

# CTE LABOR MARKET TOOL

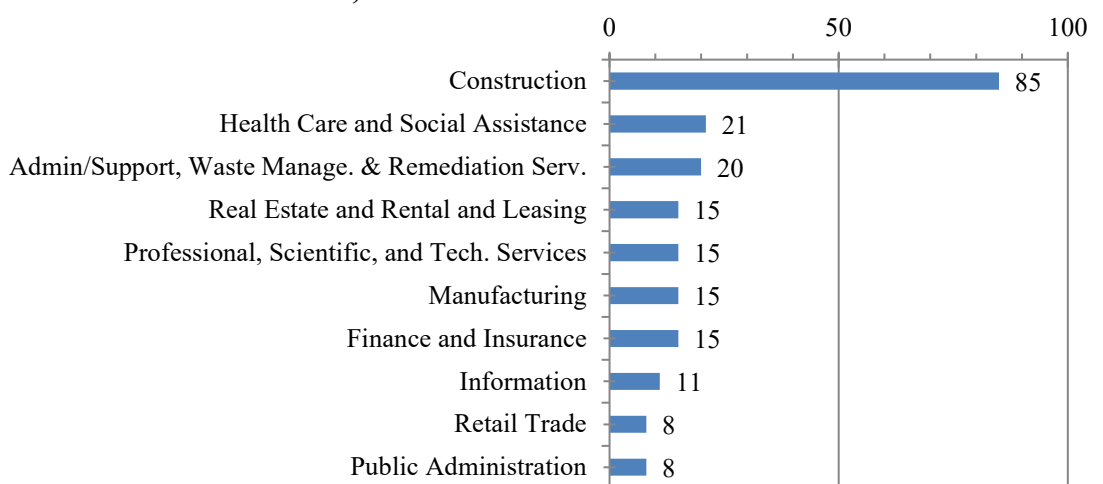
**OVERVIEW:** THIS RESOURCE PROVIDES DATA SNAPSHOTS AND INSIGHTS ABOUT THE CONSTRUCTION & SUSTAINABILITY LABOR MARKET,\* AND SOME GUIDING QUESTIONS TO HELP APPLY THE DATA TO YOUR SCHOOL'S CTE PROGRAM.

## Why use this resource?

- Use as a critical tool with your school's self study group to guide program planning and improvement aligned to labor market data
- Use as a critical tool to prepare students for postsecondary planning towards high-demand careers
- Feel prepared and confident when responding to NYSED questions about incorporating labor market data into your work



**Chart 1: Types of organizations doing the most entry-level hiring in construction & sustainability, NYC, number of job ads\*\*, 10/1/2020 - 3/31/2021**



The chart above shows the different kinds of NYC organizations hiring professionals in construction and sustainability. Notably, many ads (42%) did not list an employer, leading to a smaller sample of industries.

The chart below shows the long-term employment projections for this field. As you can see, this field is expected to grow between 2016 - 2026, with junior “helper” occupations slightly outpacing those in other sub-fields. Construction helpers perform many tasks that require physical labor on construction sites.

It's important to keep in mind that even though these predictions help us understand the labor market's trajectory, things like new technologies or innovations, shifts in the economy, or major unexpected shocks like the COVID-19 pandemic, can impact the accuracy of these predictions.

**Chart 2: Long-term employment projections for construction and sustainability, NYC, 2016-2026\*\*\***

	Projected NYC employment:		Change over time:	
	2016	2026	Net	Percent
Supervisors of Construction and Extraction Workers	9,880	11,140	1,260	12.8%
Construction Trades Workers	127,570	144,910	17,340	13.6%
Helpers, Construction Trades	7,140	8,460	1,320	18.5%
Other Construction and Related Workers	12,180	14,120	1,940	15.9%
Construction and Extraction Occupations Overall	156,860	178,730	21,870	13.9%

