Westchester counties. Only 9 percent lived Upstate.

Region of Birth: Foreign Born by Year of Entry
New York State
2006

World Region of Birth of Foreign Born	Total foreign born	Foreign Born		
		In U.S. 6 yrs. or less*	In U.S. 7 to 16 yrs.**	In U.S. 17 or more yrs.***
Foreign-born population (excluding population born at sea)	4,178,896	864,859	1,292,835	2,021,202
Europe	19.8%	13.5%	17.9%	23.7%
Asia	25.8%	29.0%	27.8%	23.0%
Africa	3.4%	5.4%	4.1%	2.1%
Oceania	0.2%	0.4%	0.3%	0.1%
Latin America	49.5%	50.1%	49.0%	49.5%
Northern America	1.4%	1.6%	0.9%	1.5%

Source: 2006 American Community Survey

*ACS describes this group as “Entered 2000 or later.”

**ACS describes this group as “Entered 1990 to 1999.”

***ACS describes this group as “Entered before 1990.”

- Over half of the immigrant population in New York State arrived less than 17 years ago.
- New York State has one of the most diverse immigrant populations in the nation.

- Recent immigrants to New York State are coming from different regions of the world than previously.
 - The proportion of New York’s immigrants coming from Europe fell from nearly one in four (23.7 percent) to about one in seven (13.5 percent).
 - The percentage of New York’s immigrants coming from Asia increased from 23 percent to 29 percent.

Top 20 Nations of Birth of the Foreign Born
New York State
2006

Nations of Birth	Number of Foreign Born
Total foreign born	4,178,896
Dominican Republic	417,361
China, excluding Hong Kong and Taiwan	280,318
Mexico	230,299
Jamaica	227,719
Ecuador	162,935
Guyana	159,336
India	144,417
Italy	129,518
Haiti	124,476
Trinidad and Tobago	111,431
Korea	101,762
Colombia	99,874
El Salvador	88,066
Philippines	87,407
Russia	86,999
Poland	86,279
Ukraine	84,159
Pakistan	58,082
Germany	57,099
Canada	55,529

Source: 2006 American Community Survey

Labor Force Status and Median Age: Foreign Born by Year of Entry vs. Native Born
New York State
2006

Employment Status	Total foreign born	Foreign Born			Native born
		In U.S. 6 yrs. or less*	In U.S. 7 to 16 yrs.**	In U.S. 17 or more yrs.***	
Population 16 years and over	3,985,661	738,034	1,226,359	2,021,268	11,352,222
In labor force	65.2%	65.6%	71.6%	61.1%	62.2%
Civilian labor force	65.1%	65.6%	71.5%	61.1%	62.0%
Employed	61.1%	59.6%	67.4%	57.9%	57.9%
Unemployed	4.0%	5.9%	4.1%	3.2%	4.1%
Unemployment rate (% of civilian labor force)	6.1%	9.0%	5.8%	5.3%	6.7%
Armed Forces	0.0%	0.0%	0.1%	0.0%	0.2%
Not in labor force	34.8%	34.4%	28.4%	38.9%	37.8%
Median age (years) – all ages	42.9	29.0	36.5	52.9	34.9

Source: 2006 American Community Survey

*ACS describes this group as “Entered 2000 or later.”

**ACS describes this group as “Entered 1990 to 1999.”

***ACS describes this group as “Entered before 1990.”

- Immigrants participate in the labor force more than native born residents (65.2 percent vs. 62.2 percent); they are employed at a greater rate (61.1 percent vs. 57.9 percent); and they have a lower unemployment rate (6.1 percent vs. 6.7 percent).
- As immigrants assimilate, their participation in the labor force increases. The percentage of immigrants in the labor force is higher for those who have been in the country 7 to 16 years than for those who have been here 6 years or less. Immigrants who entered the county 17+ years ago represent an older cohort with a median age of 52.9 years; their lower participation rate results from the many retirees.
- According to the 2007 Current Population Survey, labor force participation among the foreign born female population of the state (53.0 percent) was far less than for foreign born men (74.8 percent). Foreign born women also participated less frequently than native born women (57.4 percent).

