

# EMPLOYMENT in New York State

Eliot Spitzer, Governor

January 2007

## New Tool with Many Applications...

### Staffing Patterns Data Now on the NYSDOL Web Site

**T**he New York State Department of Labor recently added staffing patterns data to its web site. What are staffing patterns? They are data that help answer two related questions: What occupations are employed in an industry? And, what industries employ a particular occupation? We offer information for almost 700 occupations and 260 industries.

#### Applications

Staffing patterns have a number of important economic development and workforce development applications. They may be used by economic developers to

assess whether a region has sufficient labor supply to meet the staffing needs of a company planning to relocate there. Suppose, for example, a company was planning to open a 300-worker plant to produce cement. Staffing patterns tell us that the plant would require approximately 108 tractor-trailer truck drivers, 24 mixing and blending machine operators, 18 freight and material movers, and so forth. These staffing requirements, in turn, would be compared with the region's supply of workers in various job titles.

The data also have important workforce development applications. Local workforce investment boards and training providers

*Continued on page 3*

#### At a Glance

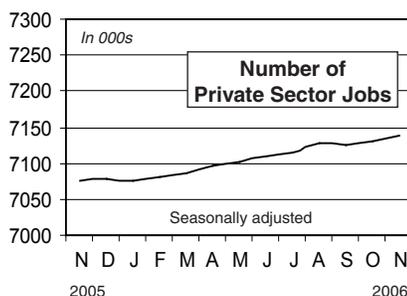
In November 2006, New York's seasonally adjusted unemployment rate was 4.2 percent, up from 4.0 percent in October 2006. (The nation's unemployment rate was 4.5 percent in November.) In November 2006, the state had 8,629,900 nonfarm jobs, including 7,137,500 private sector jobs, after seasonal adjustment. The number of private sector jobs in the state increased by 0.1 percent from October. (The nation's private sector job count increased by 0.1 percent over the month.) From November 2005 to November 2006, private sector jobs increased by 0.9 percent in the state, and increased by 1.3 percent in the nation (not seasonally adjusted). In addition, New York's employment-population ratio, a measure of labor force participation, dipped in November.

#### Change in Nonfarm Jobs Nov. 2005 - Nov. 2006 (Data not seasonally adjusted, numbers in thousands)

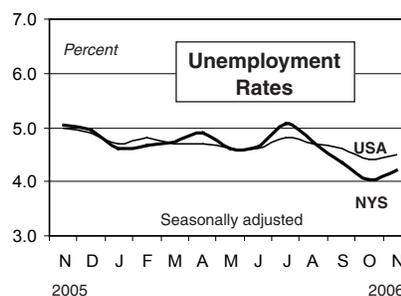
	Net	%
Total Nonfarm Jobs	67.6	0.8
Private Sector	62.3	0.9
Goods-producing	-5.3	-0.6
Nat. res. & mining	0.2	3.2
Construction	7.5	2.2
Manufacturing	-13.0	-2.3
Durable gds.	-3.9	-1.2
Nondurable gds.	-9.1	-3.7
Service-providing	72.9	0.9
Trade, trans., & util.	3.5	0.2
Wholesale trade	-6.0	-1.7
Retail trade	9.8	1.1
Trans., whrs., & util.	-0.3	-0.1
Information	-1.3	-0.5
Financial activities	8.3	1.2
Prof. & bus. svcs.	13.8	1.3
Educ. & health svcs.	28.9	1.8
Leisure & hospitality	9.5	1.4
Other services	4.9	1.4
Government	5.3	0.4

## IN NOVEMBER...

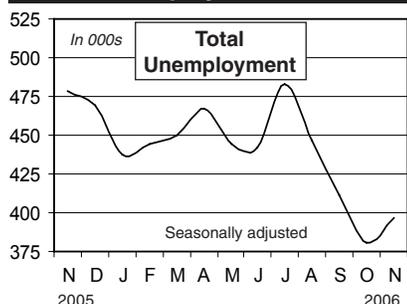
#### ...NYS private sector jobs increased



