

Q4 2018 New York City

# NYC Quarterly Labor Market Brief

Employment and labor force highlights in New York City and its five boroughs



This brief was prepared for the New York City Workforce Funders by  
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**NYC LMIS**  
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## About

This quarterly report provides education and workforce development professionals with timely data about jobs, industries, in-demand skills, and workers in NYC and its five boroughs. This report is made possible with the generous support of the New York City Workforce Funders.

The **Center for Urban Research (CUR)** at the CUNY Graduate Center undertakes basic research addressing the issues facing New York and other large cities. A common thread in CUR activities is to understand the broad forces shaping patterns of inequality, inter-group relations, and neighborhood life in large urban areas and how these trends influence and are influenced by political participation, civic engagement, and the role of government. CUR has three operating units: the CUNY Data Service, the CUNY Mapping Service, and the New York City Labor Market Information Service (NYCLMIS).

The **NYCLMIS at the City University of New York Graduate Center** is the only outfit in New York City fully dedicated to collecting, analyzing, and applying labor market intelligence to strengthen the labor market. We are a CUNY-affiliated labor market research and consulting nonprofit. We are dedicated to rigor, close collaboration, and contributing to a healthy economy. We help organizations, institutions, and programs who share these values to harness labor market information for maximum impact.

## Labor Market Highlights

**3.9%**

Unemployment  
Dec 2018

**4.6M**

Jobs Citywide  
Dec 2018

**211.1K**

Job Ads Posted Online  
Q4 2018 (Oct - Dec)



# NEW YORK CITY

# New York City Unemployment

**3.9%**

Citywide  
Unemployment Rate (UR)  
Dec 2018

**-0.1**

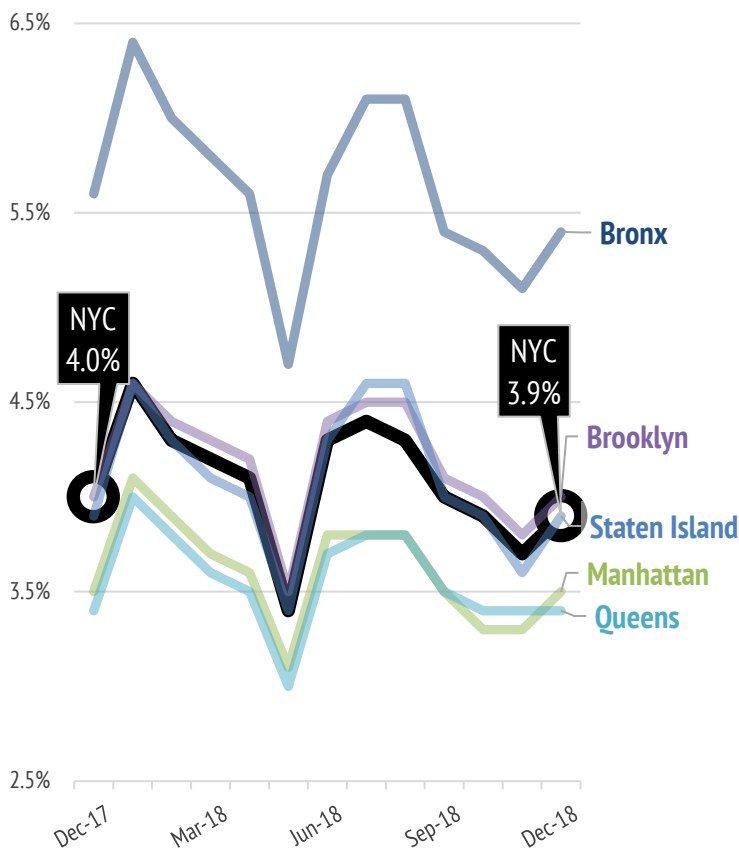
Percentage Point  
Decline in the UR  
Dec 2017 - Dec 2018

**-0.1**

Percentage Point  
Decline in the UR  
Sep 2018 - Dec 2018

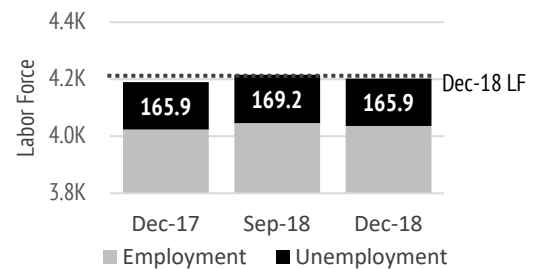
**Year-over-year (YOY) and over-the-quarter, the unemployment rate (UR) showed little change. Each borough follows a similar trajectory.**

