

## NYC's Revised Method for Identifying In-Demand Occupations

December 3, 2009

Section 134(d) of the *Workforce Investment Act of 1998* (WIA) requires administering agencies to provide information about in-demand occupations to jobseekers at one-stop centers to guide their career decision-making and use occupational information to determine eligibility for Individual Training Accounts (ITGs in New York City).<sup>1</sup>

At the request of the New York City Department of Small Business Services (SBS) and the New York City Workforce Investment Board (WIB), the New York City Labor Market Information Service (NYCLMIS) reviewed the methods in current use and recommended a revised methodology. This work was performed in the latter half of 2009 and the revised method was formally adopted as policy by the WIB. The method is outlined in brief below, followed by the revised list of in-demand occupations.

To qualify as an in-demand occupation, and therefore eligible for ITG support, an occupation must<sup>2</sup>:

1. Be projected to grow or remain stable in the next 10 years.
2. Be a low- or middle-skill occupation as defined by education and training requirements.
3. Employ at least 5,000 people in New York City.
4. Meet **one** wage indicator from among the following:
  - a. Pay above a low-wage threshold at entry-level;
  - b. Pay at least the citywide median wage at the median; or
  - c. Pay experienced workers at least 75% more than entry-level workers.
5. And meet at least **two** of the following growth and stability indicators.
  - a. Be projected to have an above average projected number of annual openings;
  - b. Be projected to have above average long-term employment growth;
  - c. Be projected to have an above average share of openings due to growth (versus replacement);
  - d. Have retained jobs at least as well as the local labor market during the last recession;
  - e. Appeared as an in-demand occupation (short-term) on the NYSDOL's list at least once in the previous three months.

The NYCLMIS primarily used the New York State Department of Labor's Long-Term (2006-16) Occupational Projections as its source of occupational data.<sup>3,4</sup> Out of a total of 538 occupations, 60 occupations qualified as in-demand. They are listed on the table, entitled "NYCLMIS In-Demand Occupations." The SBS and the WIB identified six additional occupations that are of strategic interest to the local workforce system (e.g., health care, green jobs) that either: a) do not currently meet the criteria, or b) in the case of new and emerging occupations, lack sufficient data for review. These occupations, identified below in purple, are kept on a

<sup>1</sup> The Workforce Investment Act of 1998, 7 August 1998. Pub L. 105-220, 112 Stat. 936. §134, ¶(d)(2). "Funds described in paragraph (1)(A) shall be used to provide core services, which shall be available to individuals who are adults or dislocated workers through the one-stop delivery system and shall, at a minimum, include...(E) provision of employment statistics information, including the provision of accurate information relating to local, regional, and national labor market areas, including—(i) job vacancy listings in such labor market areas; (ii) information on job skills necessary to obtain the jobs described in clause (i); and (iii) information relating to local occupations in demand and the earnings and skill requirements for such occupations."

<sup>2</sup> A more detailed description of the revised method is available by request to [nyclmis@gc.cuny.edu](mailto:nyclmis@gc.cuny.edu).

<sup>3</sup> Due to employer non-response, 93 occupations did not appear on New York City's 2006-16 projections. For these occupations, NYCLMIS applied the same criteria using 2006-16 statewide projections.

<sup>4</sup> Additional sources consulted were: New York State Department of Labor, Jobs in Demand Lists, 2009; New York State Department of Labor, Industry Staffing Patterns, 2009; New York State Department of Labor, Quarterly Census of Employment and Wages, 2001-03; NYC Department of Small Business Services, Workforce Training, Growth Occupation List, 2008; New York State Department of Labor Detailed Occupational Employment Statistics, Long-Term (2004-14) Projections; United States Department of Labor O\*NET Production Database, Version 13.0.

separate list for a maximum period of two years until updated occupational data can be reviewed. Depending on the results, these occupations may either be added to the in-demand list or removed from the strategic initiatives list altogether.

