



May 2009

INDUSTRY GROUP PROFILE

Employment in New York City Legal Services



LABOR MARKET
INFORMATION SERVICE

About This Profile

The legal services industry group is one of ten being profiled by the New York City Labor Market Information Service (NYCLMIS) for the public workforce development system in 2009. The NYCLMIS identified the ten groups in an earlier report, *Gauging Employment Prospects in New York City, 2009*.

In that report, we found that legal services was among the largest industry groups in New York City; however, it is also the most dependent on the finance and insurance sector, the epicenter of the current recession. This profile is *not* intended to endorse legal services as a source of jobs for the public workforce system. Instead, in this report, we outline several reasons why legal services is not a promising prospect for jobs in the near-term.

This profile is meant, however, to help *account managers* with business development and job placement, *career advisors* with job counseling, and *education and training professionals* with planning and refining their curricula and placement activities in the industry. Jobseekers can also use this information to help make career decisions.

Icons appear throughout this profile to highlight findings and recommendations of special interest to these audiences. See page 2 for a guide on **How to Use This Profile**, and an accompanying key to the icons.

Terms and Definitions

The sidebar on this page shows the definition of the *legal services industry group* according to the North American Industrial Classification System (NAICS). Within the NAICS, legal services (NAICS 5411) is classified within the *professional, scientific, and technical services subsector* (NAICS 541) and *sector* (NAICS 54).

In New York City, legal services is the second largest professional service industry after health care. Included in NAICS 5411 are private law (and paralegal) firms, including sole practitioners and large firms and nonprofit legal services organizations. Many law firms specialize in areas such as bankruptcy, securities, or tax law, although large firms may cover many areas.

Not included in the industry group are public sector lawyers and legal agencies (NAICS 9221: Justice, Public Order, and Safety Activities). Also excluded are other indus-

North American Industrial Classification System Definition of the Legal Services Industry Group (NAICS 5411)

Employers in this industry group are establishments that provide legal advice and services to individuals or corporations. Examples include offices of lawyers, notaries, and paralegals.

New York City's legal services industry group is highly dependent on the finance sector, the epicenter of the current recession.

HOW TO USE THIS PROFILE

The table below shows specific ways that *account managers, career advisors, and education and training professionals* can use the information contained in each section of this profile to help them to serve employers and jobseekers.

PROFILE SECTION	THIS SECTION CAN BE USED TO:
Terms & Definitions	<ul style="list-style-type: none"> ■ Speak more knowledgeably with jobseekers and employers about the industry group ■ Identify the top employers in New York City ■ Locate which boroughs have most employer sites
Jobs & Wages	<ul style="list-style-type: none"> ■ Know how many jobs there are and where they are located ■ Understand where job opportunities may be improving or worsening ■ Understand basic wage trends in the industry group ■ Know the degree to which employment is or is not concentrated in New York City compared to other places in the U.S.
Local Performance	<ul style="list-style-type: none"> ■ Assess if employment in the industry group grows more in New York City than elsewhere ■ Estimate how stable the industry group is likely to be during this recession by: <ul style="list-style-type: none"> ■ Observing its employment performance during the previous two recessions ■ Identifying job growth/loss trends in 2008
Occupations	<ul style="list-style-type: none"> ■ Identifying promising occupations for jobseekers who do not have a four-year college degree
Current Workforce Facts	<ul style="list-style-type: none"> ■ Know who works in the industry group in New York City: borough of residence, education, and age ■ Compare current workforce figures with employers' needs to identify gaps

WORKFORCE PROFESSIONALS PROFILE USER KEY

-  Career Advisors
-  Account Managers
-  Education and Training Providers
-  All Stakeholders

These icons appear throughout the text to mark findings and recommendations that will be of particular interest to specific workforce stakeholders.

TABLE 1. NYC Legal Services ESTABLISHMENTS BY Borough, 2000-2008

	2000	2008	Change
Bronx	175	211	21%
Brooklyn	607	692	14%
Manhattan	4,119	4,004	-3%
Queens	563	677	20%
Staten Island	208	245	18%
New York City	5,672	5,829	3%

SOURCE | New York State Department of Labor, Quarterly Census of Employment and Wages, 2000-2008 (2Q).

tries with their own legal departments. About 7,000 people work in government legal agencies. The largest is the New York City Law Department, which handles all legal issues for the City of New York and currently employs 1,260 people. The District Attorneys' offices in Manhattan, Brooklyn, and the Bronx employ over 1,000 people each. Together, the offices of the New York State Attorney General and of the U.S. Attorneys in Brooklyn and Manhattan employ an additional 1,500 people.¹

NAICS allows users to uniformly identify and classify employers and ensure that people are referring to the same group of firms. The broadest NAICS grouping is the sector: identified by a 2-digit code. The next level is the subsector (3-digit code), followed by the industry group (4-digit code). Workforce providers should identify one or more subsectors or industry groups and then identify the types of employers that are included in their

selection. If the selection does not reflect the employers they are interested in, they can expand, reduce, or change the NAICS selection as needed. In the case of legal services, account managers and career advisors may want to include public sector NAICS 9221 to identify public sector legal jobs too.