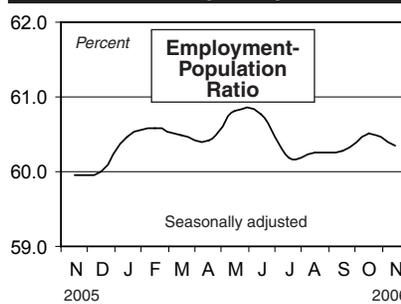
#### ...NYS unemployment rate rose



#### ...NYS unemployment increased



#### ...NYS labor force participation down



# Focus on the Capital Region

Why Did We Outperform the Nation? An Update.

by Jim Ross, Labor Market Analyst, Capital Region

**I**n the May 2005 issue of this newsletter, we analyzed why private sector jobs grew faster in the Albany-Schenectady-Troy (AST) metro area than in the nation as a whole over the 2000-2004 period. We used a technique called shift-share analysis, which separates a local area's employment growth into three components: *national growth*, which simply measures the change in local jobs that would occur if the local region grew or declined at the same rate as the U.S.; *industrial mix*, which accounts for the employment attributable to a region's unique industrial composition; and *regional competitiveness*, which measures the extent to which factors unique to the local area caused growth in regional employment in a particular industry. This article updates that earlier work to 2006.

## A Tale of Two Timeframes

From November 2000 to November 2006, the number of private sector jobs in the AST metro area grew by 8,400, or 2.5 percent, to 346,500; a record high for the month. The local area's growth rate exceeded the comparable rate for the national growth, 2.1 percent, over the period.

The AST metro area's competitive advantage, however, was not consistent over the entire six-year period. The AST metro area rebounded much more quickly than



**Workforce New York staff are enthusiastically working with the newly formed Tech Valley Workforce Consortia to help prepare the workforce for the recently announced AMD chip fabrication plant in Saratoga County.**

David Wallingford,  
Regional Administrator,  
Capital/Northern Region

the U.S. from the 2001 national manufacturing-led recession, and recouped its job losses by November 2004. The national job count did not fully recover until the following year. Consequently, the AST metro area advanced 0.8 percent, while the nation's private sector job total declined 0.9 percent between November 2000 and November 2004.

From November 2004 to November 2006, however, U.S. private sector job growth was nearly double that of the local area—3.0 percent versus 1.6 percent. Of the three shift-share factors, national job creation accounted for most growth in the AST metro area during the past two years.

If the local area's job count had grown at the same pace as the nation's, 10,300 jobs would have been created locally. However, since the AST area grew slower than the U.S., it only added 5,600 jobs.

The region's industrial mix, while still positive, had a negligible effect on local job growth. The industrial mix effect, which was extremely strong from 2000 to 2004, contributed just 1,000 jobs to the AST metro area during the past two years. This positive impact was found in educational and health services (+1,400), professional and business services (+1,200), leisure and hospitality (+500), natural resources, mining and construction (+500) and financial activities (+200). These gains were countered by industrial mix-related losses in trade, transportation and utilities (-1,100), manufacturing (-900), other services (-500) and information (-400).

The regional competitiveness factor, which aided AST area job growth in 2000-2004, turned negative from 2004 to 2006, and became a drag on the local labor market. Shift-share analysis indicates there was weakness in educational and health services (-3,000) (due to slow population growth), manufacturing (-1,300), financial activities (-1,200), leisure and hospitality (-300), and professional and business services (-200). Positive local competitiveness

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## Staffing Patterns: A Tool for Job Seekers and Businesses

**F**inding a job can be a daunting task. You may be recently unemployed, newly graduated from school, re-entering the workforce, or even just looking for a different job. Where should you start looking? Who is most likely to hire you? The new staffing patterns tool can help. (see [www.labor.state.ny.us/workforceindustrydata/staffingpatternshome.asp](http://www.labor.state.ny.us/workforceindustrydata/staffingpatternshome.asp).)

Imagine that you are a baker by trade, and would like to find a job in your field. On the staffing patterns page, search the 'Occupational Category' dropdown list and select 'production occupations' (baker is a production occupation). Find *bakers* in the list of occupations (code 51-3011) and

click on it. The list that appears reveals that bakeries (and tortilla manufacturers) employ almost half (45 percent) of all bakers. Grocery stores employ almost a quarter, while limited service eating places employ about a sixth. By focusing on companies within these three industries, your employment search would hit firms that employ seven out of every eight bakers.

Next, use the online *New York State Business Directory* (look under "B" in the A to Z index on the Workforce & Industry Data web page) to obtain the name, address, and contact information of employers most likely to hire in your occupation.

