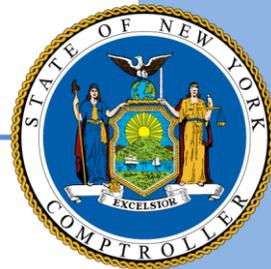


Vital Signs

Health Care Employment Gains Across New York State

OFFICE OF THE NEW YORK STATE COMPTROLLER

Thomas P. DiNapoli, State Comptroller



October 2018

Message from the Comptroller

October 2018

Job markets go through cycles of ups and downs. Further, within New York State, employment trends can be very different from one region to another. But, over the last ten years, at least one sector – health care – has established a consistent pattern of growth across the State.

Health care employment in New York topped 1.2 million in 2017, a gain of 18 percent from a decade earlier. That pace was more than double our overall employment growth, in part because health care continued to expand during the Great Recession when we lost jobs in most other sectors. In short, health care has been a key driver of the jobs New Yorkers need, in both good times and bad.



These jobs include many well-paid professions such as doctors, dentists, nurses and therapists. Lower-paid positions include more than 300,000 jobs for health care assistants and aides. The average wage in New York's health care sector rose by 22.3 percent over the past decade, to \$57,200 as of 2017, outpacing such growth in the overall economy.

Private sector health care jobs increased in every area of New York State during the last decade – with gains of more than 10 percent in six of the ten regions. Average wages outpaced inflation in almost every region as well, with Western New York and the North Country enjoying increases of more than 30 percent. If not for health care jobs, overall private employment across upstate New York would have declined over the past decade.

One reason we are adding health care jobs is that New Yorkers generally are living longer. Given this and other demographic trends, many experts predict the demand for health care jobs will continue to grow. It's essential that New York takes the right steps to maintain the health care workforce we need, both now and into the future. This is one reason it is troubling to hear continued calls in Washington for steps that would cut federal support for health care by billions of dollars in coming years. These proposals pose real risks for the State budget, threaten the quality of New Yorkers' health care, and would jeopardize jobs in a critically important sector. This report serves as a reminder that health care jobs are essential not only to our well-being, but to a healthy New York economy as well.

Thomas P. DiNapoli
State Comptroller

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I. Executive Summary

By multiple measures, the health care industry plays a vital role in New York State. With over 1.2 million jobs and nearly \$71 billion in wages, the health care sector is a key driver of New York's economic growth. The industry's workers also help keep the population healthy and productive.

Health care employment in New York rose by more than 18 percent over the past decade, double the pace of overall State employment growth. Unlike most industries, New York's health care sector continued to add jobs throughout this period, including during and immediately after the Great Recession, as an aging population and longer life expectancies contribute to increased demand for health care services. The U.S. Bureau of Labor Statistics and the State Department of Labor project continued robust job growth for the sector in coming years.

New York ranked third among the states with 7.2 percent of total health care employment nationwide in 2017, behind California and Texas. The average annual wage of \$57,200 for the sector in New York that year was slightly higher than the industry's average for the rest of the nation.

Like employment, average annual wages in New York's health care industry increased continuously over the past decade. Growth in health care wages outpaced that of other industries over the ten-year period, despite a relative slowdown in the past four years.

Statewide, private-sector health care employment, which comprises 90 percent of all health care jobs in the State, grew by 18.1 percent from 2007 to 2017, adding nearly 216,000 jobs. Total wages increased by \$23.2 billion, while average annual wages increased by over \$10,400.

These jobs are an important part of regional economies throughout New York. Private sector health care employment increased by over 10 percent for six of the ten regions during the decade, while wage growth exceeded 20 percent for nine regions. New York City realized the largest increase in health care jobs, over 31 percent, while the North Country's 34.2 percent increase in average annual wages was the highest of any region.

New Yorkers devoted an increased share of their consumer spending to health care compared to a decade earlier. In 2017, 16.1 percent of personal consumer expenditures in the State were for health care, up from 15.6 percent in 2007.¹

This report provides a profile of the health care industry in New York, with a focus on employment and wages statewide and in the various regions. Other key findings include:

¹ U.S. Bureau of Economic Analysis (BEA), Personal Consumption Expenditures by State. BEA defines health care for purposes of personal consumption expenditures as spending on outpatient services and hospital and nursing home services. Outpatient services consist of physician, dental and paramedical services.

- Health care is a large provider of private sector jobs in every region of New York – with the highest proportion in the Mohawk Valley, at almost 20 percent in 2017. Downstate, both health care and other types of private sector employment rose over the past decade; across upstate New York, health care jobs increased but other private employment declined.
- Occupations that are directly involved in providing health care services can be found in a variety of industries. For all health care occupations, doctors and dentists had the highest annual average wages in 2017, at \$152,650, while the average for nurses was \$79,240; these occupations together comprised nearly 40 percent of the total. Health care assistants and aides, representing the single largest occupation in this sector at 33.5 percent, received the lowest average wage at \$29,120.
- In most upstate regions and on Long Island, average wages in private health care jobs are higher than those in the private sector as a whole. In the North Country, the average was more than 38 percent above the overall private sector average; in the Mohawk Valley, that figure was 21 percent higher.
- The health care industry is categorized into three subsectors: ambulatory health care services; hospitals; and nursing homes and residential care facilities. With over 548,000 jobs, or 43.7 percent, ambulatory services had the largest share of industry employment in 2017.