New York City has more law firms and lawyers than any other city in the U.S. In 2005, there were twice as many lawyers here than in Washington, D.C., the number two city. In 2008, there were 5,829 legal services establishments in New York City, representing a 3 percent increase since 2000 (Table 1). Legal services establishments are highly concentrated in Manhattan, although the share of establishments located there has declined somewhat since 2000.²

TABLE 2 New York City's Largest Legal Services Establishments, 2008

Establishments	Borough	Employment*
Skadden, Arps, Slate, Meagher & Flom	Manhattan	1,820
Weil, Gotshal & Manges	Manhattan	1,358
Dewey & LeBoeuf	Manhattan	1,326
Simpson Thatcher & Bartlett	Manhattan	1,314
Paul, Weiss, Rifkind, Warton & Garrison	Manhattan	1,288
Davis Polk & Wardwell	Manhattan	1,214
Debevoise & Plimpton	Manhattan	1,070
Cravath, Swaine & Moore	Manhattan	1,058
Sullivan & Cromwell	Manhattan	998
Sidley Austin	Manhattan	938

* Estimated at 2 times the number of attorneys on staff.
SOURCE | *New York Law Journal*, NYLJ 100 Largest Private Law Offices in New York State, December 8, 2008.

TABLE 3 Employment In New York City Legal Services By Borough, 2000-2008

	2000	2008	Change
Bronx	998	1,158	16%
Brooklyn	3,147	3,127	-1%
Manhattan	73,050	77,680	6%
Queens	2,442	2,273	-7%
Staten Island	910	891	-2%
New York City	80,546	85,129	6%

SOURCE | New York State Department of Labor, Quarterly Census of Employment and Wages, 2000-2008 (2Q).

 An establishment is a location where companies provide materials or services and can also be described as an “employment site.” A single firm or company may have many establishments.

Table 2 lists the ten largest private legal establishments in New York. All of the large private sector establishments are in Manhattan, many of which employ 1,000 or more people each in 2008.

AM Account managers should know the largest establishments in legal services and be aware that these establishments employ nearly one out of seven workers in the industry group in New York City.

AM To collect establishment names and contact information, account managers should:

- Purchase commercially available lists such as Hoover’s, Moody’s, Dun & Bradstreet, or ReferenceUSA; or
- Download lists for free from the New York Public Library for Science, Industry

and Business (SIBL) on 34th Street and Madison Avenue. Instructions for downloading establishment lists from SIBL can be found at NYCLMIS’ website at www.urbanresearch.org or www.nyc.gov/wib.

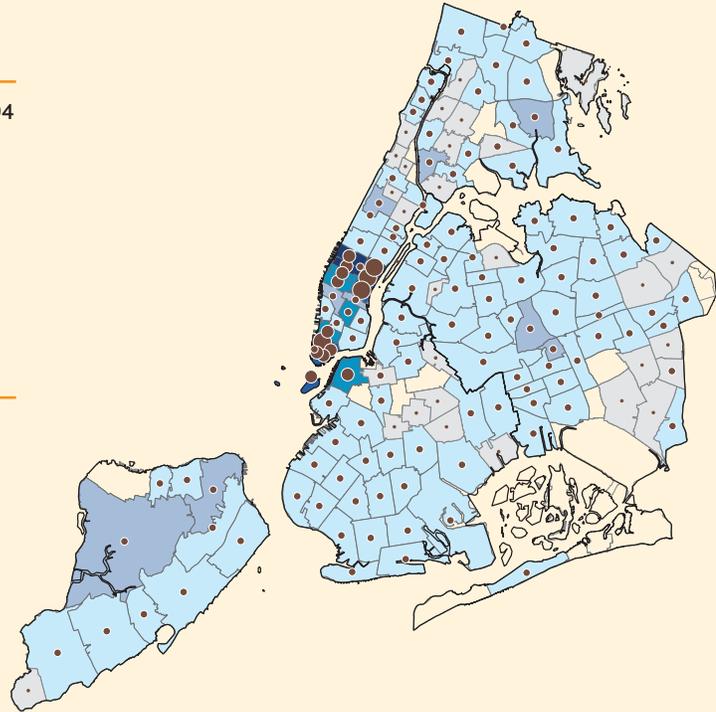
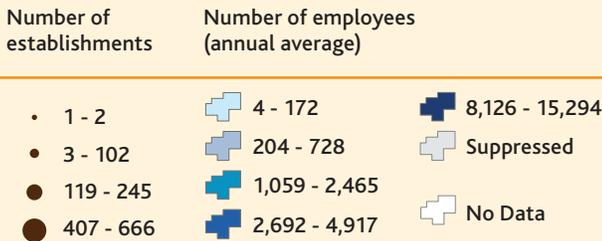
Jobs and Wages

In 2008, 85,129 people were employed in legal services in New York City, a 6 percent increase from 2000 (Table 3). Ninety-one percent of the jobs in the industry group are located in Manhattan, which also experienced almost all of the job gains during that period. The Bronx was the only other borough experiencing legal services job growth, albeit at a much smaller scale.

