

Labor Force



Labor Force And Employment

Westchester's pool of highly skilled managerial, professional and technical workers provides the intellectual capital that adds value to today's information-intensive industries. Westchester County's highly qualified labor force is well utilized as evidenced by its high rates of employment and low unemployment rates over the last decade. Rates are similar to Rockland and Putnam counties, but significantly lower than New York City and for New York State as a whole.

Westchester is an integral part of the region's workforce matrix. In addition to its high caliber resident labor supply, Westchester also draws workers from nearby areas. Increased merger and acquisition activity and small business growth have promoted the mobility of workers throughout the region. The county's pivotal location permits flexibility in terms of commutation as well as enhanced employment options to multi-career households.

The county provides significant opportunities for resident businesses to recruit, train and upgrade their workforce. Graduates of the county's two dozen post secondary schools help fill the increasing demand for a well-educated workforce. Prospective employers can also hire qualified entry-level workers who have successfully completed training programs in technical, mechanical, service, clerical and other specialized fields offered through the New York State Board of Cooperative Educational Services. Westchester Community College provides additional sources of entry-level workers by teaching contemporary skills to job-seeking homemakers and retirees and language skills that enhance the productivity of foreign-born workers. The Professional Development Center at WCC provides low cost, customized employee training through seminars, courses, and educational programs.

After several years of decline, Westchester's labor force has been growing. The number of jobs in the county has been increasing steadily since 1993, driven by high rates of growth in the services sector. More than one-third of the county's jobs are service positions and approximately 10,000 new jobs have been created in the health care field alone.

The shift to service industries, not only in Westchester but throughout the region, has been accompanied by a decline in manufacturing activity. Manufacturing jobs peaked in the 1970s; one in ten jobs were in manufacturing companies in 1996, compared to one in five at the beginning of the 1980s. Nationwide, more than 15% of jobs are in manufacturing. Jobs in retail and wholesale trade, which have shown a modest increase during the decade, account for almost one quarter of the employees.

Government sector employment has maintained a relatively constant share of the county's jobs, approximately 15%. Job levels have remained fairly constant in state and local government with modest increases for local education. Jobs in education account for more than half of local government positions.

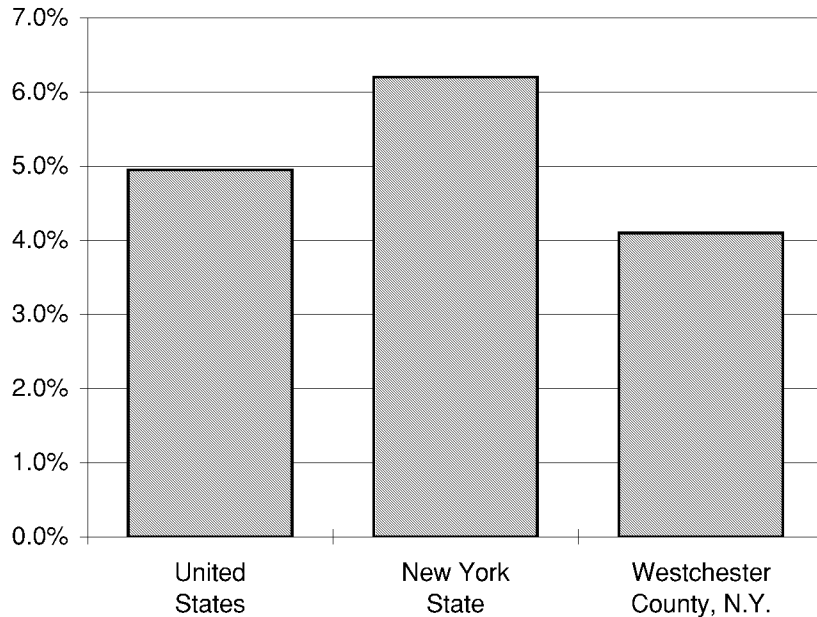
**Resident Employment (thousands), 1986-1996
Westchester County, NY**

	Civilian Labor Force	Resident Employment	Unemployment	Unemployment Rate
1986	473.0	455.2	17.8	3.8%
1987	481.1	466.1	15.0	3.1%
1988	476.9	463.1	13.8	2.9%
1989	477.8	460.2	17.5	3.7%
1990	473.9	457.5	16.4	3.5%
1991	460.2	435.5	24.8	5.4%
1992	449.7	421.9	27.8	6.2%
1993	443.7	419.4	24.3	5.4%
1994	438.2	416.6	21.7	4.9%
1995	435.2	415.9	19.3	4.4%
1996	441.1	423.0	18.1	4.1%

Source: New York State Department of Labor.

Prepared by the Westchester County Department of Planning.