Unemployment Rate for the City and Each Borough  
Dec 2017 - Dec 2018



**The UR held steady YOY as employment gains matched new entrants to the labor force. The UR changed little over-the-quarter due to a shrinking labor force & a decline in employment.**

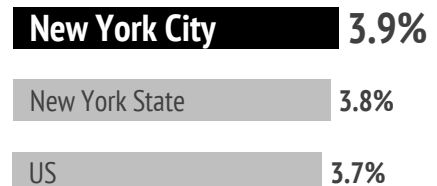
Unemployment in the Labor Force



UR = Total Unemployed (U) / Labor Force (LF)  
LF = Total Employed (E) + Total Unemployed (U)

**The citywide jobless rate lagged slightly behind the state and nation.**

NYC UR Compared to New York State and US  
Dec 2018



Sources | NYC & NYS data: Local Area Unemployment Statistics (LAUS), New York State Department of Labor. Not seasonally adjusted. US data: Bureau of Labor Statistics, Current Population Survey (CPS). Not seasonally adjusted. See the Glossary on page 41 for details on seasonal adjustment.

Note: LAUS data are calculated using a model that includes monthly surveys of households and monthly surveys of businesses. The model also takes into account unemployment insurance claims. Employment counts reported by LAUS are not directly comparable to employment counts from the Current Employment Series survey.

# New York City Employment

**4.6M**

Total  
Nonfarm Jobs  
Dec 2017 – Dec 2018

**71.0K**

Net Gains in  
Private Jobs  
Dec 2017 – Dec 2018

**+1.8%**

Private Job  
Growth  
Dec 2017 – Dec 2018

There are roughly 4.6M jobs in New York City. Total employment grew by +71.0K jobs (+1.5%) over-the-year. With few exceptions, the city's largest sectors added the most jobs to their payrolls. Government employment held steady. Arts, Entertainment and Recreation, the City's 15<sup>th</sup> largest sector, experienced rapid job growth. It ranked fourth in job creation.

### Sector Job Counts and Gains & Losses

Dec 2018 – Dec 2018

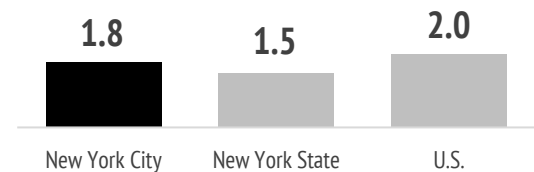
Sector	Sector Job Count	12 month change
Health Care & Social Assistance	772.4K	▲ +35K jobs (+4.5%)
Government	556.3K	▶ 0 jobs (no change)
Prof., Scientific & Tech. Svcs.	432.4K	▲ +7K jobs (+1.5%)
Accommodation & Food Svcs.	373.0K	▲ +6K jobs (+1.5%)
Retail Trade	369.7K	▲ +3K jobs (+0.9%)
Finance & Insurance	339.0K	▲ +200 jobs (+0.1%)
Educational Services	267.7K	▲ +7K jobs (+2.7%)
Temporary Help & Waste Svcs.	258.9K	▲ +2K jobs (+0.6%)
Other Services	199.2K	▲ +5K jobs (+2.6%)
Information	197.3K	▼ -2K jobs (-1.1%)
Construction & Mining	158.6K	▲ +3K jobs (+1.8%)
Wholesale Trade	145.6K	▼ -2K jobs (-1.2%)
Real Estate Rental & Leasing	134.7K	▼ -1K jobs (-0.9%)
Transportation & Warehousing	130.7K	▲ +2K jobs (+1.5%)
Arts Entertainment & Rec.	93.4K	▲ +6K jobs (+6.7%)
Company Headquarters	74.7K	▲ +700 jobs (+0.9%)
Manufacturing	72.5K	▲ +100 jobs (+0.1%)
Utilities	15.5K	▼ -100 jobs (-0.6%)

NYC outpaces the state, but not the nation, in private-sector job growth.

