

Employment

IN NEW YORK STATE

David A. Paterson, Governor
M. Patricia Smith, Commissioner

At a Glance

In November 2008, New York's seasonally adjusted unemployment rate was 6.1 percent, up from 5.7 percent in October 2008. (The nation's unemployment rate was 6.7 percent in November.) In November 2008, the state had 8,736,900 nonfarm jobs, including 7,219,700 private sector jobs, after seasonal adjustment. The number of private sector jobs in the state decreased by 0.3 percent from October, while the U.S. private sector job count decreased by 0.5 percent. From November 2007 to November 2008, the number of private sector jobs decreased by 0.6 percent in the state and decreased by 2.0 percent in the U.S. (not seasonally adjusted). In addition, New York's Index of Coincident Economic Indicators decreased in November.

Change in Nonfarm Jobs

Nov. 2007 - Nov. 2008

(Data not seasonally adjusted, numbers in thousands)

	Net	%
Total Nonfarm Jobs	-32.7	-0.4
Private Sector	-41.8	-0.6
Goods-producing	-20.4	-2.2
Nat. res. & mining	0.1	1.5
Construction	-2.8	-0.8
Manufacturing	-17.7	-3.2
Durable gds.	-7.5	-2.3
Nondurable gds.	-10.2	-4.5
Service-providing	-12.3	-0.2
Trade, trans., & util.	-16.8	-1.1
Wholesale trade	-3.1	-0.9
Retail trade	-13.9	-1.5
Trans., wrhs., & util.	0.2	0.1
Information	0.5	0.2
Financial activities	-15.9	-2.2
Prof. & bus. svcs.	-13.3	-1.2
Educ. & health svcs.	22.2	1.3
Leisure & hospitality	-0.8	-0.1
Other services	2.7	0.7
Government	9.1	0.6

Tips for Jump-starting Your Next Job Search (Part 2)...

Job Search Strategies for Challenging Times

Last month we discussed how the current recession is shaping up to be the longest U.S. economic slump in the post-World War II era. It is no surprise that this has resulted in job seekers reporting more difficulty in finding positions. We also suggested last month that job seekers follow a three-step plan: self-assessment (Who am I?); career exploration (Where am I going?); and the job search (How do I get there?). This month we complete our series on strategies for job seekers, including a hiring manager's list of job seeker "do's" and "don'ts."

Career Exploration

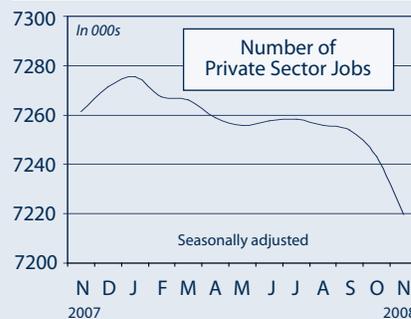
The career exploration step consists of

market research: find out which businesses employ workers with your job title/skills, and which ones are hiring. Discover the industry or type of activities engaged in by each firm. They may all employ workers in your job title, but it is unlikely that they all use them the same way. As you explore, consider what you want from your next position -- such as job duties, salary, and other details. You can find a business directory for finding potential employers online at: www.labor.state.ny.us/workforceindustrydata/bdirector.shtm. To view current openings, visit americasjobexchange.com/ny.

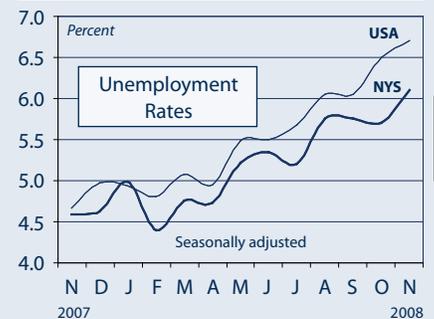
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IN NOVEMBER...