Class of Worker: Foreign Born by Year of Entry vs. Native Born
New York State
2006

Class of Worker	Total foreign born	Foreign Born			Native born
		In U.S. 6 yrs. or less*	In U.S. 7 to 16 yrs.**	In U.S. 17 or more yrs.***	
Civilian employed population 16 years and over	2,436,170	440,224	826,441	1,169,505	6,571,512
Private wage and salary workers	82.3%	89.70%	84.9%	77.7%	74.8%
Government workers	10.4%	5.1%	7.5%	14.5%	18.8%
Self-employed workers in own not incorporated business	7.1%	5.1%	7.5%	7.7%	6.2%
Unpaid family workers	0.2%	0.1%	0.2%	0.2%	0.2%

Source: 2006 American Community Survey

*ACS describes this group as "Entered 2000 or later."

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***ACS describes this group as "Entered before 1990."

- The longer foreign born workers are in the U.S. the closer the distribution by class of workers approaches that of the native born. The share of government workers and self-employed increases over time while the share of private wage and salary workers decreases.

Occupation of the Employed: Foreign Born by Year of Entry vs. Native Born
New York State
2006

Occupation	Total foreign born	Foreign Born			Native born
		In U.S. 6 yrs. or less*	In U.S. 7 to 16 yrs. **	In U.S. 17 or more yrs. ***	
Civilian employed population 16 years and over	2,436,170	440,224	826,441	1,169,505	6,571,512
Management, professional, and related occupations	28.7%	22.9%	25.2%	33.4%	39.7%
Service occupations	27.4%	34.1%	29.4%	23.4%	15.9%
Sales and office occupations	20.8%	17.9%	20.2%	22.4%	27.7%
Farming, fishing, and forestry occupations	0.2%	0.5%	0.2%	0.1%	0.3%
Construction, extraction, maintenance, and repair occupations	9.6%	12.6%	10.0%	8.1%	7.3%
Production, transportation, and material moving occupations	13.3%	12.1%	14.9%	12.6%	9.1%

Source: 2006 American Community Survey (ACS)

*ACS describes this group as “Entered 2000 or later.”

**ACS describes this group as “Entered 1990 to 1999.”

***ACS describes this group as “Entered before 1990.”

- The longer immigrants are in the country, the closer their occupational distribution approaches that of the native born. More than one-third of foreign born workers that entered the US in the previous 6 years worked in service occupations in 2006. This proportion is less than one-fourth among foreign born

workers that entered the U.S. 17+ years ago. A similar trend can be seen in the construction, extraction, maintenance, and repair occupations.

- The percentage of immigrant workers employed in better paying occupations such as management, professional and related occupations increases significantly as the duration of their residency in the U.S. increases.

Industry of Employment: Foreign Born by Year of Entry vs. Native Born
New York State
2006

Industry	Total foreign born	Foreign Born			Native born
		In U.S. 6 yrs. or less*	In U.S. 7 to 16 yrs.**	In U.S. 17 or more yrs.***	
Civilian employed population 16 years and over	2,436,170	440,224	826,441	1,169,505	6,571,512
Agriculture, forestry, fishing and hunting, and mining	0.2%	0.5%	0.2%	0.2%	0.7%
Construction	7.8%	11.4%	8.3%	6.0%	5.5%
Manufacturing	7.7%	7.2%	7.9%	7.7%	7.5%
Wholesale trade	3.4%	3.1%	3.3%	3.6%	3.2%
Retail trade	10.1%	11.9%	11.2%	8.7%	10.8%
Transportation and warehousing, and utilities	6.3%	3.3%	6.6%	7.2%	5.0%
Information	2.1%	1.4%	2.1%	2.3%	3.8%
Finance and insurance, and real estate and rental and leasing	8.4%	5.6%	7.1%	10.4%	8.8%
Professional, scientific, and management, and administrative and waste management services	9.9%	11.0%	9.8%	9.5%	10.8%
Educational services, and health care and social assistance	23.3%	17.2%	20.8%	27.3%	26.5%
Arts, entertainment, and recreation, and accommodation and food services	11.0%	16.8%	12.3%	7.9%	7.5%
Other services (except public administration)	7.5%	9.2%	8.6%	6.1%	4.1%
Public administration	2.4%	1.4%	1.7%	3.2%	5.7%

Source: 2006 American Community Survey

*ACS describes this group as “Entered 2000 or later.”

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***ACS describes this group as “Entered before 1990.”