Comparitive Unemployment Rates, 1996



Source: New York State Department of Labor.

Prepared by the Westchester County Department of Planning. [g:\databook\labor\empt1a.xls]

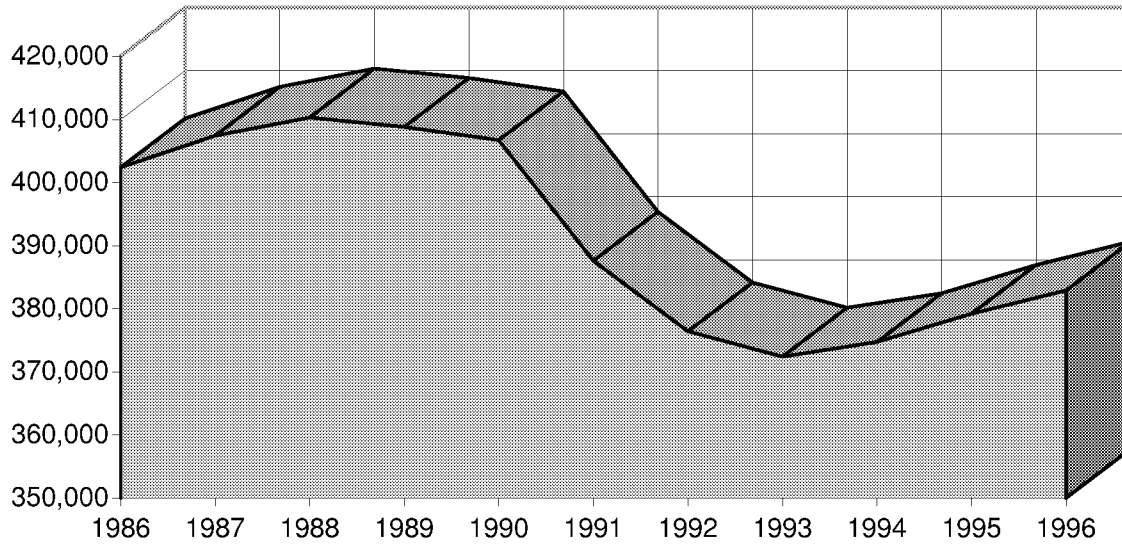
**NUMBER OF JOBS
(thousands)
Nonagricultural Employment
Westchester County, NY**

	1986	1996	% Change
Total Nonagricultural Employment	402.4	382.9	-4.8%
MINING & CONSTRUCTION	n.a.	17.6	
MANUFACTURING	67.0	40.4	-39.7%
<i>Durable Goods</i>	35.3	17.8	-49.6%
Fabricated Metal Products	2.4	1.5	-37.5%
Industrial Machinery & Equipment	13.9	6.4	-54.0%
Electronic & Other Electric Equipment	6.4	3.1	-51.6%
Transportation Equipment	4.7	1.5	-68.1%
Instruments & Related Products	3.9	2.9	-25.6%
<i>Nondurable Goods</i>	31.7	22.6	-28.7%
Food & Kindred Products	10.3	7.7	-25.2%
Apparel & Other Textile Products	2.4	0.7	-70.8%
Printing and Publishing	9.9	6.7	-32.3%
Chemicals & Allied Products	4.8	3.6	-25.0%
TRANSPORTATION AND PUBLIC UTILITIES	20.4	19.4	-4.9%
WHOLESALE TRADE	28.8	23.0	-20.1%
RETAIL TRADE	67.7	62.2	-8.1%
FINANCE, INSURANCE, REAL ESTATE	25.4	26.5	4.3%
Depository Institutions	n.a.	6.1	
Insurance Carriers	4.8	5.2	8.3%
SERVICES	111.3	135.7	21.9%
Health Services	32.7	42.1	28.7%
Social Services	10.4	13.4	28.8%
Membership Organizations	5.1	5.5	7.8%
GOVERNMENT	55.5	58.1	4.7%
Federal	6.2	5.8	-6.5%
State	8.0	8.6	7.5%
Local	41.3	43.8	6.1%
Local Education	21.3	23.5	10.3%

Source: NYS Department of Labor.