### Private Sector Growth by Location

Dec 2017 - Dec 2018

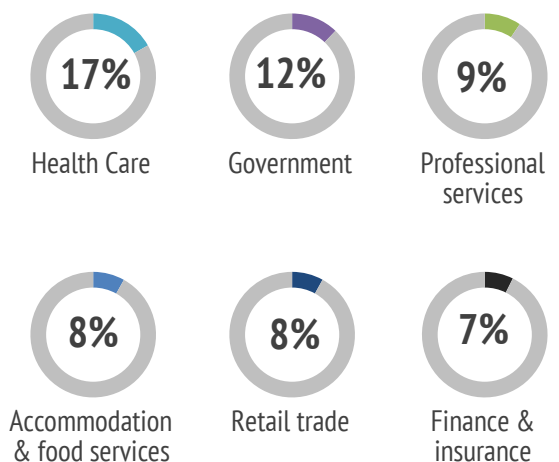
(in percentage points)



In Dec 2018, there were **4.6 Million NYC Jobs.**

About **3 in 5 Jobs**

Were in these **6 Largest Sectors:**



Sources | NYCLMIS analysis of Current Employment Estimates, New York State Department of Labor and US Bureau of Labor Statistics. Data not seasonally adjusted. See the Glossary on page 41 for details on seasonal adjustment.

Note: CES data are informed by surveys of employers. They reflect jobs by "place of work. This means CES counts jobs located in NYC, including NYC-based jobs held by people who live outside it. CES counts jobs regardless of the number of hours worked. People who hold more than one job in NYC may be counted more than once in this estimate.

# New York City Online Job Ads

**211.1K**

Job Ads<sup>1</sup>  
Posted Online  
Q4 2018 (Oct - Dec)

**12%**

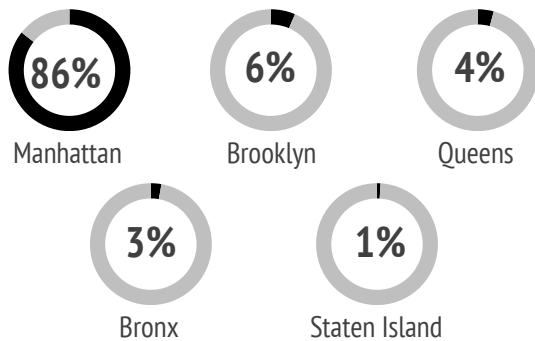
Of Online Job Ads Explicitly Sought  
Candidates with Less Than a Bachelor's Degree  
Q4 2018

**42%**

Of Online Job Ads Explicitly Sought  
Candidates with Bachelor's Degrees or Higher  
Q4 2018

## Most jobs advertised online were based in Manhattan.

Online Ads by Borough  
Q4 2018



## In this period, monthly ad volume peaked in Oct.

Distribution of Online Ads  
Q4 2018 by month



## Employers may face hiring difficulty for these in-demand occupations, all of which deal with sensitive matters involving patients, clients, or staff.

These are the 10 occupations advertised the most online in NYC that take the longest to fill, ranked by Ad Volume, with Days to Fill and Salary Estimates  
Q4 2018

Days to Fill	Occupation	# Ads	Ann. Salary
62	Physician	3.0K	\$115.8K
62	Nanny / Babysitter	975	\$42.2K
40	Office Manager	815	\$61.2K
44	Family / School / General Social Worker	698	\$56.6K
40	Administrative Manager	452	\$88.1K
45	Mental Health / Behavioral Counselor	386	\$46.9K
66	Tax Manager	374	\$123.4K
44	Social / Human Services Manager	349	\$54.6K
44	Caregiver / Personal Care Aide	348	\$40.6K
37	Social / Human Service Assistant	318	\$44.3K