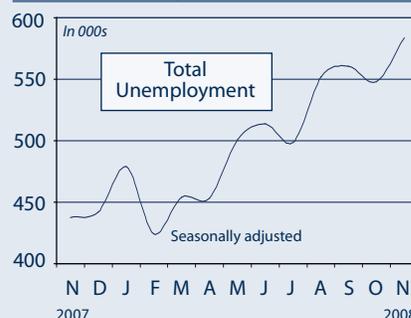
...NYS private sector jobs decreased



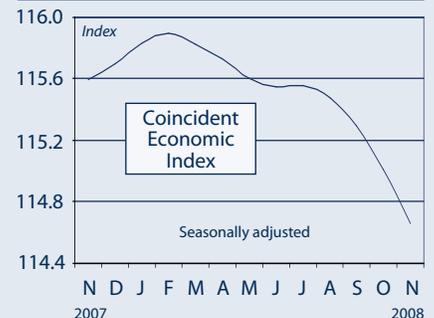
...NYS unemployment rate increased



...NYS unemployment increased



...NYS economic index decreased



Focus on the Finger Lakes

What a Difference a Year Makes

by Tammy Marino, Labor Market Analyst, Finger Lakes Region

The U.S. economy officially entered into recession in December 2007, according to the National Bureau of Economic Research, the widely acknowledged arbiter of recession dates. At that time, the private sector job count in the Rochester metro area (Livingston, Monroe, Ontario, Orleans and Wayne counties) stood at 439,000, down 700 jobs (-1.6 percent) over the year. The area's unemployment rate was a relatively low 4.8 percent. Eastman Kodak had just concluded its massive restructuring plan and local job losses were largely concentrated in the manufacturing sector.

In the subsequent 12 months, the local jobs picture has dramatically worsened. The weakness that began in the area's manufacturing sector has spread to a number of other key industries. From November 2007 to November 2008, the number of private sector jobs fell by 4,200 (-1.0 percent) to 435,000, its lowest level for the month since 2003. Over the same time span, the area's unemployment rate climbed from 4.3 percent to 5.9 percent.

It has been a difficult year to say the least. Over the past 12 months, educational and health services added 1,700 new jobs, but all other major sectors -- manufacturing, trade, transportation and utilities, professional and business services, construction and leisure and hospitality -- showed net losses.

Changes in Manufacturing

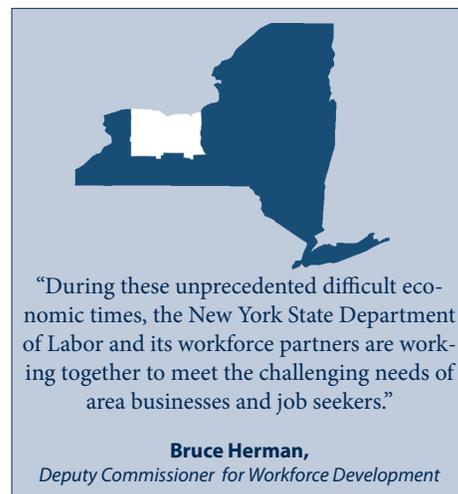
While the local employment base is no longer

Although manufacturing jobs declined during the year, employment was much more stable in 2008 than in 2007.

as dependent on Rochester's "Big Three" (Eastman Kodak, Xerox and Bausch & Lomb), manufacturing remains important to the area economy. Over the past quarter century, downsizing at Rochester's largest manufacturer -- Eastman Kodak -- has led to a drop in local employment from 60,400 in 1982 to fewer than 9,200 today, according to published reports. Despite this drop, nearly 1,400 manufacturing firms employed more than 73,000 workers and injected more than \$4.3 billion in wages into the Rochester area's economy in 2007.

To put these figures in perspective: manufacturers accounted for more than one out of every six private sector workers and paid out more than 25 percent of all private sector wages in the Rochester area in 2007. No other major sector injects as much money in terms of total wages into the local economy.

It's not all bad news. Although manufacturing jobs declined during the year, employment was much more stable in 2008 than in 2007. Many employers have shifted their focus from the local market to national and/or global markets. Taking advantage of technological advances, area manufacturers have increased their productivity. Employers are even reporting a shortage of workers with the skills to operate new, state-of-the-art equipment. In an effort to attract workers, Monroe County government will offer certain graduates of Monroe Community College a one-time bonus of \$1,500 if they spend one year working at an area manufacturing firm.



Other Industries Slowing Too

The effects of a slowing national economy have reverberated throughout the regional job market over the past year. For example, job growth in educational and health services, which has proven to be a consistent source of new jobs in the Rochester area, slowed slightly. Job growth may slow even further in the coming months as area hospitals and schools prepare for impending cuts in the state budget. All three major hospital systems -- University of Rochester Medical Center, ViaHealth and Unity Health System -- are bracing for state budget cuts.

Looking Ahead

Like New York State and the nation as a whole, the Rochester metropolitan area is feeling the impact of a slowing global economy. Although no one knows the duration or severity of the current recession, the Rochester area is dynamic, having weathered one of the largest corporate downsizings in recent history. The area's economy is now much more diverse and better positioned to weather the national economic downturn. ■

Job Search Strategies... from page 1

The Job Search

The five major phases of the job search step include:

1. develop resume and cover letter;
2. make a list of potential employers, send out resume and cover letter, and follow-up;
3. develop your interview skills;
4. send thank you letters, be patient, and follow-up;
5. evaluate job offers.