## IN THIS RESOURCE...

**LOOKING DEEPER: WHO'S WORKING IN THIS FIELD? (P.2)**

**DEMYSTIFYING DEMAND: EMPLOYER PRIORITIES (P.3)**

**WHAT NEXT? GUIDING QUESTIONS & WEB RESOURCES (P.4)**

## Looking Deeper: Who Works in this Field?

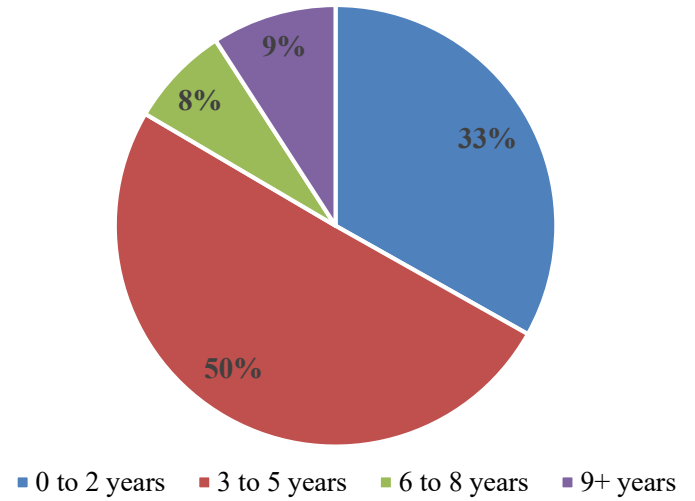
➤ Most people being hired into this field in NYC do not have a significant amount of formal education or work experience.

➤ For the vast majority of occupations in this field (87%), the most commonly-held educational credential by workers in NYC is a high school diploma or equivalent.

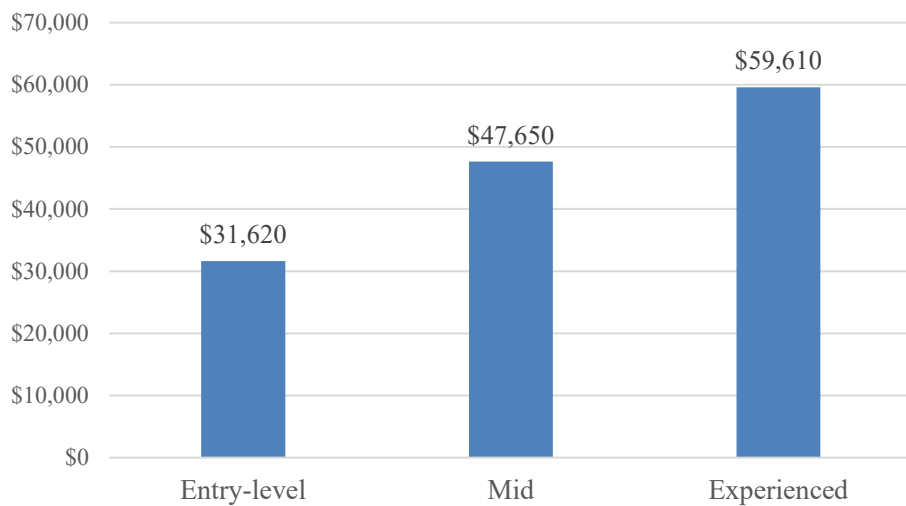
➤ There is significant opportunity in this field for people who are starting out their career without a lot of formal education or experience. Most recent hiring in NYC sought candidates with 5 years or less of experience (83% of job ads during the six-month period of October 2020 – March 2021).

➤ Median wages for mid-level through experienced professionals in this field are above \$45,285, the 2021 living wage for a single adult in New York City\*\*\*\*\*.

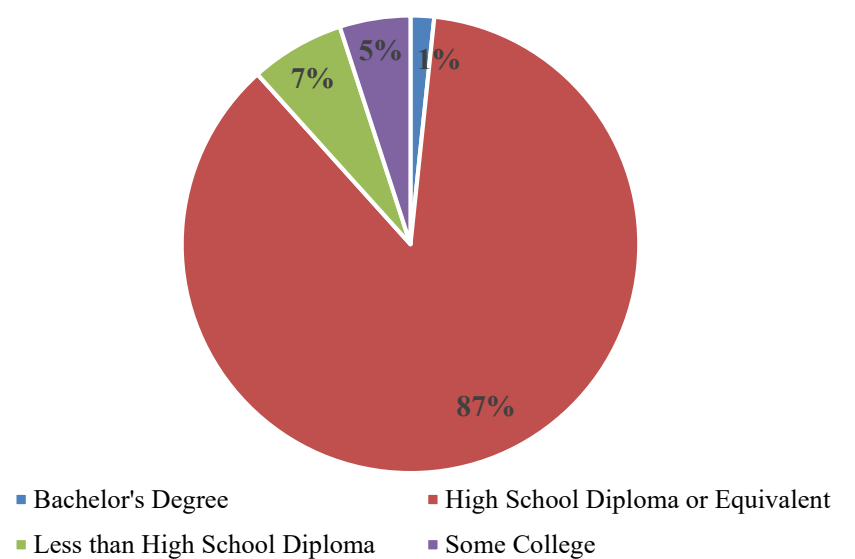
**Chart 3: Years of experience of people being hired in this field, based on job ads\*\*, NYC, 10/1/2020 - 3/31/2021**