The in-demand occupation list will be revised every two years, or when the occupational employment statistics projections become available. Because NYSDOL update wage information and short-term demand status more frequently, NYCLMIS will inform SBS every six months about occupations that have either improved or worsened based on the most recent data.

Revised In-Demand Occupation List

SOC CODE	TITLE	BASIC CRITERIA (all)				REVISED WAGE CRITERIA (at least one)				GROWTH/STABILITY (at least two)					REVISED IN DEMAND
		NYCLMIS Ed Training (1 or 2)	Emp 2006 (>=5,000)	% Emp Change (>=0%)	REVISED Basic Eligibility	Median (42600 or 33300)	Entry (28400 or 22200)	Experience Premium	REVISED Wage Eligibility	Average Openings (>=237)	Openings from Growth	Recession Resistance	NYSDOL S/T Demand	Growth/ Stability Eligibility	
11-9021	Construction Managers	2	11,460	9.1	Y	\$117,330	\$66,950	135%	Y	280	35.7%	Y	N	Y	Y
11-9141	Property, Real Estate, and Community Association Managers	2	6,040	8.6	Y	\$73,860	\$55,960	87%	Y	130	38.5%	Y	N	Y	Y
13-1071	Employment, Recruitment, and Placement Specialists	2	10,460	16.4	Y	\$52,600	\$38,110	139%	Y	400	42.5%	N	Y	Y	Y
13-1072	Compensation, Benefits, and Job Analysis Specialists	2	8,230	9.2	Y	\$62,760	\$48,320	47%	Y	260	30.8%	Y	N	Y	Y
13-1073	Training and Development Specialists	2	6,350	15.7	Y	\$60,530	\$40,620	85%	Y	240	41.7%	N	N	Y	Y
13-1079	Human Resources, Training, and Labor Relations Specialists, All Other	2	8,970	6.6	Y	\$52,790	\$25,440	181%	Y	250	24.0%	Y	N	Y	Y
13-1199	Business Operations Specialists, All Other	2	23,780	12.9	Y	\$67,540	\$44,590	92%	Y	570	54.4%	na	N	Y	Y
15-1041	Computer Support Specialists	1	17,640	12.2	Y	\$54,570	\$38,780	78%	Y	770	28.6%	Y	N	Y	Y
15-1051	Computer Systems Analysts	2	17,130	27.0	Y	\$89,600	\$61,330	79%	Y	910	50.5%	Y	N	Y	Y
15-1071	Network and Computer Systems Administrators	2	9,860	26.0	Y	\$85,950	\$61,260	67%	Y	490	53.1%	N	N	Y	Y
15-1081	Network Systems and Data Communications Analysts	2	9,680	47.5	Y	\$81,510	\$57,810	72%	Y	660	69.7%	Y	N	Y	Y
21-1099	Community and Social Service Specialists, All Other	2	12,450	12.2	Y	\$40,920	\$33,420	47%	Y	290	51.7%	na	N	Y	Y
23-2011	Paralegals and Legal Assistants	1	15,630	20.5	Y	\$59,650	\$42,190	67%	Y	530	60.4%	Y	N	Y	Y
25-2011	Preschool Teachers, Except Special Education	1	12,500	7.4	Y	\$33,480	\$23,840	69%	Y	300	30.0%	Y	N	Y	Y
25-2012	Kindergarten Teachers, Except Special Education	2	15,050	12.5	Y	\$62,430	\$40,250	90%	Y	440	43.2%	Y	N	Y	Y
25-3021	Self-Enrichment Education Teachers	1	11,750	14.1	Y	\$37,030	\$21,390	176%	Y	300	56.7%	N	N	Y	Y