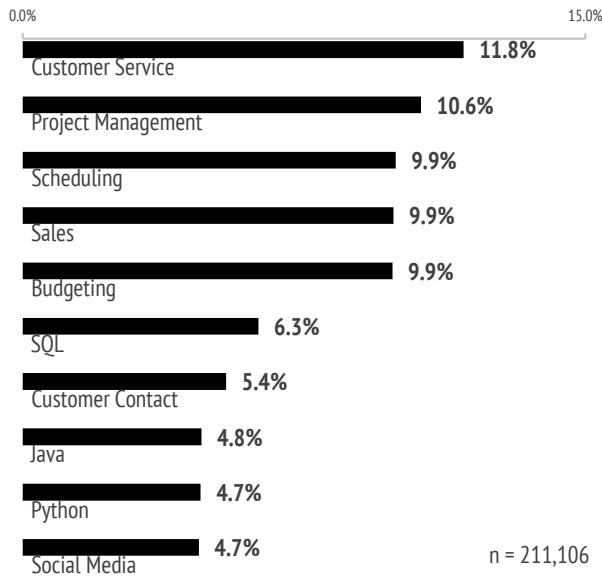
Source | NYCLMIS analysis of Labor Insights by Burning Glass Technologies. This is a tool that scrapes, stores, organizes, and analyzes job announcements posted online.

Note: This analysis highlights the distribution among selected measures of all jobs advertised for this borough that were posted online during the reference period. Online job ads are used as a proxy for employer demand in real-time. They are not considered a reliable estimate of actual job openings. See the Glossary on p. 41 for details.

**Interpersonal, administrative, business, and tech-related skills ranked among the top 10 skills employers mentioned the most.**

**Share of Total Online Ads**

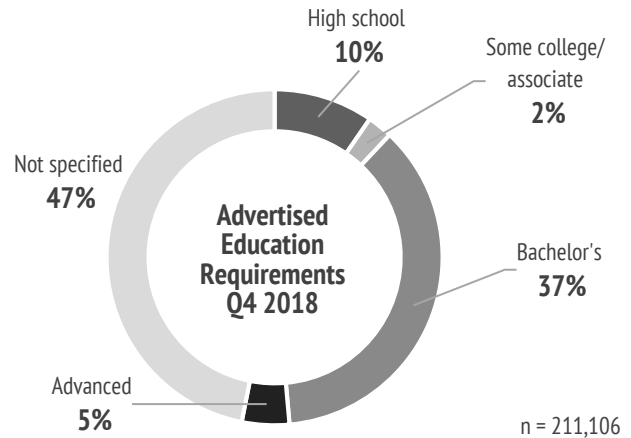
Q4 2018 (Oct - Dec)



**A majority of ads that specified education preferences sought candidates with a bachelor's degree.**

**Share of Total Online Ads**

Q4 2018



**Only 14% of ads specified certifications. Health, business, IT, and other professional certifications ranked among the top 10 online job ad mentions.<sup>1</sup>**

**Share of Total Online Ads**

Q4 2018

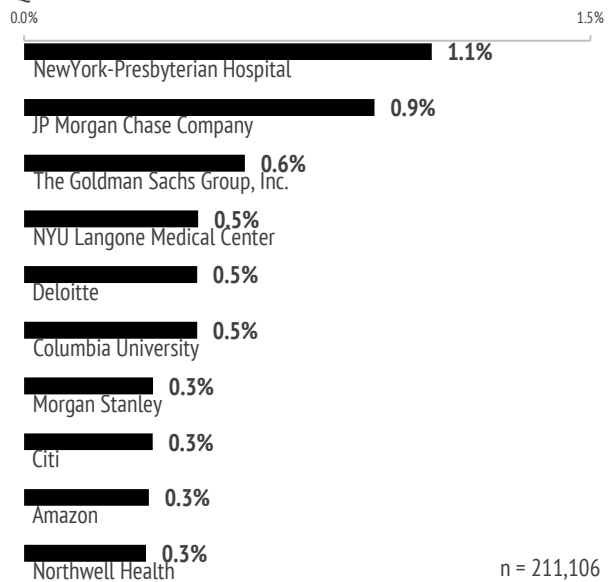
Certification	% Total Ads
Registered Nurse	1.7%
Certified Public Accountant (CPA)	1.5%
Project Management Certification	1.0%
Project Management Professional (PMP)	0.6%
First Aid CPR AED	0.6%
IT Infrastructure Library (ITIL) Certification	0.6%
Series 7	0.5%
Board Certified/Board Eligible	0.5%
Advanced Cardiac Life Support (ACLS) Certification	0.5%
Basic Cardiac Life Support Certification	0.5%

n = 211,106

**Large employers in health, education, professional services, and hospitality ranked among the top 10 who posted the most ads.**