Your resume and cover letter are essentially commercials. As mentioned last month, networking is the leading method for getting job leads. Send each employer a custom version

that describes how your prior accomplishments, skills and experience will benefit them. It is perfectly acceptable and recommended that you follow-up with a phone call if the employer has not contacted you within a reasonable amount of time. Resume guides and other job search tools are available at www.nyjobzone.org.

Interviewing is the most important and most neglected part of the job search, according to Dr. Tom Denham, a career counselor at Careers in Transition, LLC in Colonie, NY. The three rules of interviewing are practice, practice, and practice. Being a good talker does

not guarantee success. The purpose of the job interview is to determine "fit." Most candidates are eliminated in the first two minutes because they lack what employers term "presence." Your job is to help the interviewer see the match between your background and the position being offered.

When you interview, it is also important to know what is important to the employer's hiring manager. The table on page 3 lists five key job seeker do's and five don'ts, contributed by Patrick Reuss, recruiting and staffing leader at SABIC Innovative Plastics.

Continued on page 3

Unemployment Rates in New York State

Data Not Seasonally Adjusted

	NOV '07	NOV '08		NOV '07	NOV '08		NOV '07	NOV '08
New York State	4.4	5.9	Hudson Valley	3.8	5.4	Finger Lakes	4.3	5.9
Capital District	3.9	5.3	Dutchess	3.8	5.5	Genesee	4.6	6.2
Albany	3.7	5.1	Orange	4.1	5.7	Livingston	4.4	6.1
Columbia	3.7	5.1	Putnam	3.3	4.6	Monroe	4.3	5.8
Greene	4.7	6.7	Rockland	3.6	5.1	Ontario	3.9	5.6
Rensselaer	4.0	5.4	Sullivan	5.1	7.4	Orleans	5.4	7.1
Saratoga	3.5	4.9	Ulster	4.3	5.7	Seneca	4.1	5.8
Schenectady	4.0	5.3	Westchester	3.6	5.2	Wayne	4.5	6.3
Warren	4.6	7.0	Mohawk Valley	4.4	6.3	Wyoming	4.6	6.8
Washington	3.9	5.8	Fulton	5.1	7.4	Yates	3.8	5.1
Central New York	4.1	6.1	Herkimer	4.4	6.4	Western New York	4.6	6.3
Cayuga	4.1	6.3	Montgomery	5.2	7.2	Allegany	4.8	6.6
Cortland	4.8	7.2	Oneida	4.2	5.9	Cattaraugus	4.9	6.6
Madison	4.1	5.9	Otsego	4.1	5.8	Chautauqua	4.4	6.1
Onondaga	3.8	5.7	Schoharie	5.0	6.5	Erie	4.4	6.0
Oswego	5.0	7.4	North Country	5.3	7.4	Niagara	5.1	7.1
Southern Tier	4.2	5.9	Clinton	4.7	6.9	Long Island	3.7	5.2
Broome	4.1	6.1	Essex	5.5	7.8	Nassau	3.6	5.1
Chemung	4.2	6.3	Franklin	5.6	7.5	Suffolk	3.7	5.4
Chenango	4.6	6.7	Hamilton	6.2	8.4	New York City	5.0	6.2
Delaware	3.9	6.1	Jefferson	5.3	7.5	Bronx	6.7	8.3
Schuyler	4.7	6.4	Lewis	4.5	6.9	Kings	5.4	6.6
Steuben	5.2	6.8	St. Lawrence	5.6	7.7	New York	4.3	5.6
Tioga	3.9	5.7				Queens	4.5	5.6
Tompkins	3.2	4.3				Richmond	4.5	5.5

Job Search Strategies... from page 2

Within 24-48 hours after the interview, send a customized thank you letter. Only about 10 percent of candidates ever do this, but it can sometimes give you an edge over the competition. You will also need patience since the job search often takes much longer than you might expect. If the employer has not called you when they say they would, it is acceptable to contact them. You can reiterate your interest and see how the process is coming along.

Depending on your situation and salary expectations, finding a job can take on average three to nine months. Your search is more like a marathon than a sprint. Along the way, make sure your plan is flexible. Periodically reassess how you are doing and what activities are effective.

Dr. Denham suggests that you create an exhaustive list in a spreadsheet that includes the following nine items:

1. employer's name;
2. contact person;
3. address, phone, email, web site and fax;
4. date resume sent;
5. date of follow-up phone call;
6. date of first interview;
7. date of second interview;
8. date thank you letter sent;
9. job offer yes/no.

It is important to develop a record-keeping system that works for you.

The culmination of a successful job search is receiving an offer. Before accepting, however, you should thoughtfully weigh such important factors as the job content, your supervisor, training, advancement, prestige, salary, location and benefits.