Prepared by the Westchester County Department of Planning. [N:\databook\labor\empt4.xls]

Number of Jobs in Westchester County, 1986-1996



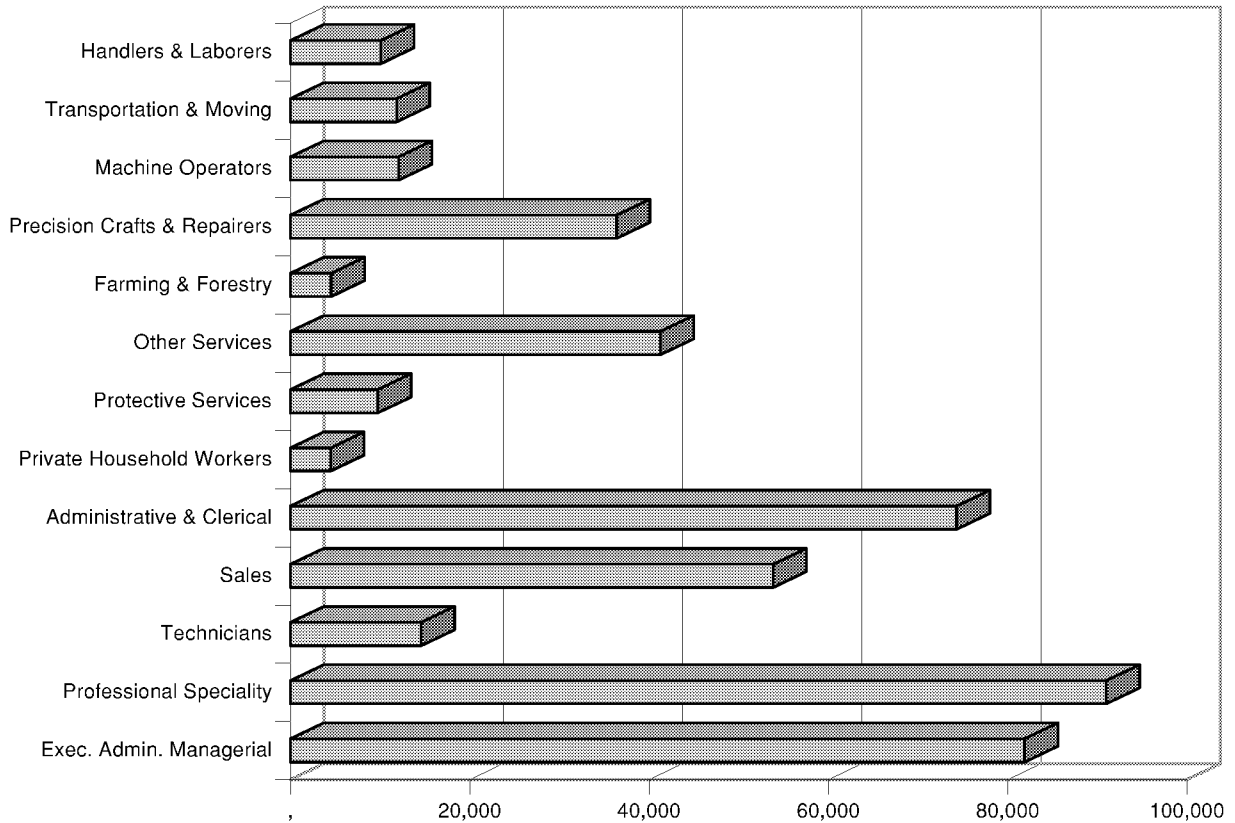
*Source: N.Y.S. Department of Labor.
Prepared by the Westchester County Department of Planning.*

Industry Employment Comparisons, 1996 Percent Distribution Westchester County, NY

	United States	NY State	Westchester
Mining & Construction	5.0%	3.3%	4.6%
Manufacturing	15.4%	11.6%	10.6%
Transportation & Public Utilities	5.2%	5.1%	5.1%
Wholesale & Retail Trade	23.5%	20.5%	22.3%
Finance, Insurance & Real Estate	5.8%	9.1%	6.9%
Services	28.8%	33.0%	35.4%
Government	16.3%	17.5%	15.2%

*Source: N.Y.S. Department of Labor.
Prepared by the Westchester County Department of Planning.*

Occupational Distribution, 1990 Westchester County, NY



Source: U.S. Census Bureau.

Prepared by the Westchester County Department of Planning.

MEDIAN WEEKLY WAGES**Professional, Technical and Managerial, 1996****Architects, Engineers & Surveyors**

Architect	\$ 821
Civil Engineer	1,180
Electrical Engineer	1,252
Electronics Technician	497
Mechanical Engineer	1,133
Production Planner	935
Project Engineer	894
Sales-Engineer, Electronics	1,303

Scientists, Mathematicians and Computer-Related

Chemist	\$ 663
Computer Programmer	955
Computer Systems Analyst	1,021
Database Administrator	1,082
Programmer-Analyst	1,034
Quality Assurance Analyst	549
Software Engineer	706
Systems Analyst	1,364
Tech Support Specialist	777
User Support Analyst	415

Occupations in Life Sciences and Social Sciences

Counselor	\$ 509
Economist	832
Food Technologist	492
Market-Research Analyst I	653
Residence Counselor	533
Substance Abuse Counselor	496