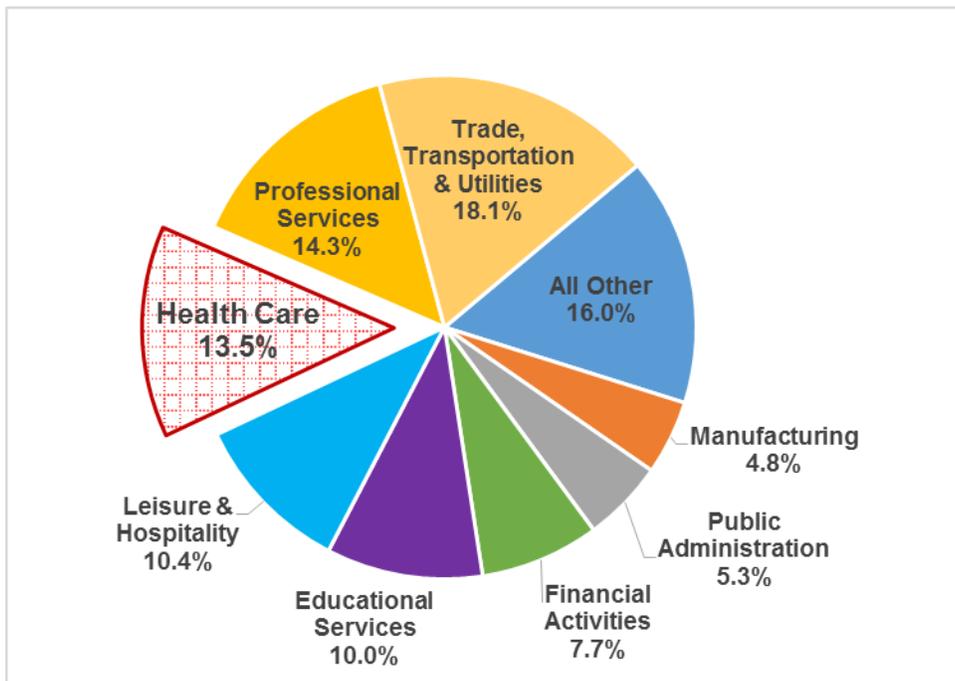
II. Employment and Wages

Employment

As the third largest employer both in New York State and the nation, the health care industry provided over 1.2 million and 17.3 million jobs, respectively, in 2017. In New York, the industry represents 13.5 percent of total employment, as shown in Figure 1.²

Figure 1

Employment by Industry Sector in New York, 2017



Source: U.S. Bureau of Labor Statistics

Note: The All Other category includes the Construction, Information, Natural Resources, and Other Services industry sectors as well as data for which no NAICS classification is provided or where disclosure restrictions prohibit the reporting of data in specific industry sectors. Percentages do not add to 100 percent due to rounding.

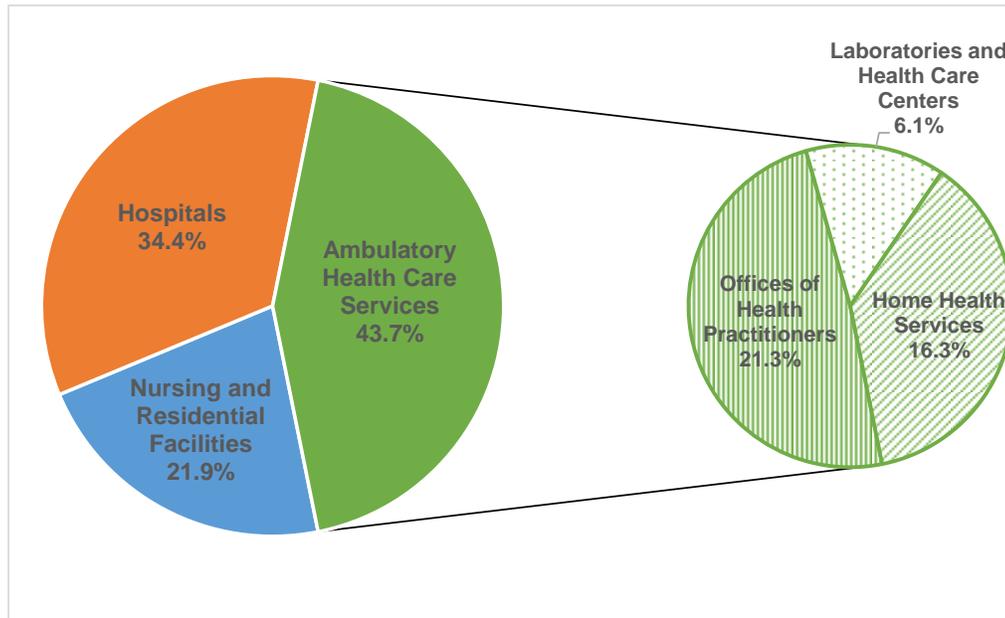
The health care industry is divided into three subsectors: ambulatory health care services; hospitals; and nursing homes and residential care facilities. The ambulatory health care subsector is further broken down into health practitioners' offices, such as doctors' and dentists' offices, laboratories and health care centers, and home health services. Nursing homes and residential care facilities include mental health and substance abuse facilities as well as those for the care of the elderly.

² Data for this report is drawn primarily from the U.S. Bureau of Labor Statistics, Quarterly Census of Employment and Wages (QCEW), annual data 2006-2017, supplemented by the U.S. Bureau of Labor Statistics, Occupational Employment Statistics Survey, 2017.