25-3099	Teachers and Instructors, All Other	2	14,890	7.1	Y	\$45,150	\$27,580	92%	Y	270	40.7%	Y	N	Y	Y
27-1022	Fashion Designers	1	7,980	4.9	Y	\$76,770	\$46,130	120%	Y	240	16.7%	Y	N	Y	Y
27-1024	Graphic Designers	2	14,490	10.1	Y	\$57,290	\$39,780	83%	Y	540	27.8%	Y	N	Y	Y
29-1111	Registered Nurses	1	69,620	13.4	Y	\$80,350	\$62,070	51%	Y	2,080	44.7%	Y	Y	Y	Y
29-2041	Emergency Medical Technicians and Paramedics	1	6,040	10.1	Y	\$42,640	\$32,790	54%	Y	130	46.2%	Y	N	Y	Y
29-2061	Licensed Practical and Licensed Vocational Nurses	1	14,800	8.9	Y	\$47,040	\$38,200	35%	Y	530	24.5%	N	Y	Y	Y
31-1012	Nursing Aides, Orderlies, and Attendants	1	44,090	9.9	Y	\$34,430	\$28,390	31%	Y	840	52.4%	N	N	Y	Y
31-9091	Dental Assistants	1	5,520	28.3	Y	\$33,740	\$26,330	44%	Y	260	61.5%	N	Y	Y	Y
31-9092	Medical Assistants	1	7,060	33.7	Y	\$31,030	\$25,120	42%	Y	330	72.7%	N	N	Y	Y
33-9032	Security Guards	1	64,090	9.7	Y	\$25,620	\$18,530	78%	Y	1,920	32.3%	N	Y	Y	Y
35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	1	16,320	9.4	Y	\$32,060	\$22,500	82%	Y	270	55.6%	Y	N	Y	Y
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1	88,450	7.5	Y	\$27,600	\$18,320	83%	Y	2,350	28.1%	Y	Y	Y	Y
37-2012	Maids and Housekeeping Cleaners	1	41,220	6.8	Y	\$34,470	\$24,010	61%	Y	1,060	26.4%	N	N	Y	Y
37-3011	Landscaping and Groundskeeping Workers	1	11,700	6.3	Y	\$30,730	\$19,590	97%	Y	220	31.8%	N	Y	Y	Y
39-1021	First-Line Supervisors/Managers of Personal Service Workers	1	6,390	7.7	Y	\$39,730	\$32,440	57%	Y	190	26.3%	N	N	Y	Y
39-9031	Fitness Trainers and Aerobics Instructors	1	7,140	24.4	Y	\$43,850	\$22,970	173%	Y	300	56.7%	Y	N	Y	Y
39-9032	Recreation Workers	1	9,480	7.3	Y	\$25,950	\$18,580	75%	Y	250	28.0%	Y	N	Y	Y
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	1	26,500	3.7	Y	\$42,560	\$28,760	104%	Y	660	15.2%	N	Y	Y	Y
41-1012	First-Line Supervisors/Managers of Non-Retail Sales Workers	1	17,890	1.4	Y	\$98,990	\$60,660	123%	Y	290	10.3%	Y	N	Y	Y
41-2031	Retail Salespersons	1	107,150	12.4	Y	\$21,950	\$16,860	91%	Y	4,630	28.7%	Y	Y	Y	Y
41-3011	Advertising Sales Agents	1	21,040	20.0	Y	\$57,190	\$35,920	120%	Y	790	53.2%	Y	N	Y	Y
41-3099	Sales Representatives, Services, All Other	1	16,110	18.1	Y	\$60,110	\$38,190	119%	Y	670	43.3%	Y	N	Y	Y
41-9021	Real Estate Brokers	1	9,070	7.1	Y	\$93,270	\$47,010	234%	Y	210	28.6%	Y	N	Y	Y
41-9022	Real Estate Sales Agents	1	17,460	6.5	Y	\$67,150	\$41,340	172%	Y	390	28.2%	N	N	Y	Y
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	1	48,900	1.1	Y	\$56,950	\$40,720	70%	Y	1,070	5.6%	Y	N	Y	Y