Conclusion

Looking for work is a full-time job. Job seeking during tough economic times can be particularly stressful, but following these strategies and staying optimistic will help. If you need professional assistance, here are some sources: One-Stop Career Centers, local schools and community colleges, libraries, non-profit organizations and privately-run career counseling firms. Remember, even in difficult times, new and exciting jobs become available each day.

For a more in-depth discussion of job search tips visit: www.labor.state.ny.us/workforceindustrydata/jobsearch.shtm. ■

by Christopher Myers, Victoria Gray, and Kevin Jack

Hiring Manager's List of Job Seeker Do's and Don'ts

Do:

- Craft a great resume
- Research the organization
- Develop an elevator speech
- Be confident
- Sell yourself

Don't:

- Fabricate resume items
- Come unprepared for the interview
- Fail to ask questions
- Come across as arrogant
- Provide rehearsed answers

Source: Patrick Reuss, SABIC Innovative Plastics

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REGIONAL ANALYSTS' CORNER

CAPITAL DISTRICT

James Ross -- 518-462-7600

From November 2007 to November 2008, private sector jobs in the Albany-Schenectady-Troy area fell 500, or 0.1 percent, to 344,200. Job gains were concentrated in educational and health services (+1,800) and professional and business services (+500). Losses were greatest in trade, transportation and utilities (-1,500) and natural resources, mining and construction (-600).

CENTRAL NY

Roger Evans -- 315-479-3388

For the 12-month period ending November 2008, the private sector job count in the Syracuse metro area fell 500, or 0.2 percent, to 269,500. Job growth was concentrated in educational and health services (+300) and natural resources, mining and construction (+200). The largest job losses occurred in manufacturing (-500) and trade, transportation and utilities (-400).

FINGER LAKES

Tammy Marino -- 585-258-8870

Private sector employment in the Rochester metro area declined over the year by 4,200, or 1.0 percent, to 435,000 in November 2008. Job gains occurred in educational and health services (+1,700). Losses were greatest in manufacturing (-2,700), trade, transportation and utilities (-1,500) and professional and business services (-800).

HUDSON VALLEY

John Nelson -- 914-997-8798

Private sector employment in the Hudson Valley decreased by 500, or 0.1 percent, to 764,300 for the 12-month period ending November 2008. Job gains were focused in educational and health services (+2,600) and natural resources, mining and construction (+700). Losses were largest in trade, transportation and utilities (-1,600), manufacturing (-1,500) and financial activities (-800).

LONG ISLAND

Gary Huth -- 516-934-8533

The private sector job count on Long Island declined over the year by 7,100, or 0.7 percent, to 1,073,800 in November 2008. Gains occurred in educational and health services (+3,300) and other services (+400). The largest losses were in manufacturing (-2,700), trade, transportation and utilities (-2,500), financial activities (-2,200) and professional and business services (-1,700).

MOHAWK VALLEY

Mark Barbano -- 315-793-2282

For the 12-month period ending November 2008, the private sector job count in the Utica-Rome metro area decreased 1,000, or 1.0 percent, to 99,500. Small job gains were experienced in educational and health services and information. Losses were greatest in financial activities (-400) and manufacturing (-400).

NEW YORK CITY

James Brown -- 212-775-3330

Private sector employment in New York City fell by 17,100, or 0.5 percent, to 3,226,900 for the 12-month period ending November 2008. Job gains were greatest in educational and health services (+6,300), leisure and hospitality (+2,700) and information (+2,300). Financial activities (-16,400), manufacturing (-6,200) and professional and business services (-3,500) lost the most jobs over the year.

NORTH COUNTRY

Alan Beideck -- 518-891-6680

Private sector employment in the North Country fell over the year by 300, or 0.3 percent, to 117,600 in November 2008. Gains were reported in trade, transportation and utilities (+300) and educational and health services (+200). Job losses were concentrated in manufacturing (-500), other services (-300) and financial activities (-200).

SOUTHERN TIER

Christian Harris -- 607-741-4485

Private sector employment in the Southern Tier declined over the year by 2,100, or 0.9 percent, to 240,400 in November 2008. Job gains were largest in educational and health services (+900), trade, transportation and utilities (-900) and leisure and hospitality (-500).

WESTERN NY

John Slenker -- 716-851-2742

Private sector employment in the Buffalo-Niagara Falls metro area decreased by 4,700, or 1.0 percent, to 454,900 over the 12 months ending November 2008. Job gains were centered in leisure and hospitality (+2,200) and financial activities (+1,200). Losses occurred in trade, transportation and utilities (-3,200), natural resources, mining and construction (-2,200) and manufacturing (-2,000).