Figure 2 shows the breakdown of health care employment in New York within these subsectors, along with the types of providers that make up ambulatory services, in 2017. With over 548,000 jobs, or 43.7 percent, ambulatory services had the largest share of industry employment.

Figure 2

Health Care Employment in New York by Subsector, 2017



Source: U.S Bureau of Labor Statistics

The health care industry comprises both private and public sector employers, with those in the public sector representing all levels of government. However, health care employment is largely concentrated in the private sector, which represented 90 percent of these jobs both in New York and nationally in 2017. In both sectors, health care jobs are supported by a variety of funding sources including privately paid health insurance, government programs such as Medicare and Medicaid, and others.

As the third largest employer in the nation, the health care industry represents 12 percent of all jobs. In New York, these jobs accounted for 7.2 percent of all health care employment nationwide, a higher proportion than the State’s 6.1 percent share of the U.S. population. New York ranked third in the nation for health care employment, after California and Texas, with over 200,000 more jobs in this sector than the more populated state of Florida. Among the states, New York ranked ninth for health care industry employment as a share of total state employment, at 13.5 percent.

New York’s population, like that of the nation, has been aging. The State’s median age rose by 1.8 percent to 38.7 years from 2010 to 2017.³ Life expectancy has also increased over time. In 2015, life expectancy in New York was 81 years, a year longer than a decade earlier.⁴ With

³ U.S. Census Bureau.

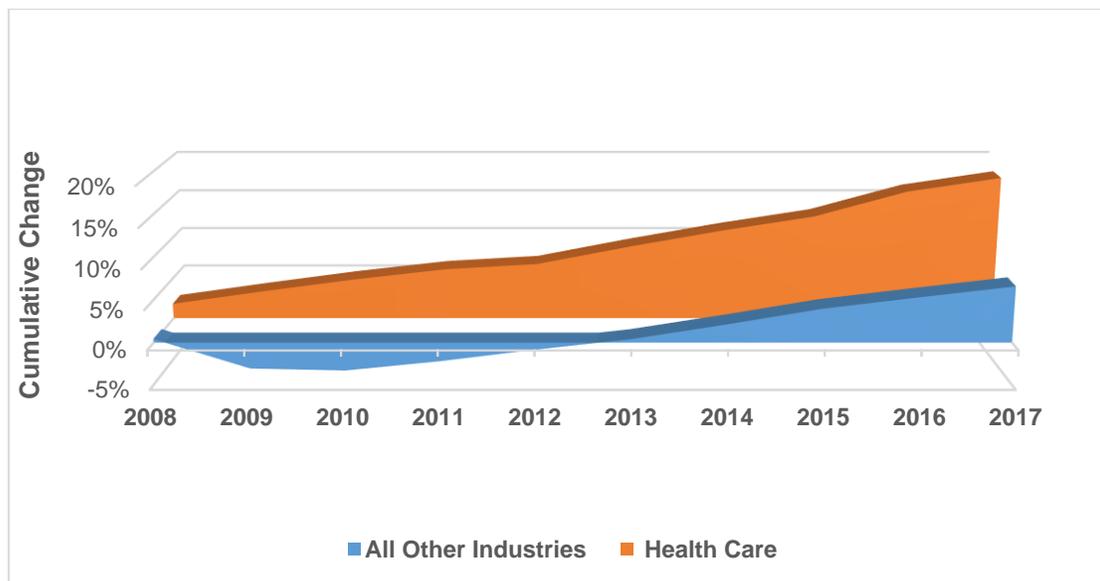
⁴ New York State Department of Health, Vital Statistics Tables.

an aging population and longer life expectancies, demand for health care services has increased, contributing to continuous growth in employment in this industry at both the State and national levels over this ten-year period.⁵ Employment in services that many older individuals rely upon, such as home health care, has seen especially significant growth, as shown later in this report.

In New York, the health care industry has been a key driver of overall job growth over the past ten years. While total employment in the State increased by 8.4 percent over that period, growth in health care jobs was more than double that pace, at just over 18 percent, as shown in Figure 3. For all other industries in the State, employment gains averaged 7.1 percent over the period.

Figure 3

Cumulative Employment Change in New York, Health Care and All Other Industries, 2008-2017



Source: U.S. Bureau of Labor Statistics

Wages

In 2017, the average annual wage for the overall health care industry in New York was \$57,200, slightly higher than the average for the sector in the rest of the nation, \$56,100. Over the past decade, while the average health care wage statewide rose 22.3 percent, wages in other states increased at a faster rate of 26.5 percent. Hospitals as well as nursing home and residential facilities paid higher wages in New York than those nationally in 2017, a difference of \$10,000 on average for both subsectors. Partly offsetting those higher wages are lower wages paid in New York by the ambulatory health care subsector.