**Chart 4: Median wages in this field by experience\*\*\*\*, NYC**



**Chart 5: Most commonly-held educational credential for occupations in this field, NYC\*\*\*\*\***



The chart below reflects the gender and ethnicity of people who work in the largest three occupations within this field in NYC\*\*\*\*\*. Demographic distributions reflect a significant opportunity for educators, employers, and training providers to help diversify a set of accessible and living-wage occupations that are predominantly held by men.

**Chart 6: Gender and ethnicity distributions for top 3 occupations in this field in NYC**

Occupation	NYC Emp.	Ethnicity %						Gender %	
		American Indian/Alaska Native	Asian/Pacific Islander	Black	Hispanic	White	Multi-ethnic/Other	Female	Male
Construction Laborers	23,520	1	11	13	52	21	3	3	97
Electricians	21,430	1	5	20	25	46	4	2	98
Carpenters	19,640	1	3	18	41	35	2	2	98

## Demystifying Demand: Employer Priorities

➤ In this field, there are not many requirements regarding educational attainment, years of experience, or certifications in order to gain entry-level work.

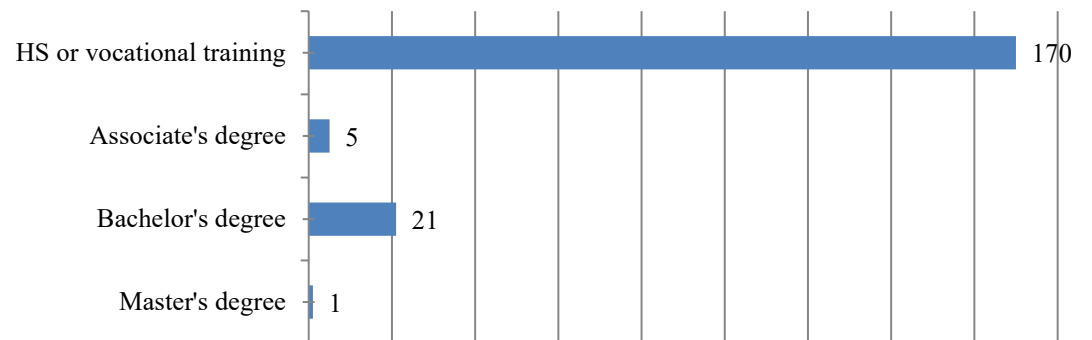
➤ The vast majority of employers seeking to hire an entry-level professional in this field are seeking someone with at least a high school diploma or vocational training.

➤ Employers across fields are interested in entry-level workers having skills that emphasize foundational computer literacy, communication, and collaboration.

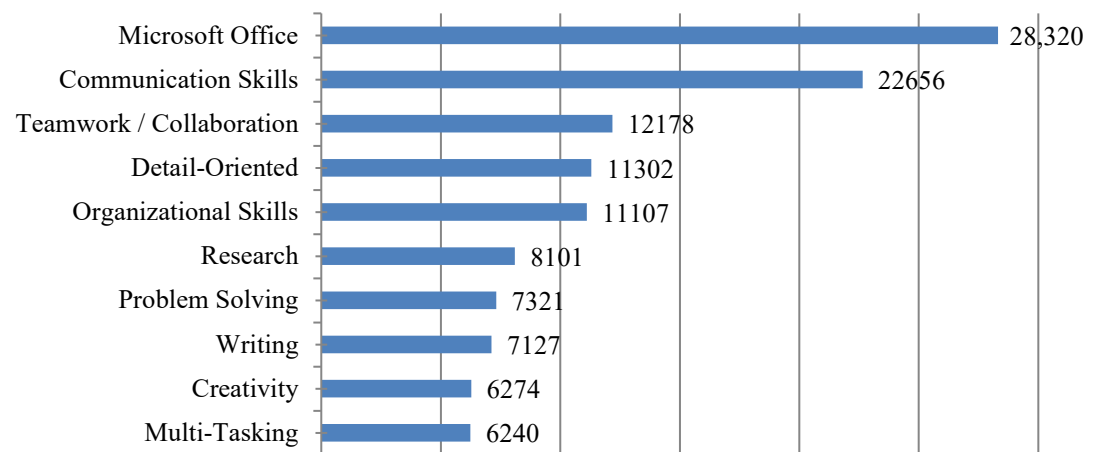
➤ Over half of employers (54%) did not include any certifications in their job postings. For those who did, driver's license was by far the most common.