- The industry distribution of the foreign born approaches the distribution pattern for the native born over time, implying the economic assimilation of the foreign born.
- The percentage of New York State immigrants working in the arts, entertainment, recreation, accommodation and food services industry gradually decreased over time -- from 16.8 percent of the most recent immigrants to 7.9 percent of those in the country 17+ years. Declining shares were also noted in construction and retail trade.
- The share of the state’s immigrants working in the educational services, health care and social assistance industry gradually increased -- from 17.2 percent of the most recent immigrants to 27.3 percent of those in the country 17+ years. Increasing shares were also noted in the transportation, warehousing and utilities and the finance, insurance, real estate, and rental and leasing industries.

Educational Attainment: Foreign Born 25 Years and Over vs. Native Born
New York State
2006

Educational Attainment	Total foreign born	Foreign Born			Native born
		In U.S. 6 yrs. or less*	In U.S. 7 to 16 yrs.**	In U.S. 17 or more yrs.***	
Population 25 years and over	3,557,643	543,570	1,047,548	1,966,525	9,288,239
Less than high school graduate	25.9%	24.3%	24.6%	27.1%	12.1%
High school graduate (includes equivalency)	28.8%	28.6%	29.9%	28.2%	30.2%
Some college or associate's degree	17.2%	13.8%	16.2%	18.7%	25.3%
Bachelor's degree	16.8%	19.4%	18.4%	15.3%	18.2%
Graduate or professional degree	11.3%	14.0%	10.8%	10.8%	14.1%

Source: 2006 American Community Survey

*ACS describes this group as “Entered 2000 or later.”

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***ACS describes this group as “Entered before 1990.”

- Foreign born New Yorkers are twice as likely as native born residents to be high school dropouts.
- The foreign born consistently have only slightly lower high school graduation rates than native born New Yorkers.
- A higher percentage of recent foreign born residents earned Bachelor’s degrees than native born residents. This may be the result of recent immigration regulations that encourage the highly educated to enter the country.

Linguistically Isolated Households of the Foreign Born by Year of Entry
New York State
2006

Category	Households with Foreign Born			
	Total	In U.S. 6 yrs. or less*	In U.S. 7 to 16 yrs.**	In U.S. 17 or more yrs.***
Foreign born households	1,738,667	205,050	485,669	1,047,948
Linguistically isolated households	28.8%	43.0%	38.9%	21.4%

Source: 2006 American Community Survey

*ACS describes this group as “Entered 2000 or later.”

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A linguistically isolated household is defined as a household in which no one 14 years old and over speaks English “very well”. (Survey respondents were asked to describe their English – speaking ability by choosing one of these terms: very well, well, not well, or not at all.)

- As expected, immigrants who have been in the United States the longest have lower rates of linguistic isolation than the newest immigrants. This suggests that English speaking ability improves the longer immigrants are in the country.

Language Spoken at Home
New York State
2006

Language spoken at home	Total	Percent of specified language speakers who:	
		Speak English "very well"	Speak English less than "very well"
Population 5 years and over	18,085,173	86.9%	13.1%
Speak only English	71.2%	(X)	(X)
Speak a language other than English	28.8%	54.5%	45.5%
Spanish or Spanish Creole	14.2%	53.3%	46.7%
Other Indo-European languages	8.8%	60.6%	39.4%
Asian and Pacific Island languages	4.4%	42.2%	57.8%
Other languages	1.3%	66.4%	33.6%

Source: 2006 American Community Survey

- Statewide, of those who speak a language other than English at home, nearly one half (45.5 percent) speak English less than “very well”. This population is clearly in need of assistance in the form of English as a second language as a path toward employment, since we know that the lower a person’s English ability, the less his/her chance of being employed.

Earnings in Past 12 Months: Foreign Born by Year of Entry vs. Native Born
New York State
2006

Earnings in the Past 12 months for Full-Time, Year-Round Workers	Total foreign born	Foreign Born			Native born
		In U.S. 6 yrs. or less*	In U.S. 7 to 16 yrs.**	In U.S. 17 or more yrs.***	
Population 16 years and over with earnings	1,734,400	278,538	587,061	868,801	4,306,587
\$1 to \$9,999 or loss	2.5%	3.1%	3.4%	1.8%	1.8%
\$10,000 to \$14,999	8.2%	13.8%	9.6%	5.4%	3.5%
\$15,000 to \$24,999	21.7%	34.0%	25.3%	15.4%	12.3%
\$25,000 to \$34,999	18.4%	17.2%	19.5%	18.0%	17.1%
\$35,000 to \$49,999	19.1%	12.4%	18.1%	21.9%	21.5%
\$50,000 to \$74,999	16.3%	9.8%	13.4%	20.3%	22.2%
\$75,000 or more	13.8%	9.6%	10.7%	17.1%	21.7%
Median earnings					
Male	\$35,880	\$25,066	\$31,045	\$42,671	\$50,505
Female	\$31,990	\$23,346	\$28,936	\$36,494	\$38,720

Source: 2006 American Community Survey

Note: median earnings are in 2006 inflation-adjusted dollars.