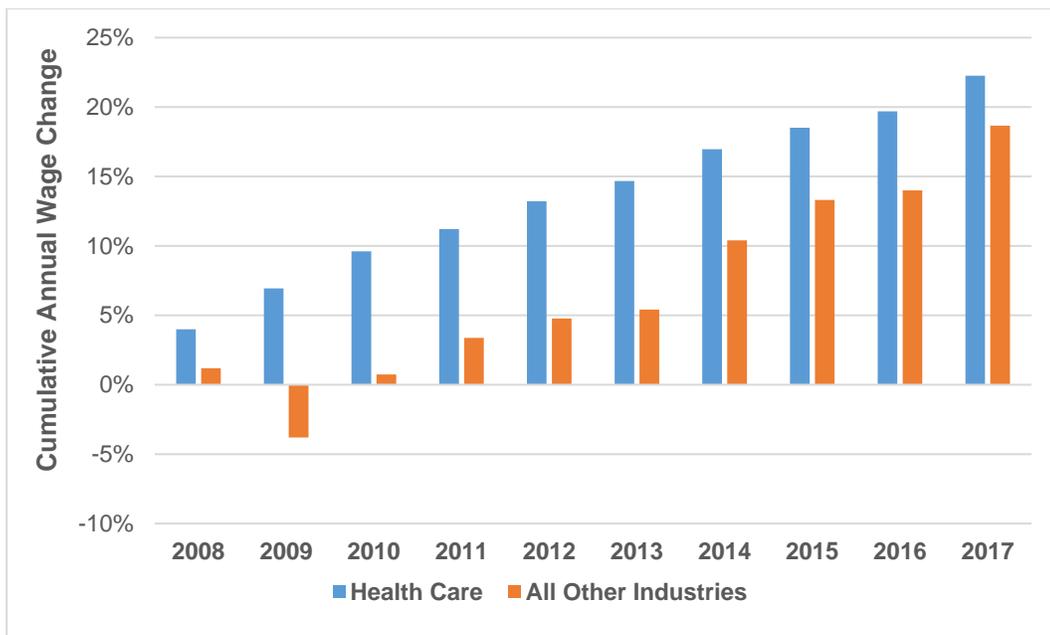
⁵ Ibid.

On a statewide basis in New York, average annual wages in the health care industry are lower than the average for all other industries. Over the past ten years, annual wages have been, on average, almost \$11,000 lower. This largely reflects the influence of high compensation levels in the financial sector within the average for other industries. Excluding finance, the gap between average wages in health care and in all other sectors drops to less than \$4,350.

As shown in Figure 4, health care wages weathered the recession much better than other industries, including gains in 2009, when the average for all other industries declined. Since the end of the recession, health care wages continued to increase at a steady pace. While cumulative growth still outpaced that of other industries by the end of 2017, the gap between the two had shrunk, as wages in other industries had increased at a faster pace, especially in the past four years.

Figure 4

**Cumulative Annual Wage Change in New York,
Health Care and All Other Industries, 2008-2017**



Source: U.S. Bureau of Labor Statistics, OSC analysis

III. The Regional Picture

Health care jobs are an important part of regional economies throughout New York State, as shown in Figure 5.⁶ While the largest numbers of jobs are in the more populous regions of the State, health care often provides especially large shares of total private sector employment in the smaller regions. For example, in the Mohawk Valley, the sector made up almost 20 percent of private sector jobs in 2017; in New York City, it is just under 14 percent. In many regions, the private sector health care industry had higher average annual wages than those for the rest of the private sector. In the North Country, average annual wages in health care were more than 50 percent higher than the private sector average for all other industries; in the Mohawk Valley, the difference was 29 percent.

Figure 5

Private Sector Health Care Employment and Wages Compared to Total Private Sector by Region, 2017

| | EMPLOYMENT | | AVERAGE ANNUAL WAGE | |
|------------------|-------------|-------------------------------|---------------------|--------------------------|
| | Health Care | Share of Total Private Sector | Health Care | All Other Private Sector |
| Capital Region | 63,615 | 15.4% | \$49,775 | \$50,535 |
| Central New York | 38,498 | 13.7% | \$52,163 | \$46,012 |
| Finger Lakes | 71,512 | 15.3% | \$47,087 | \$47,878 |
| Hudson Valley | 129,690 | 16.8% | \$58,398 | \$56,891 |
| Long Island | 184,790 | 16.7% | \$64,702 | \$56,043 |
| Mohawk Valley | 28,627 | 19.3% | \$47,738 | \$37,123 |
| New York City | 516,736 | 13.9% | \$56,411 | \$99,037 |
| North Country | 19,291 | 18.0% | \$53,413 | \$35,375 |
| Southern Tier | 29,800 | 14.3% | \$48,065 | \$47,163 |
| Western New York | 71,950 | 13.8% | \$48,262 | \$43,829 |

Source: New York State Department of Labor

Note: Health care jobs and wages are those for the private sector only

Figure 6 shows the total number of private sector jobs and the total amount of wages paid in each subsector of the health care industry for each region of the State. The distribution of jobs and wages among the three subsectors varied noticeably from region to region. Ambulatory care services was the leading subsector for jobs in six regions; in New York City, over half of private sector health care jobs were at such facilities. Hospitals represented the largest concentration of health care jobs in the other four regions, including 42 percent of those in the Finger Lakes. The Mohawk Valley had the largest share of jobs in nursing and residential facilities, with one-third of its total private sector health care employment.

⁶ The New York State Department of Labor does not break out governmental employment data by industry sector. While the U.S. Bureau of Labor Statistics provides data on the public sector by industry, due to disclosure rules which ensure the anonymity of individual employers, data is not released for all public sector entities at the regional level. Unless noted otherwise, all information and data regarding employment and wages presented within this section are limited to the private sector.