Physicians, Nurses and Related Professionals

Dental Assistant	\$ 381
Dental Hygienist	489
General Practitioner	1,425
Medical Assistant	343
Medical Technologist	718
Medical-Lab Technician	473
Nurse, General Duty	903
Nurse, Head	1,248
Nurse, Licensed Practical	548
Nurse, Supervisor	986
Pharmacist	899
Phlebotomist	522
Radiologic Technologist	810

Teachers, Librarians and Related Professionals

Director, Day Care Center	\$ 733
Faculty Member, College	551
Home Economist	808
Instructor, Vocational Training	755
Teacher	521
Teacher Aide I	291
Teacher, Adult Education	396
Teacher, Elementary School	392
Teacher, Preschool	357
Teacher, Secondary School	590

Lawyers and other Legal Professionals

Lawyer	\$1,068
Paralegal	541

Writers, Artists and Entertainers

Actor	\$ 632
Art Director	937
Cloth Designer	1,213
Copy Writer	916
Editor, Book	1,106
Editor, Newspaper	901
Editor, Publications	944
Editorial Assistant	382
Fashion Designer	1,163
Graphic Designer	707
Illustrator	630
Interior Designer	547
Musician, Instrumental	569
Producer	1,143
Teacher, Art	1,000

Managers and Related Professionals

Account Executive	\$ 1,049
Accountant	695
Accountant, Tax	614
Admin., Health Care Facility	976
Administrative Assistant	577
Administrative Secretary	654
Area Supervisor, Retail	698
Association Executive	792
Auditor	682
Buyer	860
Buyer, Assistant	565
Clerical-Methods Analyst	354
Construction Inspector	818
Consultant	1,109
Controller	1,288
Credit Analyst	1,174
Director, Research & Dev.	1,308
Employment Interviewer	869

Estimator	957	Superintendent, Volunteer Services	
Executive Chef	781	621	
Floor Broker	1,292	Underwriter	724
Foreign-Exchange Dealer	1,781	V.P. Financial Institution	1,923
General Supervisor	1,126	Vice President	1,923
Human Resource Advisor	1,272		
Instructor, Tech. Training	1,205	Miscellaneous Professionals	
Investment Analyst	1,708	Administrator, Social Welfare	\$ 784
Landscape Contractor	366	Casework Supervisor	654
Loan Officer	1,177	Caseworker	482
Management Analyst	877	Research Assistant II	600
Manager, Advertising	1,119	Social Worker, Medical	548
Manager, Automotive Services	660	Social Worker, Psychiatric	852
Manager, Benefits	773	Social Worker, School	505
Manager, Branch	826	Video Operator	1,074
Manager, Brokerage Office	600		
Manager, Computer Operations	958	Secretaries, Data Entry Operators	
Manager, Credit & Collection	709	and General Office Workers	
Manager, Customer Services	706	Benefits Clerk II	\$ 645
Manager, Data Processing	1,018	Checker II	318
Manager, Department	925	Clerk Typist	399
Manager, Department Store	482	Clerk, General	342
Manager, Financial Institution	1,442	Credit Clerk	480
Manager, Food Service	607	Customer Service Rep.	439
Manager, Hotel or Motel	598	Data Entry Clerk	378
Manager, Industrial Organization	1,358	File Clerk I	279
Manager, Market	470	Hospital Admitting Clerk	340
Manager, Merchandise	915	Legal Secretary	606
Manager, Office	621	Mail Clerk	303
Manager, Personnel	812	Mail Handler	344
Manager, Property	814	Medical Secretary	465
Manager, Real Estate Firm	938	Personnel Clerk	615
Manager, Retail Store	479	Secretary	475
Manager, Sales	807	Typist	293
Manager, Warehouse	746	Word Processing Operator	481
Media Director	1,923		
Operations Officer	1,758	General Records and	
Personnel Recruiter	521	Accounting Clerks	
President	1,923	Accounting Clerk	\$ 482
Producer	568	Administrative Clerk	395
Production Superintendent	1,029	Audit Clerk	339
Program Manager	1,009	Billing Clerk	367
Project Director	1,022	Billing Typist	395
Public Relations Rep.	654	Billing Machine Operator	466
Purchasing Agent	759	Bookkeeper	500
Real Estate Agent	1,383	Cashier I	230
Recreation Supervisor	481	Cashier II	214
Reserve Officer	1,961	Cashier-Checker	187
Sales-Service Promoter	746	Computer Operator	500
Securities Trader	1,250	Insurance Clerk	540
Security Officer	278	Insurance Clerk	480
Service Manager	778	Inventory Clerk	353
Superintendent, Building	835	Parts Clerk	681
Superintendent, Construction	976	Payroll Clerk	535
Superintendent, Plant Production	539	Production Coordinator	617
		Shipping & Receiving Clerk	369