**Share of Total Online Ads**

Q4 2018

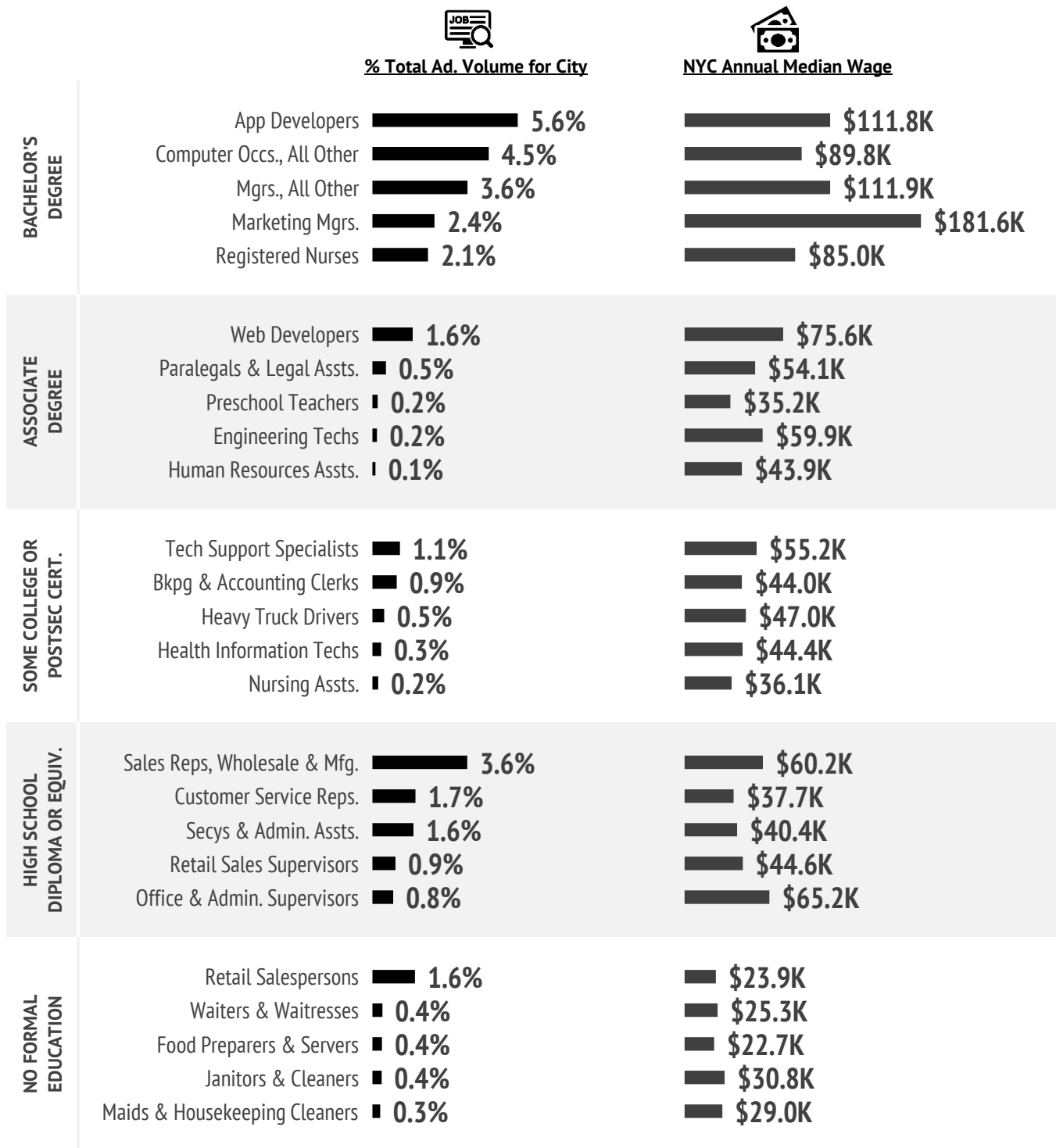


<sup>1</sup> Excludes driver's licenses from results.

**Out of 211K total jobs advertised online this quarter for New York City, these were the five most common occupations for each of the following education categories.**

Organized by Typical Education Requirements

Q4 2018



Sources | NYCLMIS analysis of Labor Insights Burning Glass Technologies; Occupational Employment Statistics (OES), 2018 Q1, New York State Department of Labor. Educational requirements are based on household survey data collected by the US Bureau Labor of Statistics.