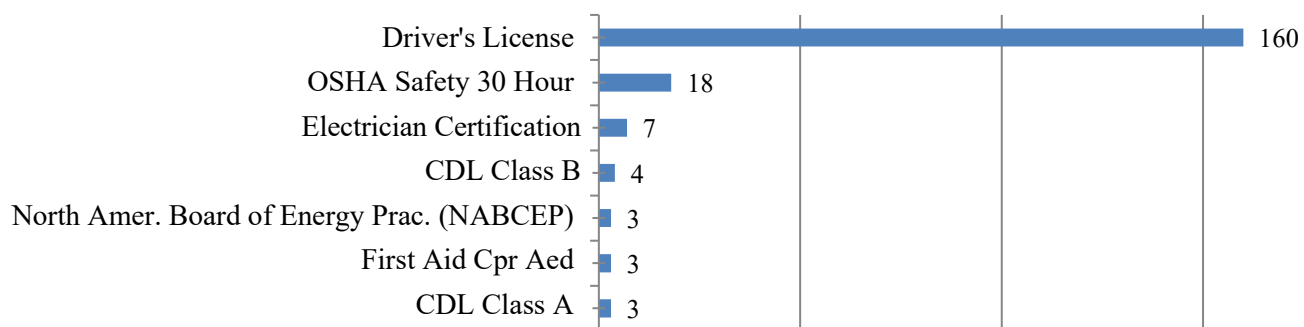
**Chart 7: Minimum education levels sought in this field for entry-level workers, number of job ads\*\*, NYC, 10/1/2020 - 3/31/2021**



**Chart 8: In-demand transferable\*\*\*\*\* skills, entry-level job ads\*\*, NYC, 10/1/2020 - 3/31/2021**

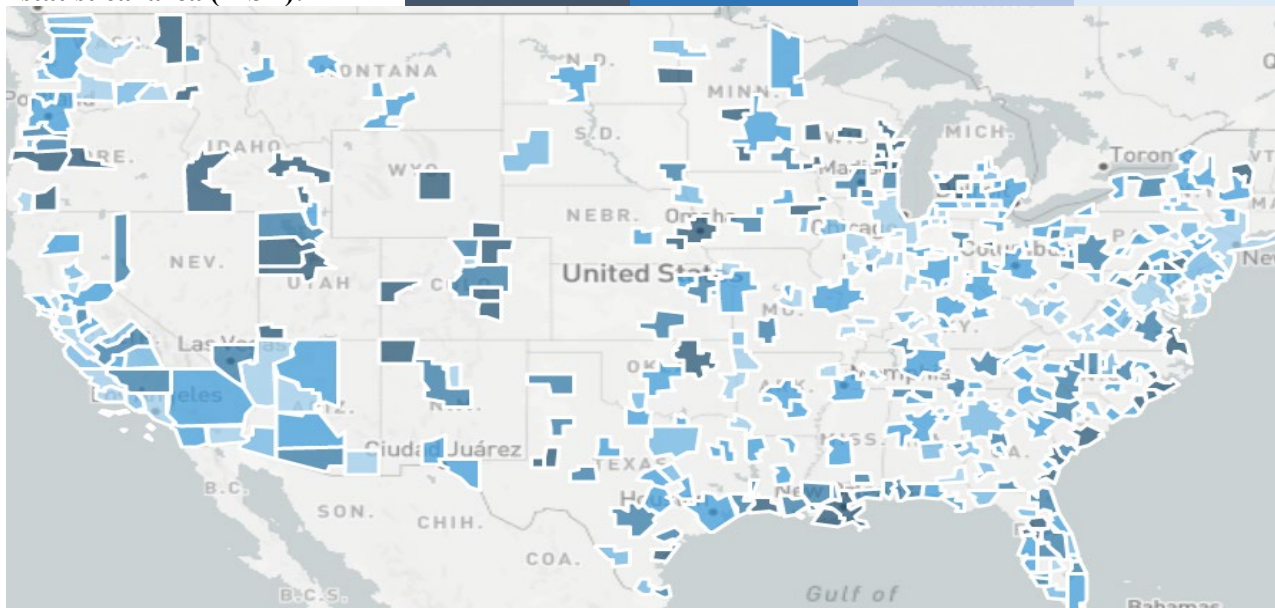


**Chart 9: Certifications in greatest demand for entry-level workers in this field, at least 3 mentions in job ads\*\*, NYC, 10/1/2020 - 3/31/2021**