Shipping & Receiving Supervisor	462	Sales Rep., Telephone Service	504
Stock Clerk	288	Sales Rep., Textiles	1,094
Stock Control Clerk	448	Sales Rep., Women's Apparel	1,019
Stock Supervisor	642	Salesperson, Auto Accessories	438
Supervisor, Computer Operations	678	Salesperson, Automobiles	520
Supervisor, Payroll	800	Salesperson, Books	501
Tax Preparer	480	Salesperson, Furniture	540
Teller	323	Salesperson, Gen. Hardware	408
Teller, Head	548	Salesperson, Gen. Merchandise	300
		Salesperson, Jewelry	361
Receptionists, Telephone		Salesperson, Men's Apparel	370
Operators and Related Workers		Salesperson, Shoes	333
Advertising Clerk	\$ 666	Salesperson, Sporting Goods	278
Claim Adjuster	708	Salesperson, Women's Access.	378
Claims Clerk I	486	Stock Clerk	231
Collection Clerk	516	Telephone Solicitor	235
Collector	477	Travel Agent	487
Customer Service Rep.	417		
Customer-Complaint Clerk	597	Domestic, Food and Beverage, and	
Dispatcher, Maint. Service	340	Hotel/Motel Workers	
Mail Carrier	416	Baker	\$ 198
Medical Record Clerk	241	Bartender	313
Mortgage Loan Processor	520	Cafeteria Attendant	211
Office Helper	325	Chef	550
Order Clerk	392	Child Monitor	291
Policyholder-Info Clerk	528	Cleaner, Hospital	404
Post Office Clerk	360	Cleaner, Housekeeper	335
Procurement Clerk	480	Cook	258
Receptionist	344	Cook	400
Teacher Aide II	181	Cook Helper	348
Telephone Operator	454	Cook, Fast Food	169
Unit Clerk	308	Cook, School Cafeteria	222
		Cook, Short Order	440
Sales Workers		Counter Attendant, Cafeteria	163
Communications Consultant	\$ 848	Counter Attendant, Coffee Shop	264
Customer Service Clerk	394	Doorkeeper	482
Display, Merchandise	316	Fast Food Worker	202
Driver Helper, Sales Route	514	Food Assembler, Kitchen	175
Driver, Sales Route	456	Food Service Supervisor	382
Financial Planner	1,108	Food Service Worker, Hospital	286
Fund Raiser I	789	Host/Hostess, Restaurant	393
Manager, Department	500	House Worker, General	294
Registered Representative	923	Housecleaner	177
Sales Agent, Business Services	562	Housekeeper	361
Sales Agent, Insurance	554	Kitchen Helper	239
Sales Agent, Real Estate	889	Solus Chef	718
Sales Attendant	231	Waiter/Waitress, Bar	358
Sales Clerk	250	Waiter/Waitress, Captain	451
Sales Clerk, Food	508	Waiter/Waitress, Formal	356
Sales Rep. Advertising	762	Waiter/Waitress, Informal	339
Sales Rep., Apparel Trimmings	831		
Sales Rep., Computer & EDP	616	Hairdressers, Amusement,	
Sales Rep., Dental/Medical	653	Recreation & Personal Service	
Sales Rep., Financial Service	609	Workers	
Sales Rep., Food Products	410		
Sales Rep., General Merchandise	493		

Attendant, Children's Institution	\$ 291
Bus Attendant	202
Caddie	391
Cahuffeur	534
Cosmetologist	327
Glove Former	463
Golf Range Attendant	471
Home Attendant	248
Host/Hostess	300
Locker Room Attendant	458
Mental Retardation Aide	420
Nurse Assistant	357
Nursery School Attendant	304
Presser, Machine	257
Recreation Facility Attendant	414
Rug Cleaner, Hand	368
Waiter/Waitress, Club	600

Security Guards, Janitors and Related Service Workers

Cleaner, Commercial	\$ 330
Cleaner, Industrial	428
Cleaner, Lab Equipment	705
Detective I	361
Exterminator	476
Flagger	551
Gate Guarded	613
Golf Course Ranger	307
Guard, Chief	532
Guard, School Crossing	136
Guard, Security	288
Janitor	410
Merchant Patroller	335
Police Officer I	507
School Bus Monitor	159

Farming, Forestry and Related Workers

Greenskeeper II	\$ 479
Groundskeeper-Industrial	460
Horticultural Worker II	259
Laborer, Landscape	380
Landscape Gardener	421
Landscape Specialist	443
Lawn Service Worker	400
Tree Cutter	563
Tree Pruner	525