Note: Occupational wage estimates from OES are informed by rolling surveys of employers in New York City that were collected over a three year period and updated to 2018 Q1.



# New York City Workforce Demographics

**23%**

Of Working Residents are 29 Years of Age or Younger  
Calendar Year 2015

**28%**

Of Working Residents have a Bachelor's Degree or Higher  
Calendar Year 2015

**18%**

Of Working Residents Earn Less Than \$1,251/Month  
Calendar Year 2015

## Resident Worker Age Distribution

Calendar Year 2015

Age 29 or younger



Age 30-54

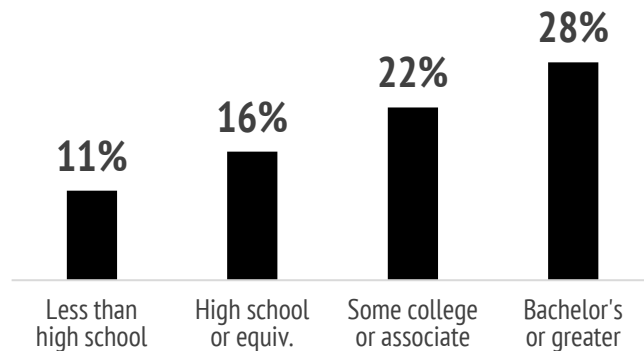


Age 55 or older



## Resident Worker Education Distribution

Calendar Year 2015



## Resident Worker Income Distribution

Calendar Year 2015

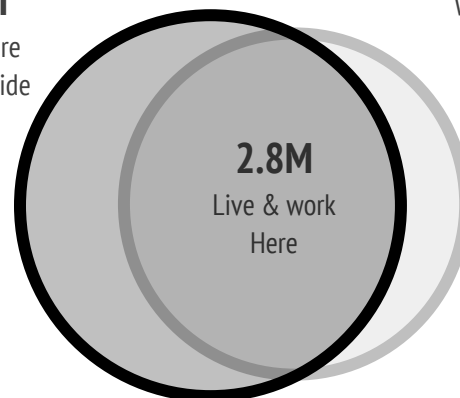


## Commuting Patterns

Calendar Year 2015

**1.1M**  
Work here  
Live outside

**485.6K**  
Live here  
Work outside



Source | OnTheMap, U.S. Census Bureau, Center for Economic Studies. Focus on primary jobs. This is the latest year available for this source.

Note: This data is calculated using a model that includes Unemployment Insurance claims, the Quarterly Census of Employment and Wages, additional administrative data and data from censuses and surveys.

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# Glossary

**Job**

This is a broad term used to describe positions filled by employers. Depending on the context, it may be used interchangeably with “occupations.”

**Labor Force**

This term includes people of working age who are either employed or are unemployed and actively job searching.

**Occupation**

Sometimes used interchangeably with “job,” this term describes standardized, detailed groupings of workers who carry out similar activities. Occupations are organized based on the work performed, and sometimes on skills, education, and training requirements.

**Online Job Ads**

Jobs posted online give a window into employers’ talent demands in real-time. There are some limitations to this data. Some employers and industries are better represented online than others, depending on how much they rely on the internet to recruit talent. Also, the ratio of online ads to actual job openings is not always 1:1. Some postings may include multiple openings while others may be searching for talent not connected to any one opening.

**Sector**

This term describes standardized broad groupings of employers by economic or commercial activity.

**Specialized Skills**

These refer to the training and knowledge required to do perform a specific job. This information offers an indication of the type of work that is in-demand across sectors and occupations. It can also help jobseekers gauge their ability to compete in the labor market.

**Seasonal Adjustment**

This describes the removal of seasonal hiring variations (e.g., holidays, school schedules, agricultural patterns, etc.) to reveal underlying economic trends. This technique is helpful when evaluating data over several years. This report present data that are not seasonally adjusted in order to reveal times of the year that are more and less favorable for hiring.

**Unemployment Rate (UR)**

This is the number of people who are unemployed and actively job searching divided by the size of the labor force. This does not include people who are marginally attached to the labor force or discouraged from participating in it.

## Questions about this report? Contact:

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NYC map design by [Scott Citron](#).



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