Figure 6

Regional Distribution of Private Sector Health Care Jobs and Wages by Subsector, 2017
(Dollars in millions)

| | AMBULATORY SERVICES | | HOSPITALS | | NURSING AND RESIDENTIAL FACILITIES | |
|-----------------------|---------------------|-------------------|----------------|-------------------|------------------------------------|------------------|
| | Total Jobs | Total Wages | Total Jobs | Total Wages | Total Jobs | Total Wages |
| Capital Region | 23,349 | \$1,407.6 | 22,637 | \$1,187.7 | 17,629 | \$571.1 |
| Central New York | 17,775 | \$1,080.0 | 9,953 | \$590.9 | 10,770 | \$337.3 |
| Finger Lakes | 21,400 | \$1,043.6 | 30,258 | \$1,723.8 | 19,854 | \$599.8 |
| Hudson Valley | 58,220 | \$3,828.6 | 34,222 | \$2,338.4 | 37,247 | \$1,406.6 |
| Long Island | 85,183 | \$5,011.4 | 64,930 | \$5,581.6 | 34,677 | \$1,363.4 |
| Mohawk Valley | 8,680 | \$434.5 | 10,491 | \$650.3 | 9,456 | \$281.8 |
| New York City | 279,005 | \$12,403.4 | 162,676 | \$13,628.1 | 75,055 | \$3,118.0 |
| North Country | 5,821 | \$327.1 | 7,907 | \$527.1 | 5,563 | \$176.2 |
| Southern Tier | 8,728 | \$551.7 | 11,950 | \$603.4 | 9,122 | \$277.2 |
| Western New York | 31,286 | \$1,747.7 | 17,853 | \$1,033.6 | 22,810 | \$691.1 |
| New York State | 544,858 | \$28,174.1 | 372,920 | \$27,869.1 | 242,467 | \$8,836.3 |

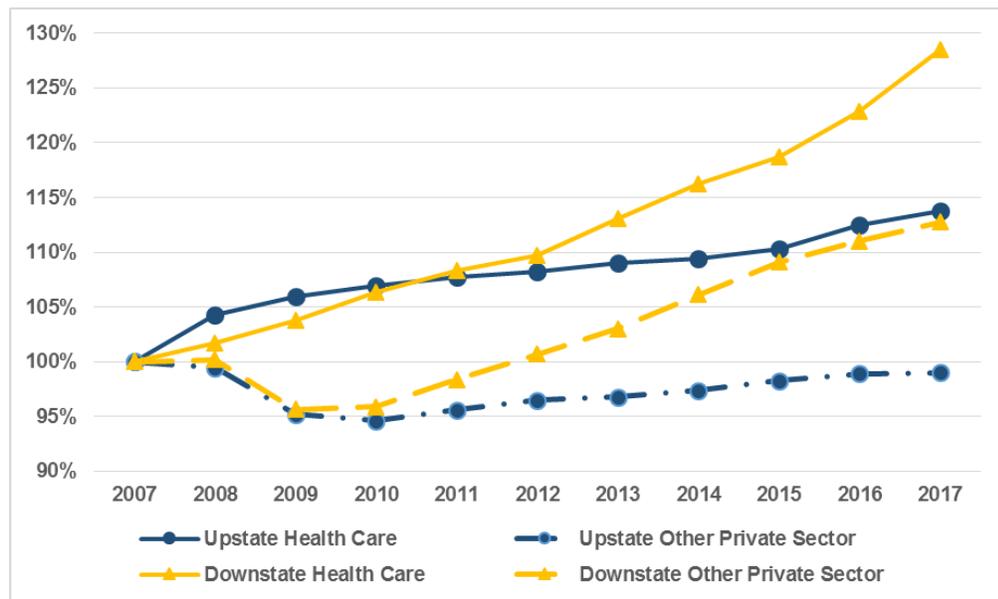
Source: New York State Department of Labor

Note: Health care jobs and wages are those for the private sector only. Regional amounts do not sum to the State amount due to absence of regional designation by some employers when submitting reports under the QCEW program.

Figure 7 compares employment growth in the health care industry to that of all other private sector industries in the upstate and downstate regions of the State over the past decade.⁷

Figure 7

Cumulative Change, Health Care and All Other Private Sector Jobs, Upstate and Downstate Regions, 2007-2017 (2007 = 100)



Source: New York State Department of Labor

⁷ Downstate consists of New York City and the Hudson Valley and Long Island regions. The regions that comprise upstate New York are: the Capital Region, Central New York, the Finger Lakes, the Mohawk Valley, the North Country, the Southern Tier, and Western New York.

In upstate and downstate, employment growth in health care was stronger than in all other industries combined over the same period, with these jobs being added at a much faster rate downstate. In addition, health care has played a significant role in employment upstate as all other industries have yet to recoup the jobs lost over the course of the recession.

Figure 8 shows how this growth has played out across the State over the past decade. While every region experienced increases in health care employment over this period, in six of the 10 regions the rest of the private sector lost jobs. In the Hudson Valley and Long Island, the rate of health care employment growth was seven times that for the rest of the private sector. In 14 counties, private health care employment declined. See the Appendix for a county by county breakdown.

Figure 8

Employment Change in Private Sector Health Care and All Other Private Sector Industries by Region, 2007-2017

| | Health Care | All Other Private Sector |
|------------------|--------------------|---------------------------------|
| Capital Region | 14.6% | 5.3% |
| Central New York | 8.5% | -3.9% |
| Finger Lakes | 18.9% | -0.5% |
| Hudson Valley | 17.8% | 2.4% |
| Long Island | 25.1% | 3.5% |
| Mohawk Valley | 6.1% | -3.6% |
| New York City | 32.9% | 18.2% |
| North Country | 12.2% | -5.6% |
| Southern Tier | 9.9% | -7.0% |
| Western New York | 16.7% | -0.2% |