**Charts 10-12: Entry-level opportunities in construction & sustainability, job ads\*\*, 4/1/2020 – 3/31/2021**

**Chart 10: Job ads in this field, growth by metropolitan statistical area (MSA):**



**Chart 11: MSAs with most employers posting ads overall**

Metro Statistical Area	Job Ads
Los Angeles-Long Beach-Anaheim, CA	2,617
Dallas-Fort Worth-Arlington, TX	2,593
Phoenix-Mesa-Scottsdale, AZ	2,534

**Chart 12: Construction & sustainability occupations with most ads**

Occupation	Job Ads
Construction Laborers	26,553
Electricians	8,258
Painters, Construction and Maintenance	6,537



## What Next? Guiding Questions & Web Resources

“Describe how current labor market data has informed program design and choice of technical assessment.”

The prompts below are designed to promote discussion and ideas for program planning, and to help you answer the question above from the CTS self study tab and the NYSED CTE application (Part 2, Section C).

How can we incorporate this report’s data insights into our...	Data points to consider:
<i>...program content?</i>	Charts 2, 4, 5, 8, 9
<i>...employability profile?</i>	Charts 8, 9
<i>...articulation agreement and, if applicable, affiliation agreement?</i>	Charts 5, 7, 9
<i>...work-based learning?</i>	Charts 1, 8
<i>...technical assessments?</i>	Chart 9
<i>...faculty certification and, if applicable, professional licensures?</i>	Charts 8, 9

Consider the questions below keeping in mind the labor market data points you’ve explored in this report and the questions that you’ve answered above.

Select three ways that you might adjust your program in response to labor market data:

- Program content    
  Employability profile    
  Articulation agreement    
  Technical assessments  
 Work-based learning    
  Faculty certification    
  Other: \_\_\_\_\_

Which one of these three adjustments could most easily be implemented this school year?

Which one of the three would make the biggest difference for the quality of our program? Why?

### Curious to explore more? Check out these web resources:

- CTE NYC website: [www.cte.nyc](http://www.cte.nyc)
- CTE Industry Commission resources: [bitly.com/CTEIndustryEngagement](http://bitly.com/CTEIndustryEngagement)
- CTE College and Career Planning Team's postsecondary milestones toolkit: [bit.ly/2O2QIGn](http://bit.ly/2O2QIGn)
- CareerOneStop labor market data explorer: [www.careeronestop.org](http://www.careeronestop.org)

### *Technical Notes & Data Sources:*

\* “Construction and sustainability” occupations have been operationalized as occupations with a 2010 Standard Occupation Classification (SOC) code starting with the two-digit "47-XXXX", “Construction and Extraction occupations”.

\*\* These analyses were conducted using the Burning Glass Labor Insight proprietary web-based research platform. The data include job ads posted by recruiting firms.

\*\*\* New York City 2016-2026 long-term employment projections are determined by New York State Department of Labor (NYSDOL). Please note that long-term employment projections are not available for sub-field three-digit SOC code 47-5XXX, “Extraction workers”, but they are included in the overall total for the field (two-digit SOC code group 47-XXXX, “Construction and Extraction Occupations Overall”).

\*\*\*\* NYSDOL, Occupational Employment Statistics (OES) estimates for New York City, first quarter of 2020 (May 2020 release). NYSDOL operationalizes “Entry Wage” as the average of the bottom third of wages, “Mid” as median wages, and “Experienced Wage” as the average of the top two thirds of wages.

\*\*\*\*\* U.S. Census, American Community Survey (ACS) estimates, NYC 2015-2019 5-year sample, IPUMS release February 2021.

\*\*\*\*\* Massachusetts Institute of Technology’s (MIT) Living Wage calculator, 2021 estimates for New York City

\*\*\*\*\* Demographics based on U.S. Census, American Community Survey (ACS) estimates, NYC 2015-2019 5-year sample, IPUMS release February 2021. Employment estimates are from NYSDOL OES (May 2020 release).

\*\*\*\*\* “Transferable skills” are defined as “skills used in one job or career that can also be used in another” (Cambridge Business English Dictionary, <https://dictionary.cambridge.org/us/dictionary/english/>)