Processing Workers

Factory Helper	\$ 230
General, Laborer	719
Laborer, General	375
Metal Cleaner, Immersion	236

Machine Trades-Metal & Paper Machine Workers

Laborer, General	\$ 547
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Machine Operator I	333
Machine Operator II	480
Machine Setup Operator	317
Machinist	364

Machine Trades-Mechanics & Repairers

Automobile Mechanic	\$ 486
Automobile Repair Service Estimator	550
Car Repairer	
Gas Appliance Services	293
Heating & A/C Installer	645
Maintenance Mechanic	519
Repairer	670

Machine Trades-Printers, Press Operators & Related Workers

Cloth Printer	\$ 691
Stitching Machine Operator	397
Cabinetmaker	625
Jeweler	449

Benchwork-Scientific & Electrical Equipment Assemblers

Electric Motor Assembler	\$ 367
Electronics Tester	541

Benchwork-Spray & Brush Patterns

Painter, Brush	\$ 485
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Benchwork-Wood, Plastic, Glass & Textile Fabricators

Assembler	\$ 273
Custom Tailor	519
Dressmaker	435
Sewer Hand	300
Sewing Machine Operator	346
Sewing Machine Operator I	233
Sewing Machine Operator	282

Structural-Welders, Cutters and Metal Fabricators

Assmbler, Motor Vehicle	\$ 851
Automobile Body Repairer	762
Sheet Metal Worker	873
Structural Steel Worker	909
Welder, Arc	626

Structural-Electricians

Cable Installer-Repairer	\$ 442
Electrician	1,104
Electrician	1,085

Electrician Apprentice	655	Plumber Assembler-Installer	713
Electrician Helper	303	Roofer	539
Electrician Supervisor	1,168	Supervisor, Carpenters	928
Electronics Mechanic	565	Swimming Pool Servicer	438
Field Service Engineer	421		
Private Branch Exchange Repairer		Freighters and Transporters	
735		Ambulance Driver	\$ 289
Protective Signal Installer	730	Auto Service Station Attendant	239
Wireworker Supervisor	1,080	Bus Driver	360
		Cleaner II	200
Structural-Painters, Plastrers		Driver	362
and Cement Workers		Driver	406
Cement Mason	\$ 944	Parking Lot Attendant	313
Lather	770	Tank Truck Driver	882
Painter	517	Tractor Trailer Truck Driver	762
Painter, Transportation	534	Truck Driver, Heavy	846
Plasterer	702	Truck Driver, Light	475
Taper	725	Truck Driver Helper	325
		Van Driver	434
		Van Driver Helper	425
Structural-Excavators, Graders			
and Mescellaneous Workers		Packers, Material Handlers	
Asbestos Removal Worker	\$ 697	and Miners	
Asphalt Paving Machine Operator	527	Industrial Truck Operator	\$ 532
Bricklayer	780	Laborer, Stores	391
Bricklayer	691	Material Handler	365
Carpenter	917	Material Handler Supervisor	590
Carpenter I	1,021	Packager, Hand	231
Carpenter, Maintenance	516	Packager, Machine	263
Cleaner	230		
Construction Worker I	763	Public Utility Workers	
Construction Worker II	739	Garbage Collector	\$ 463
Fence Erector	470	Program Assistant	515
Glazier	689	Stage Technician	1,040
Installer	497	Stationary Engineer	1,015
Laborer, Construction or Leak Gang	741		
Maintenance Repairer, Building	464	Graphic Artists and Related	
Maintenance Repairer, Industrial	794	Workers	
Maintenance Supervisor	481	Computer Typesetter-Keyliner	\$ 500
Maintenance Repairer Helper	398	Painter, Hand	406
Oil Burner Servicer & Installer	1,028	Painter	582
Operating Engineer	987		
Pipe Fitter	1,021		
Plumber	897		
Plumber	389		
Plumber Apprentice	279		