If you are thinking of opening a new business, the staffing patterns tool can

again be of assistance. Imagine you wish to open a new full-service restaurant. What sort of staff would you need to hire? The 'Occupational Employment by Industry' section of the staffing pattern tool can help answer this question.

On the staffing patterns page, search the 'Industry Category' dropdown menu, then select *accommodation and food services* and then click on the 'search' button below. Find *full-service restaurants* in the list of industries (NAICS industry code 7221) and click on the title. The list that appears shows the major occupations required to staff a typical, full-service restaurant.

## Unemployment Rates in New York State

Data Not Seasonally Adjusted

	NOV '05	NOV '06		NOV '05	NOV '06		NOV '05	NOV '06
<b>New York State</b>	<b>5.0</b>	<b>4.0</b>	<b>Hudson Valley</b>	<b>4.1</b>	<b>3.5</b>	<b>Southern Tier</b>	<b>4.5</b>	<b>3.9</b>
<b>Capital</b>	<b>3.9</b>	<b>3.5</b>	Dutchess	3.8	3.4	Broome	4.7	4.0
Albany	3.8	3.4	Orange	4.2	3.8	Chemung	4.9	4.4
Columbia	3.8	3.3	Putnam	3.7	3.0	Chenango	4.9	4.3
Greene	4.9	4.4	Rockland	4.0	3.5	Delaware	4.2	3.6
Rensselaer	4.1	3.6	Sullivan	5.0	4.6	Otsego	4.2	3.5
Saratoga	3.5	3.0	Ulster	4.2	3.7	Schuyler	5.4	4.7
Schenectady	4.1	3.7	Westchester	4.0	3.4	Steuben	5.4	4.6
Warren	5.1	4.5	<b>Mohawk Valley</b>	<b>4.9</b>	<b>4.2</b>	Tioga	4.6	3.8
Washington	4.0	3.6	Fulton	5.5	4.7	Tompkins	3.2	2.8
<b>Central New York</b>	<b>4.8</b>	<b>4.1</b>	Herkimer	5.3	4.9	<b>Western New York</b>	<b>5.2</b>	<b>4.4</b>
Cayuga	4.7	4.2	Madison	4.5	4.0	Allegany	5.1	4.3
Cortland	5.1	4.5	Montgomery	5.5	4.8	Cattaraugus	5.3	4.6
Onondaga	4.4	3.8	Oneida	4.6	3.9	Chautauqua	4.9	4.1
Oswego	6.0	5.2	Schoharie	4.7	4.1	Erie	5.1	4.4
<b>Finger Lakes</b>	<b>4.7</b>	<b>4.1</b>	<b>North Country</b>	<b>5.8</b>	<b>5.0</b>	Niagara	5.5	4.7
Genesee	4.9	4.3	Clinton	5.2	4.6	<b>Long Island</b>	<b>4.0</b>	<b>3.5</b>
Livingston	5.2	4.2	Essex	5.8	5.5	Nassau	4.0	3.4
Monroe	4.6	4.0	Franklin	6.0	5.2	Suffolk	4.1	3.5
Ontario	4.3	3.8	Hamilton	7.0	5.9	<b>New York City</b>	<b>5.9</b>	<b>4.4</b>
Orleans	5.3	4.8	Jefferson	6.3	5.3	Bronx	7.7	5.9
Seneca	4.6	4.1	Lewis	5.7	4.5	Kings	6.4	4.7
Wayne	4.7	4.1	St. Lawrence	5.5	4.9	New York	5.3	3.8
Wyoming	5.2	4.4				Queens	5.4	3.9
Yates	4.1	3.6				Richmond	5.1	3.8

### Capital Region...

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in trade, transportation and utilities (+300), other services (+100), and information (+100) partially offset these losses.

Despite lagging the nation for the past two years, future job trends look favorable for the AST metro area. The national economy is expected to expand in 2007, albeit at a slower pace than 2006. This growth will continue to provide a positive national growth component. The area's industrial mix will also continue to offer a positive catalyst, due to a high concentration of jobs in high-growth industries such as educational and health services and professional and business services. Ironically, the area will benefit from a low concentration of manufacturing jobs. Only 6.2 percent of local private sector jobs are in factories versus 12.4 percent in the nation. Expected manufacturing losses in the nation will, therefore, have less of an impact on the local labor market.