43-3011	Bill and Account Collectors	1	7,730	10.5	Y	\$37,840	\$28,880	65%	Y	200	40.0%	N	N	Y	Y
43-3031	Bookkeeping, Accounting, and Auditing Clerks	1	56,250	8.0	Y	\$38,390	\$26,860	69%	Y	1,330	33.8%	Y	N	Y	Y
43-3051	Payroll and Timekeeping Clerks	1	15,990	5.8	Y	\$36,270	\$28,170	48%	Y	500	18.0%	Y	N	Y	Y
43-4011	Brokerage Clerks	1	12,700	5.8	Y	\$46,420	\$30,960	87%	Y	480	14.6%	Y	N	Y	Y
43-4051	Customer Service Representatives	1	63,530	15.1	Y	\$34,100	\$23,340	88%	Y	2,730	35.2%	N	N	Y	Y
43-6011	Executive Secretaries and Administrative Assistants	1	83,310	10.9	Y	\$48,740	\$36,350	63%	Y	2,240	40.6%	Y	Y	Y	Y
43-6012	Legal Secretaries	1	15,990	9.6	Y	\$47,660	\$33,350	68%	Y	410	36.6%	N	N	Y	Y
43-9061	Office Clerks, General	1	100,410	5.8	Y	\$27,760	\$18,350	81%	Y	2,420	24.0%	Y	N	Y	Y
47-1011	First-Line Supervisors/Managers of Construction Trades and Extraction Workers	1	12,160	9.4	Y	\$83,750	\$57,310	79%	Y	280	39.3%	Y	N	Y	Y
47-2031	Carpenters	1	22,560	8.5	Y	\$56,990	\$35,530	113%	Y	500	38.0%	Y	Y	Y	Y
47-2061	Construction Laborers	1	16,930	9.0	Y	\$56,430	\$27,240	146%	Y	280	53.6%	N	N	Y	Y
47-2111	Electricians	1	19,520	10.8	Y	\$81,210	\$45,530	102%	Y	710	29.6%	Y	N	Y	Y
47-2152	Plumbers, Pipefitters, and Steamfitters	1	12,670	13.7	Y	\$61,210	\$37,270	108%	Y	430	39.5%	Y	N	Y	Y
47-4011	Construction and Building Inspectors	1	6,430	11.0	Y	\$51,500	\$36,750	68%	Y	190	36.8%	na	N	Y	Y
47-4041	Hazardous Materials Removal Workers	1	1,660	13.3	N	na	na	na	N	60	33.3%	N	N	Y	Y (strategic)
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	1	5,240	2.9	Y	\$54,070	\$42,750	34%	Y	130	15.4%	N	N	N	Y (strategic)
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	1	6,280	6.2	Y	\$52,430	\$32,220	92%	Y	150	26.7%	Y	Y	Y	Y
49-9042	Maintenance and Repair Workers, General	1	45,310	6.2	Y	\$37,610	\$24,790	82%	Y	390	71.8%	Y	Y	Y	Y
51-7011	Cabinetmakers and Bench Carpenters	1	1,220	-10.7	N	\$31,300	\$21,400	92%	Y	40	0.0%	Y	N	N	Y (strategic)
53-1031	First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators	1	6,120	2.3	Y	\$63,860	\$42,630	72%	Y	140	7.1%	N	N	N	Y (strategic)
53-3021	Bus Drivers, Transit and Intercity	1	22,080	5.7	Y	\$46,780	\$32,180	59%	Y	420	31.0%	Y	Y	Y	Y
53-3022	Bus Drivers, School	1	11,930	11.7	Y	\$34,850	\$24,070	72%	Y	300	46.7%	N	Y	Y	Y
53-3032	Truck Drivers, Heavy and Tractor-Trailer	1	13,140	-1.4	N	\$46,100	\$31,700	73%	Y	230	0.0%	N	Y	N	Y (strategic)
53-3033	Truck Drivers, Light or Delivery Services	1	22,130	0.2	Y	\$34,490	\$19,850	122%	Y	400	2.5%	N	N	N	Y (strategic)
53-7061	Cleaners of Vehicles and Equipment	1	7,090	3.0	Y	\$39,340	\$18,980	115%	Y	290	6.9%	Y	N	Y	Y