Source: New York State Department of Labor

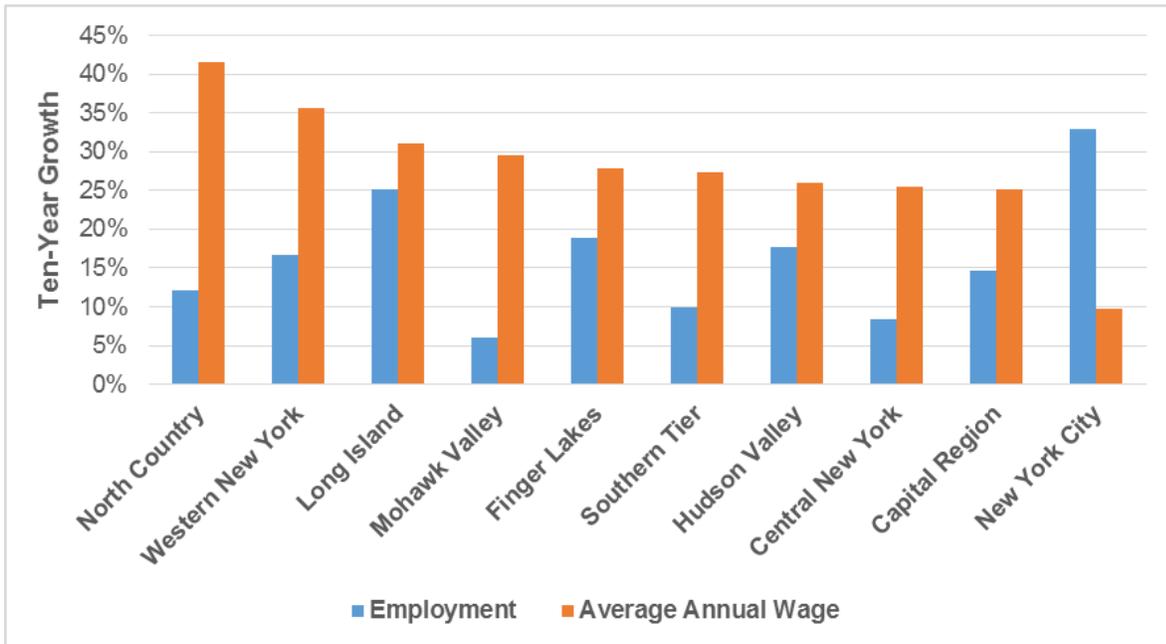
Employment growth in the health care industry exceeded 10 percent for seven of the ten regions over the decade, while only one region, New York City, exceeded this level of growth within all the other private sector industries. New York City realized the largest increase in health care jobs with a gain of almost 33 percent during this period, primarily from a significant increase in the ambulatory services subsector described in more detail below.

Total wages for the health care industry statewide increased by \$23.2 billion while average annual wages increased by over \$10,400.

Regional trends in wage growth were vastly different than those for employment. As shown in Figure 9, regions with some of the lowest employment growth had the highest increases in average annual wages. For example, the North Country had the largest increase in wages, almost 42 percent, while wages in the Mohawk Valley rose almost 30 percent.

Figure 9

Growth in Private Sector Health Care Jobs and Average Annual Wages by Region, 2007-2017



Source: New York State Department of Labor; OSC analysis

Growth in overall average health care wages in New York City significantly lagged the other regions of the State, increasing by only 9.7 percent over the ten year period, while each of the other regions grew by more than 25 percent.

As was shown in Figure 6, the ambulatory services subsector represents 54 percent of private sector health care employment in New York City. While this subsector includes high wage establishments such as doctors' and dentists' offices, it also contains home health care service agencies, which tend to pay among the lowest wages in the health care industry. From 2007 to 2017, employment in such services more than doubled in the City, increasing by over 92,000 jobs. However, average annual wages for these services declined by 2.6 percent over this period. The significant job growth combined with the lower wages in this industry group contributed to the constrained overall wage growth in the City.

IV. Health Care Occupations

The health care industry includes a wide range of occupations, with varying skill sets and compensation levels. Besides doctors and nurses, the industry includes researchers and scientists as well as administrators and office, food service, and maintenance workers who are responsible for the operation of the medical and related facilities.

On the other hand, those occupations that are directly involved in delivering health care services can be found in a wide variety of other industries. For example, nurses and psychologists are employed in the educational services industry, such as those who work in elementary and secondary schools.⁸

Doctors, dentists and nurses comprised nearly 40 percent of all health care occupations in 2017, as shown in Figure 10. These occupations also had compensation levels well above the statewide annual average wage of \$70,683.⁹ Health care assistants and aides, which include home health aides and orderlies, represented the single largest occupation within the group at 33.5 percent, but had the lowest average wage of \$29,120.

Figure 10

Comparison of Health Care Occupations in New York, 2017

| | Number of Jobs | Share of Health Care Occupations | Average Annual Wage | Total Wages |
|----------------------------------|----------------|----------------------------------|---------------------|-------------|
| Health Care Assistants and Aides | 307,510 | 33.5% | \$29,120 | \$8,953.7 |
| Nurses | 241,740 | 26.4% | \$79,240 | \$19,156.0 |
| Doctors and Dentists | 120,600 | 13.2% | \$152,650 | \$18,409.7 |
| Technologists and Technicians | 120,480 | 13.1% | \$54,200 | \$6,529.9 |
| Health Care Support Workers | 73,120 | 8.0% | \$37,960 | \$2,775.4 |
| Therapists | 46,350 | 5.1% | \$83,380 | \$3,864.7 |
| Other Health Practitioners | 6,710 | 0.7% | \$68,170 | \$457.4 |

Source: U.S. Bureau of Labor Statistics
 Note: Total wages are in millions of dollars

⁸ The data for this section is taken from the Occupational Employment Statistics program administered by the U.S. Bureau of Labor Statistics and New York State Department of Labor. Under this program, employment and wage statistics are organized by occupation code under the Standard Occupational Classification (SOC) system rather than by industry under the North American Industry Classification System (NAICS) codes. As a result, a specific health care occupation may be represented in a variety of industries.