The regional competitiveness component is expected to improve soon. Construction will experience a boom in the next few years as infrastructure work continues in and around the Luther Forest Technology Park in preparation for the Advanced Micro Devices (AMD) semiconductor plant. This work will be followed with construction of the AMD facility itself. As the plant comes online, factory jobs at AMD and various support companies could likely provide the AST metro area with its first regional advantage in manufacturing in many years.

### Staffing Patterns...

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may use staffing pattern lists to identify the principal occupations in targeted industries, such as advanced manufacturing, that may require additional training programs to boost available labor supply.

Similarly, job seekers who want to answer the question, "What industries employ a particular occupation?" will also find staffing patterns useful. For example, a database administrator looking for a new job would find out that the three top industries employing that occupation include colleges and universities (9.9 percent of all employment), other financial investment activities (8.6 percent), and management of companies and enterprises (6.4 percent). Once job seekers have identified industries, they may use the online *New York State Business Directory* for leads on companies in an area that may be hiring that occupation. (See "Staffing Patterns" article on page 2 for additional information.)

### Limitations

Industry and occupational staffing pattern information, all of which are collected through the Occupational Employment Statistics (OES) survey, have some important limitations. For example, the data provided are for New York State as a whole, not for individual regions. Although there will be some regional differences, the distribution of occupations within an industry, or industries within an occupation, should be similar for sub-state areas. For example, carpenters will be one of the

largest occupations in residential building construction in any geographic area. Conversely, museums and historical sites will generally be one of the largest employers of curators. It is also important to note that some occupation/industry combinations may not be included. This is done in order to maintain employer confidentiality or because the results contain statistical issues. Finally, occupations with less than 1 percent of an industry's employment are not displayed, nor are industries containing less than 1 percent of an occupation's employment.

To learn more about the Department of Labor's online staffing patterns tool, please visit [www.labor.state.ny.us/workforceindustrydata/staffingpatterns/home.asp](http://www.labor.state.ny.us/workforceindustrydata/staffingpatterns/home.asp).

by Kevin Hannel

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## REGIONAL ANALYSTS' CORNER

**CENTRAL NY**  
**ROGER EVANS**  
**315-479-3388**

For the 12-month period ending November 2006, private sector jobs in the Syracuse area rose 3,200, or 1.2 percent, to 271,600. Job growth was concentrated in educational and health services (+1,300), natural resources, mining and construction (+900), leisure and hospitality (+700). Job losses occurred in information (-300) and manufacturing (-300).

**FINGER LAKES**  
**TAMMY MARINO**  
**585-258-8870**

Private sector jobs in the Rochester area declined 1,000, or 0.2 percent, to 431,700 over the year. Employment gains in educational and health services (+3,800) were more than offset by losses in manufacturing (-3,100), construction (-1,000), and trade, transportation and utilities (-400).

**MOHAWK VALLEY**  
**MARK BARBANO**  
**315-793-2282**

Private sector jobs in the Utica-Rome area decreased 300, or 0.3 percent, to 100,900 for the 12-month period ending November 2006. Job gains in financial activities (+200) were more than offset by losses in manufacturing (-400) and trade, transportation and utilities (-200).

**NORTH COUNTRY**  
**ALAN BEIDECK 518-891-6680**

Private sector jobs in the North Country rose over the year by 2,200, or 1.9 percent, to 115,900 in November 2006. The largest gains were in trade, transportation, and utilities (+1,700) and professional and business services (+500). Losses were centered in manufacturing (-400).

**CAPITAL DISTRICT**  
**JAMES ROSS**  
**518-462-7600**

From November 2005 to November 2006, the number of private sector jobs in the Albany-Schenectady-Troy area increased by 2,400, or 0.7 percent, to 346,500. Job gains were centered in leisure and hospitality (+1,100) and trade, transportation and utilities (+900). Manufacturing (-1,500) and financial activities (-600) lost jobs.

**HUDSON VALLEY**  
**JOHN NELSON**  
**914-997-8798**

Private sector employment in the Hudson Valley increased over the year by 5,900, or 0.8 percent, to 761,500 in November 2006. Job gains were largest in natural resources, mining and construction (+2,500), professional and business services (+2,100), educational and health services (+1,600), financial activities (+1,100), and other services (+700). Manufacturing (-1,500) and leisure and hospitality (-900) declined.