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***ACS describes this group as “Entered before 1990.”

Because earnings can vary significantly between New York City and the rest of the state, earnings are presented for both the state (above) and New York City (on table).

- On average, foreign born workers earn less in NYC where it costs more to live.

- The difference between the median earnings of males and females is consistently less for foreign born New Yorkers than for native-born New Yorkers and is more pronounced in New York City.
- The statewide percent distribution of foreign born workers that have been in the U.S. for more than 18 years by earnings category approximates that of native born workers. Those immigrant workers with few years of residency in the U.S. are concentrated below \$35,000.
- In New York City, the differences in income distribution between the native born and foreign born are more pronounced than they are in the rest of the state.
- Median earnings of both male and female foreign born workers statewide are substantially below those of native born workers -- and the gap is wider in New York City.
- The expected higher wages in NYC failed to materialize for immigrant workers. In fact, immigrants made less in NYC.

Earnings in the Past 12 Months: Foreign Born by Year of Entry vs. Native Born
New York City
2006

Earnings in the Past 12 Months for Full-Time, Year-Round Workers	Total foreign born	Foreign Born			Native born
		In U.S. 6 yrs. or less*	In U.S. 7 to 16 yrs.**	In U.S. 17 or more yrs.***	
Population 16 years and over with earnings	1,263,521	211,807	442,429	609,285	1,336,891
\$1 to \$9,999 or loss	2.9%	3.2%	3.9%	2.1%	1.6%
\$10,000 to \$14,999	8.9%	14.8%	10.0%	6.1%	3.2%
\$15,000 to \$24,999	23.4%	35.1%	26.5%	17.1%	9.5%
\$25,000 to \$34,999	18.5%	16.4%	19.0%	18.9%	15.5%
\$35,000 to \$49,999	19.4%	12.4%	18.2%	22.7%	20.7%
\$50,000 to \$74,999	15.4%	8.7%	12.9%	19.6%	23.3%
\$75,000 or more	11.5%	9.4%	9.5%	13.6%	26.1%
Median earnings					
Male	\$33,369	\$23,453	\$30,145	\$40,570	\$51,842
Female	\$31,194	\$23,404	\$28,322	\$35,158	\$44,934

Source: 2006 American Community Survey

Note: median earnings are in 2006 inflation adjusted dollars.

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***ACS describes this group as "Entered before 1990."

Poverty Status: Foreign Born by Year of Entry vs. Native Born
16 Years and Over
New York State
2006

Poverty Status in the Past 12 Months	Total foreign born	Foreign Born			Native born
		In U.S. 6 yrs. or less*	In U.S. 7 to 16 yrs.**	In U.S. 17 or more yrs.***	
Population for whom poverty status is determined	4,116,976	847,084	1,279,019	1,990,873	14,653,214
Below 100 percent of the poverty level	16.0%	22.2%	17.6%	12.4%	13.7%
100 to 199 percent of the poverty level	20.8%	25.3%	22.7%	17.7%	14.9%
At or above 200 percent of the poverty level	63.1%	52.5%	59.7%	69.9%	71.5%

Source: 2006 American Community Survey

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**ACS describes this group as “Entered 1990 to 1999.”

***ACS describes this group as “Entered before 1990.”

Data describing the poverty status of immigrants statewide (see above) and in NYC (see the following table) are presented in this section.