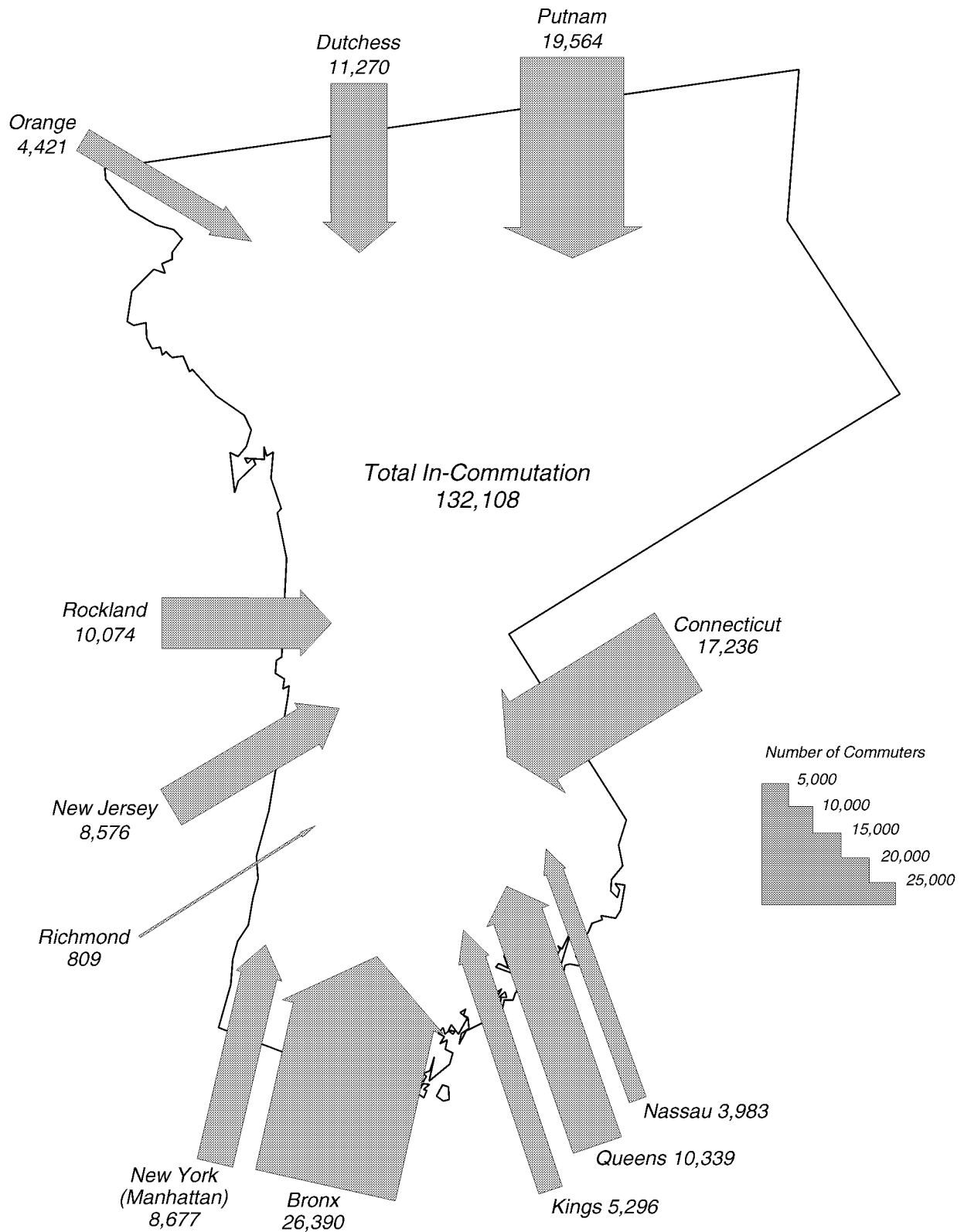
Source: New York State Department of Labor. Prepared by the Westchester County Department of Planning.

**Westchester County
In-Commutation, 1990**

In-Commutation

	<u>Number</u>	<u>Percent of Total</u>
Total Persons Working In County	414,679	100.0%
Lived in New York State	386,773	93.3%
Lived in County	282,571	68.1%
Lived Outside County	132,108	31.9%
Lived in Other NY Counties	104,202	25.1%
Bronx	26,390	6.4%
Dutchess	11,270	2.7%
Kings	5,296	1.3%
New York	8,677	2.1%
Nassau	3,983	1.0%
Orange	4,421	1.1%
Putnam	19,564	4.7%
Queens	10,339	2.5%
Richmond	,809	0.2%
Rockland	10,074	2.4%
All Others	3,379	0.8%
Lived Outside New York State	27,906	6.7%
Connecticut	17,236	4.2%
New Jersey	8,576	2.1%
Elsewhere	2,094	0.5%
TOTAL IN-COMMUTATION	132,108	31.9%