**WESTERN NY**  
**JOHN SLENKER**  
**716-851-2742**

Over the 12 months ending November 2006, private sector employment in the Buffalo-Niagara Falls metro area decreased by 1,400, or 0.3 percent, to 457,200. Job gains were centered in professional and business services (+1,700) and other services (+300). Losses were largest in manufacturing (-1,500), natural resources, mining and construction (-900), and financial activities (-500).

**SOUTHERN TIER**  
**JOSEPH KOZLOWSKI 607-741-4485**

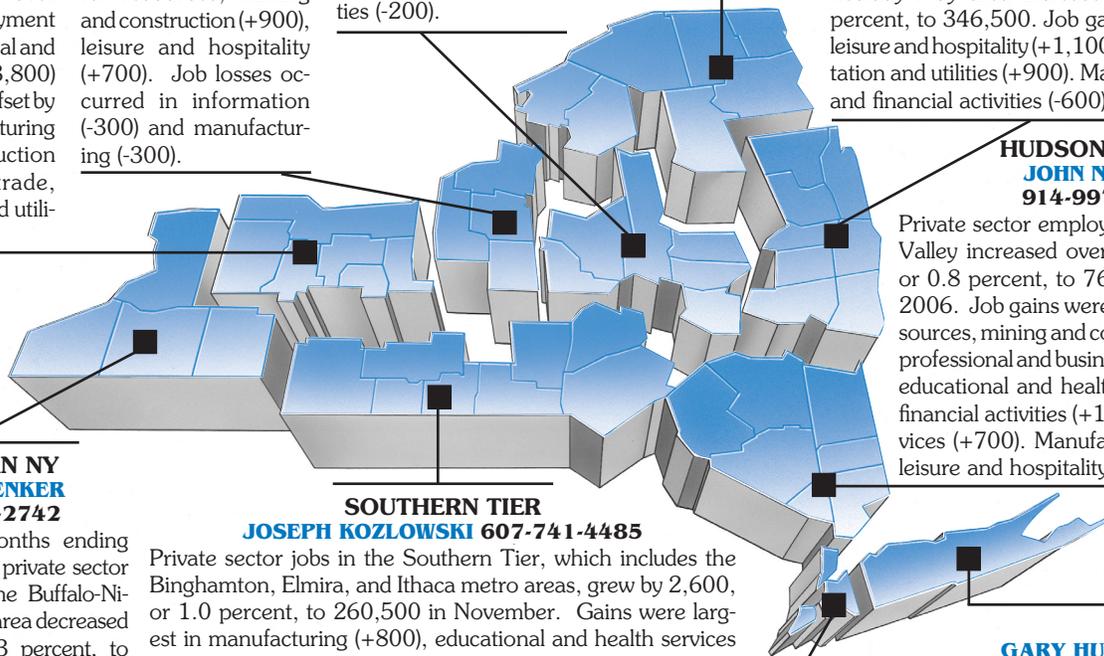
Private sector jobs in the Southern Tier, which includes the Binghamton, Elmira, and Ithaca metro areas, grew by 2,600, or 1.0 percent, to 260,500 in November. Gains were largest in manufacturing (+800), educational and health services (+600), trade, transportation and utilities (+500), leisure and hospitality (+300), other services (+300) and professional and business services (+300).

**NEW YORK CITY**  
**JAMES BROWN 212-621-9353**

Private sector employment in New York City rose 42,600, or 1.4 percent, to 3,148,500 for the 12-month period ending November 2006. Job growth was largest in educational and health services (+16,200), financial activities (+7,500), leisure and hospitality (+7,300), professional and business services (+5,900), and trade, transportation and utilities (+3,800). Manufacturing (-4,000) lost jobs over the year.

**LONG ISLAND**  
**GARY HUTH 516-934-8533**

Private sector jobs on Long Island increased over the year by 1,300, or 0.1 percent, to 1,059,900 in November 2006, a new record for the month. Gains were largest in professional and business services (+3,400), educational and health services (+1,300), and leisure and hospitality (+1,300). Losses were centered in trade, transportation and utilities (-2,500) and manufacturing (-1,800).



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