- The statewide foreign born population has a higher poverty rate than the native born. However, the foreign born who entered the United States 17 or more years ago have a lower poverty rate than the native born. This suggests that as the foreign born assimilate, their financial status improves. However, looking at incomes at 200 percent of poverty or more, the foreign born do not fare quite as well as the native born, not even those who entered 17 or more years ago. As indicated in the earnings tables on the previous two pages, median earnings for foreign born workers are lower than for native born workers. Consequently, the percent of foreign born households with income above 200 percent of the poverty level is less than for native born households.
- Interestingly, in New York City the foreign born (17.9 percent) have a poverty rate less than that of the native born (20.0 percent). The foreign born who have been in the United States the longest have a poverty rate that is over five percentage points less than the native born (14.9 percent compared to 20.0 percent). Contrary to the statewide situation, the NYC foreign born seem to reach higher income levels (200 percent of poverty or more) in greater numbers than the NYC native born if they are here longer. However, even the NYC foreign born

entered 17+ years ago do not fare as well as the foreign born statewide. A lesser share reaches those incomes above 200 percent of poverty.

Poverty Status of Foreign Born by Year of Entry vs. Native Born 16 Years and Over
New York City
2006

Poverty Status in the Past 12 Months	Total foreign born	Foreign Born			Native born
		In U.S. 6 yrs. or less*	In U.S. 7 to 16 yrs.**	In U.S. 17 or more yrs.***	
Population for whom poverty status is determined	3,010,779	622,035	974,614	1,414,130	5,059,565
Below 100 percent of the poverty level	17.9%	22.7%	19.1%	14.9%	20.0%
100 to 199 percent of the poverty level	22.5%	26.9%	24.2%	19.4%	17.0%
At or above 200 percent of the poverty level	59.6%	50.4%	56.7%	65.7%	63.0%

Source: 2006 American Community Survey

*ACS describes this group as “Entered 2000 or later.”

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***ACS describes this group as “Entered before 1990.”

Green Industries

Green jobs are a strong focus of many economic development and workforce initiatives today. Viewed as part of the broader innovation economy, this focus is a strategy driven by opportunity and need. Skyrocketing energy prices, increasing concerns about how we produce and consume energy, and the potential environmental consequences of global climate change all spur policies and incentives that promote energy efficiency and a cleaner environment. The State of New York has been a leader in these activities with the creation of then-Lt. Governor Paterson's Renewable Energy Task Force, which issued its first report in February 2008, and the establishment of the Syracuse Center of Excellence in Environmental and Energy Systems in 2002.

The preliminary report correctly identified a need for workforce development services in support of green industries. “The development of a successful clean energy economy in New York State will require a well-trained clean energy workforce to design, install and maintain these new systems. The quality of workforce training and maintenance of skilled industry jobs will be a key component in attracting clean-tech companies and building robust markets for renewable energy and energy efficiency technologies. These jobs will not be just engineering-related, but will include millions of new manufacturing, construction accounting and management positions. Solar, wind, ethanol, fuel cells and energy efficiency are likely to be the largest areas of growth within the industry.”

Green options offer two broad economic advantages over conventional technologies. The first is they tend to be labor-intensive, so they generally create more jobs per dollar of investment. The second is that they use primarily local resources, so more energy dollars can be kept at home.

One of the major obstacles facing efforts to develop green industries is lack of skilled labor. In response, the federal Green Jobs Act of 2007 authorized \$125 million in green-collar job training opportunities, including \$25 million to train low-income individuals. Analysts estimate that this law provides enough money to train about 30,000 workers per year.

The State of New York has publicly invested heavily in many projects and businesses with a green focus through grants from the New York State Foundation for Science, Technology and Innovation (NYSTAR) and NYSERDA. NYSTAR awarded \$700,000 grants to three community colleges -- Hudson Valley, Monroe, and Onondaga -- to train workers for positions in renewable energy and sustainable design and construction. To date, NYSERDA has provided approximately \$2 million for solar and wind workforce training and over \$2 million to develop a statewide training network for energy efficiency and building science through Hudson Valley Community College. NYSERDA is soliciting proposals for workforce training in clean energy technology worth \$4 million. They have budget proposals for an additional \$2 million for solar training at community colleges and \$8.64 million for workforce development to support energy efficiency positions.

In the future we expect this focus on green job development to continue as many organizations seek to engage lower wage workers in new green job opportunities that should prove to provide better wages and more opportunity for career advancement.

In addition the report of the task force charged the Labor Department to collaborate with NYSERDA, the State Education Department, SUNY and CUNY to inventory existing workforce training programs and optimize the use of these resources. Further, the report asked the department to report annually on green market workforce trends.

Appendix

Statewide Trends
New York State

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