⁹ Technologists and technicians include, among others, radiologic and surgical technologists, laboratory and pharmacy technicians, and dental hygienists. Therapists include physical, occupational and recreational therapists, and speech pathologists. Health support workers include orderlies, medical transcriptionists and secretaries, and medical equipment preparers.

As shown in Figure 11, the largest number of jobs created in the health care field over the last decade have been those for health care assistants and aides, an increase of over 48,000 jobs. The fastest growth during the period was in Other Health Practitioners, the smallest category within the sector, which includes occupations such as genetic counselors and occupational health and safety specialists.

Figure 11

Growth in Jobs and Wages by Health Care Occupation in New York, 2007-2017

| | INCREASE IN JOBS | | INCREASE IN AVERAGE ANNUAL WAGE | |
|----------------------------------|------------------|---------|---------------------------------|---------|
| | Number | Percent | Amount | Percent |
| Health Care Assistants and Aides | 48,720 | 18.8% | \$3,576 | 14.0% |
| Nurses | 27,630 | 12.9% | \$16,106 | 25.5% |
| Doctors and Dentists | 25,560 | 26.9% | \$29,613 | 24.1% |
| Technologists and Technicians | 19,400 | 19.2% | \$8,446 | 18.5% |
| Therapists | 8,380 | 22.1% | \$18,432 | 28.4% |
| Health Care Support Workers | 7,600 | 11.6% | \$6,038 | 18.9% |
| Other Health Practitioners | 1,940 | 40.7% | \$9,582 | 16.4% |

Source: U.S. Bureau of Labor Statistics; OSC analysis

The three occupational categories with comparatively higher average wages, therapists, doctors and dentists, and nurses, realized the greatest wage increases over the past decade. Proportionally, the largest increase was for therapists, at more than 28 percent, while doctors and dentists saw their average wages increase by almost \$30,000 per year.

V. Conclusion

With nearly \$158 billion in personal consumption expenditures in 2017, health care occupied an increased share of New Yorkers' consumer spending compared to a decade earlier. This, combined with large and growing levels of jobs and wages within the industry, illustrates its importance not only to the State economy as a whole, but to regional economies all across New York.

While other industries shed jobs over the course of the Great Recession, both jobs and wages in the health care sector increased during the downturn, and continued to do so in subsequent years throughout New York. In some regions, the sector was a bright spot during a decade of slow employment growth or even overall decline.

The U.S. Bureau of Labor Statistics (BLS) and New York State Department of Labor (DOL) project that health care industries and occupations will account for large shares of new jobs nationally and in New York in coming years. Nationwide, "Healthcare support occupations (23.6 percent) and health care practitioners and technical occupations (15.3 percent) are projected to be among the fastest growing occupational groups during the 2016–26 projections decade," according to BLS.¹⁰

This critically important industry faces a number of challenges going forward. As part of a wide-ranging effort to control the cost of health care in New York while improving its quality, the State is working to limit the growth of Medicaid spending generally and of certain hospital spending in particular. The State Department of Health (DOH) has indicated this "Medicaid redesign" initiative may result in some redeployment of resources within or among the long-term care and hospital sectors. Among other implications, "demand for labor in hospitals is expected to decline" after certain innovations in delivery of care take place, according to DOH.¹¹ The scope of how this "redesign" may affect hospitals and the other subsectors of the industry and the timing of any such impacts is not yet clear.

At the same time, some hospitals and other health care organizations face chronic financial struggles. The State has provided certain funding and taken other steps in recent years to assure continued viability of such institutions and/or to reduce disruption brought about during organizational transitions. Yet ongoing financial difficulties remain for some health care institutions, posing lingering concerns for patients, employees and others.

Across the State, some health facilities have reported challenges recruiting and/or retaining the employees they need in positions including physician assistants, registered nurses and

¹⁰ See BLS press release, "Employment Projections – 2016-2026" at www.bls.gov/news.release/ecopro.nr0.htm, and DOL projections at <https://labor.ny.gov/stats/lproj.shtm>.

¹¹ See DOH Medicaid Redesign Team waiver amendment/Delivery System Reform Incentive Payment program special terms and conditions, Attachment I, available at https://www.health.ny.gov/health_care/managed_care/appextension/docs/2017-07-20_rev_att1.pdf.

physical therapists, among others.¹² While increasing health care job opportunities have benefitted every region of New York, assuring an adequate and qualified workforce in this sector must remain a priority for the State.

Continued calls in Washington for cuts in health care funding pose significant risks to this important industry. Reductions in federal funding could result in downward pressure on both employment and on wages, with the latter possibility creating increased challenges for health care organizations seeking to attract the workers they need. After years of good economic news in the State's health care sector, such outcomes would represent a reversal with troubling implications for New Yorkers.

¹² Martiniano R. et al., *The Health Care Workforce in New York: Trends in the Supply of and Demand for Health Workers*. Rensselaer, NY: Center for Health Workforce Studies, School of Public Health, SUNY Albany; (March 2018); available at http://www.chwsny.org/wp-content/uploads/2018/04/Full_CHWS_NY_Tracking_Report-2018b-1.pdf.