Source: Department of Commerce, Bureau of the Census



NOTE: Commutation to places not specified amounted to 5,473 persons

SOURCE: 1990 U.S. Census Bureau, Westchester County

NYS Department of Labor

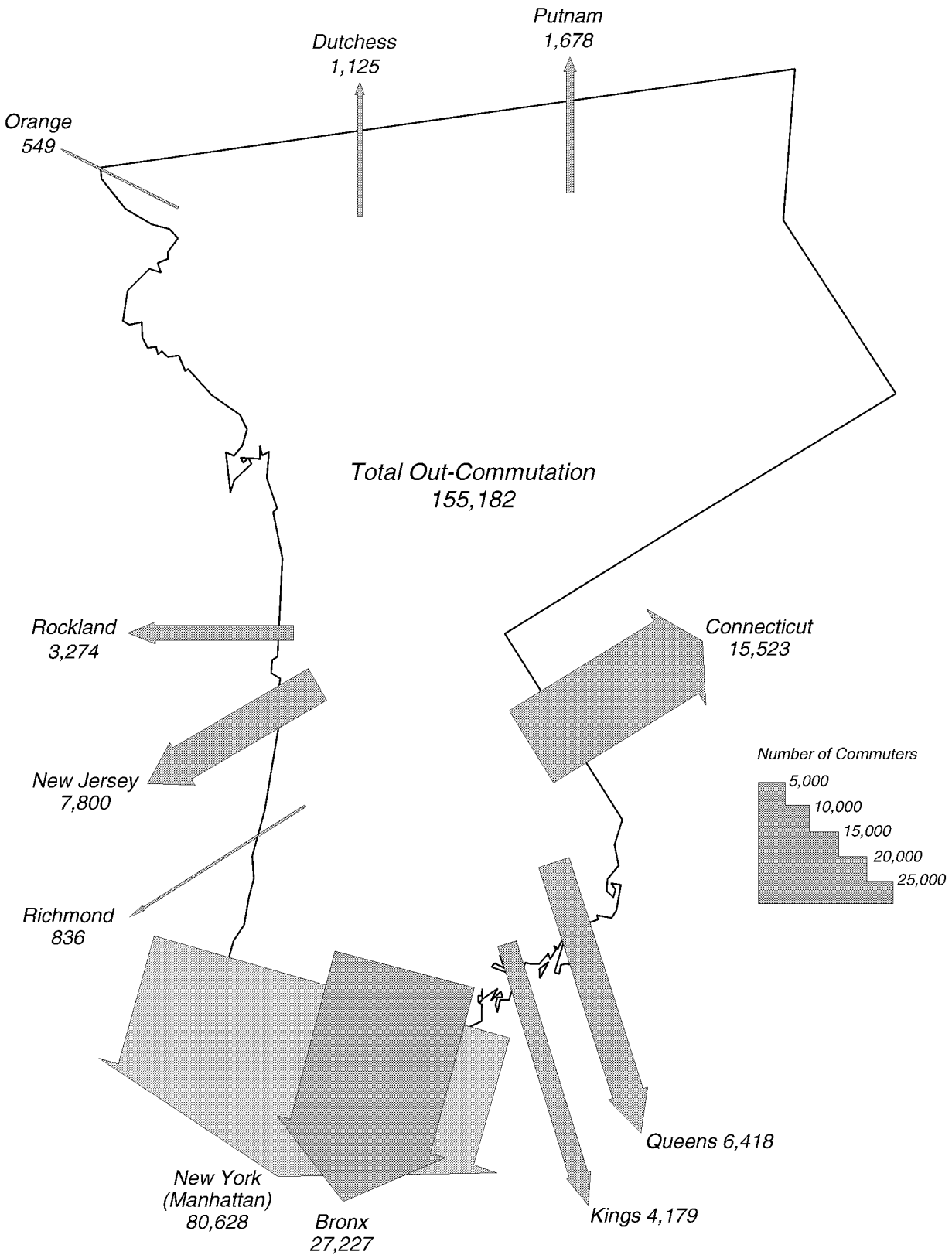
In-commutation Origin of Non-Resident County Workers

**Westchester County
Out-Commutation, 1990**

Out-Commutation

	<u>Number</u>	<u>Percent of Total</u>
TOTAL COUNTY Residents Working	437,753	100.0%
Worked in New York State	412,569	94.2%
Worked Outside County	155,182	35.4%
Worked in Other NY Counties	129,998	29.7%
Bronx	27,227	6.2%
Dutchess	1,125	0.3%
Kings	4,179	1.0%
New York	80,628	18.4%
Orange	,549	0.1%
Putnam	1,678	0.4%
Queens	6,418	1.5%
Richmond	,836	0.2%
Rockland	3,274	0.7%
All Others	4,084	0.9%
Worked Outside New York State	25,184	5.8%
Connecticut	15,523	3.5%
New Jersey	7,800	1.8%
Elsewhere	1,861	0.4%
TOTAL OUT-COMMUTATION	155,182	35.4%

Source: Department of Commerce, Bureau of the Census.



NOTE: Commutation to places not specified amounted to 5,945 persons

SOURCE: 1990 U.S. Census Bureau, Westchester County
NYS Department of Labor

Out-Commutation

Place of Work for Out-Commuting Residents