VI. Appendix

Private Sector Health Care Employment and Average Annual Wage by County

| | 2017 Employment | Ten-Year Change | 2017 Average Annual Wage | Ten-Year Change |
|--------------|--------------------|--------------------|-----------------------------|--------------------|
| Albany | 27,000 | 17.4% | \$53,305 | 28.7% |
| Allegany | 1,126 | 3.2% | \$33,108 | 39.6% |
| Bronx | 65,810 | 20.7% | \$61,121 | 21.4% |
| Broome | 12,726 | 16.0% | \$51,484 | 27.2% |
| Cattaraugus | 2,689 | -8.8% | \$41,461 | 33.2% |
| Cayuga | 3,202 | 9.3% | \$45,737 | 39.1% |
| Chautauqua | 6,376 | -0.5% | \$39,505 | 32.8% |
| Chemung | 5,155 | -1.9% | \$50,751 | 30.7% |
| Chenango | 1,408 | 8.5% | \$31,658 | -10.5% |
| Clinton | 4,654 | 13.2% | \$59,459 | 46.0% |
| Columbia | 3,716 | 15.4% | \$45,297 | 22.2% |
| Cortland | 1,918 | -4.7% | \$46,179 | 30.7% |
| Delaware | 1,281 | 5.6% | \$38,143 | 21.3% |
| Dutchess | 16,617 | 16.2% | \$57,858 | 34.4% |
| Erie | 53,218 | 10.0% | \$50,726 | 36.9% |
| Essex | 1,631 | 19.4% | \$40,755 | 15.2% |
| Franklin | 2,984 | 21.4% | \$52,492 | 38.4% |
| Fulton | 2,693 | 3.7% | \$41,174 | 28.2% |
| Genesee | 2,377 | 22.6% | \$40,600 | 34.1% |
| Greene | 978 | 0.6% | \$38,456 | 17.6% |
| Hamilton | 31 | -18.4% | \$35,893 | 50.1% |
| Herkimer | 1,946 | 2.4% | \$33,277 | 25.6% |
| Jefferson | 5,192 | 11.4% | \$53,618 | 35.8% |
| Kings | 149,013 | 66.1% | \$44,402 | -2.2% |
| Lewis | 175 | 26.8% | \$57,722 | 64.0% |
| Livingston | 1,565 | 19.5% | \$43,463 | 32.5% |
| Madison | 2,239 | 4.2% | \$46,216 | 21.8% |
| Monroe | 57,080 | 22.5% | \$48,024 | 25.3% |
| Montgomery | 4,183 | 16.1% | \$42,848 | 27.0% |
| Nassau | 106,674 | 27.6% | \$70,954 | 36.2% |
| New York | 174,191 | 15.7% | \$70,887 | 20.2% |
| Niagara | 8,532 | -0.8% | \$43,434 | 30.5% |
| Oneida | 14,252 | 2.1% | \$46,935 | 28.2% |
| Onondaga | 27,835 | 10.9% | \$54,656 | 23.1% |
| Ontario | 5,618 | 4.6% | \$47,576 | 38.8% |
| Orange | 18,278 | 29.1% | \$53,485 | 30.5% |
| Orleans | 989 | -2.0% | \$37,817 | 22.4% |
| Oswego | 3,299 | -0.6% | \$44,989 | 32.4% |
| Otsego | 4,867 | 16.5% | \$65,198 | 32.3% |
| Putnam | 3,693 | 17.8% | \$63,608 | 28.7% |
| Queens | 105,160 | 42.6% | \$46,573 | 1.7% |
| Rensselaer | 6,884 | -7.7% | \$44,384 | 15.2% |
| Richmond | 22,711 | 11.4% | \$56,500 | 23.5% |
| Rockland | 17,274 | 19.2% | \$50,618 | 7.6% |
| Saratoga | 8,603 | 52.1% | \$48,565 | 28.8% |
| Schenectady | 9,599 | 11.3% | \$49,042 | 20.1% |
| Schoharie | 685 | -8.1% | \$37,276 | 29.3% |
| Schuyler | 537 | -10.9% | \$42,695 | 30.9% |
| Seneca | 593 | -32.6% | \$35,945 | 16.1% |
| St. Lawrence | 4,631 | 4.5% | \$52,052 | 53.7% |
| Steuben | 3,503 | -2.8% | \$44,306 | 30.2% |
| Suffolk | 78,395 | 22.3% | \$56,251 | 22.7% |
| Sullivan | 4,293 | 5.0% | \$43,051 | 19.1% |
| Tioga | 786 | 22.0% | \$31,827 | 10.1% |
| Tompkins | 4,402 | 25.2% | \$49,765 | 34.4% |
| Ulster | 8,101 | 17.6% | \$44,411 | 20.3% |
| Warren | 5,351 | -2.7% | \$51,044 | 27.6% |
| Washington | 1,521 | 39.9% | \$37,806 | 29.7% |
| Wayne | 1,905 | 10.2% | \$41,573 | 41.7% |
| Westchester | 61,588 | 16.1% | \$64,651 | 28.5% |
| Wyoming | 548 | 1.9% | \$41,900 | 45.5% |
| Yates | 847 | 4.8% | \$39,681 | 53.0% |

Source: New York State Department of Labor

Note: Hamilton County figures includes employment and wages for the Social Assistance industry.

Contact

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