Figure 1 shows that legal services establishments are located in almost all ZIP codes throughout New York City. The greatest concentrations are in Midtown and Downtown Manhattan (as indicated by the dots). Manhattan also has highest legal services employment concentration (as indicated by the darkly shaded areas). Other concentrations are in Brooklyn Heights, Rego Park and Forest

New York City has more law firms and lawyers than any other city in the U.S. In 2008, 85,129 people worked in the industry group.

FIGURE 1 Establishments and Employment in Legal Services in New York City, 2008



* NOTE: Employee and wage data are suppressed by New York State Department of Labor for any ZIP Code that includes fewer than 3 establishments or contains a single establishment that accounts for 80% or more of the industry's employment.

SOURCE | New York State Department of Labor, Quarterly Census of Employment and Wages (QCEW), 2Q 2008. ZIP Code boundaries were created with information copyrighted by the New York State Office of Cyber Security and Critical Infrastructure Coordination © 2007.

Hills, Queens, and in Northern and Western Staten Island.

Table 4 shows the average annual wages in legal services by borough in 2000 and 2007. In 2007 the overall average annual wage was \$119,609 in 2007, up 16 percent since 2000 (after adjusting for inflation). Manhattan workers earned the highest average wages in both years and were responsible for most of the wage growth in the city.

Figure 2 shows the distribution of annual average wages in legal services by ZIP code. Manhattan workers in the industry group earn the most on average. Legal services workers employed in Downtown Brooklyn and Brooklyn Heights, throughout Central Queens down to Jamaica, Inwood, Manhattan, and Riverdale, in the Bronx, earn somewhat less.

TABLE 4 Average Annual Wage Earned in Legal Services in New York City by Borough, 2000-2007

	2000	2007	Change
Bronx	\$56,310	\$51,243	-9%
Brooklyn	\$49,988	\$50,981	2%
Manhattan	\$108,685	\$126,597	16%
Queens	\$47,450	\$45,599	-4%
Staten Island	\$47,147	\$47,578	1%
New York City	\$103,196	\$119,609	16%

* In 2007 constant dollars.
 SOURCE | New York State Department of Labor, Quarterly Census of Employment and Wages, 2000 and 2007.

FIGURE 2 Annual Wages in Legal Services in New York City, 2007

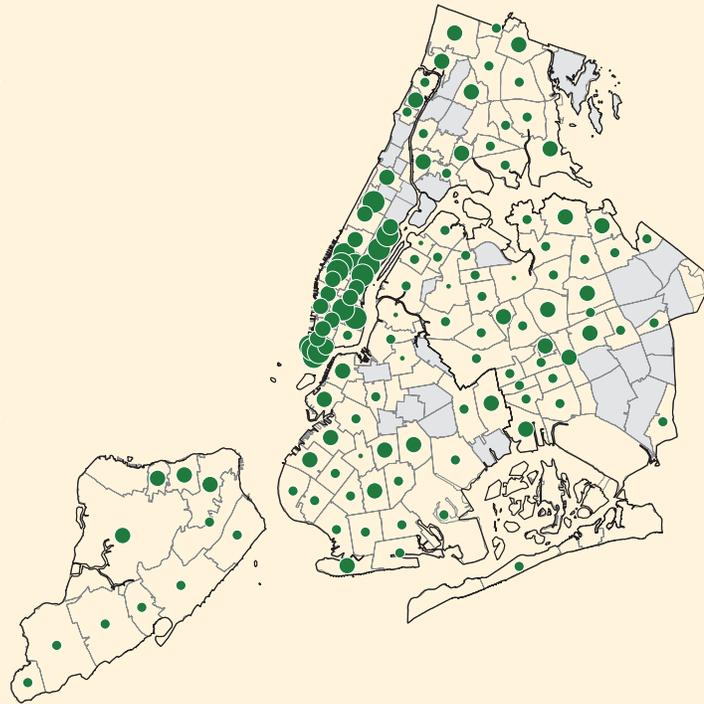
Annual wages — ZIP Code average

- \$14,849 – \$25,000
- \$25,001 – \$50,000
- \$50,001 – \$100,000
- \$100,001 – \$186,824

- ☐ ZIP Code boundaries
- Wage data suppressed (one or more establishments)

* NOTE: Employee and wage data are suppressed by New York State Department of Labor for any ZIP Code that includes fewer than 3 establishments or contains a single establishment that accounts for 80% or more of the industry's employment.

SOURCE | New York State Department of Labor, Quarterly Census of Employment and Wages (QCEW), 2007. ZIP Code boundaries were created with information copyrighted by the New York State Office of Cyber Security and Critical Infrastructure Coordination © 2007.



Employment specialization (also known as “location quotient”) measures how much employment in a particular industry group is concentrated in New York City compared to the rest of the nation. Industry groups with high specialization are typically strongly rooted in New York City.

AM Account managers should be aware of how strongly rooted in New York City the industry group they are working with is and the characteristics of the labor market that are important to the employers in that industry group.

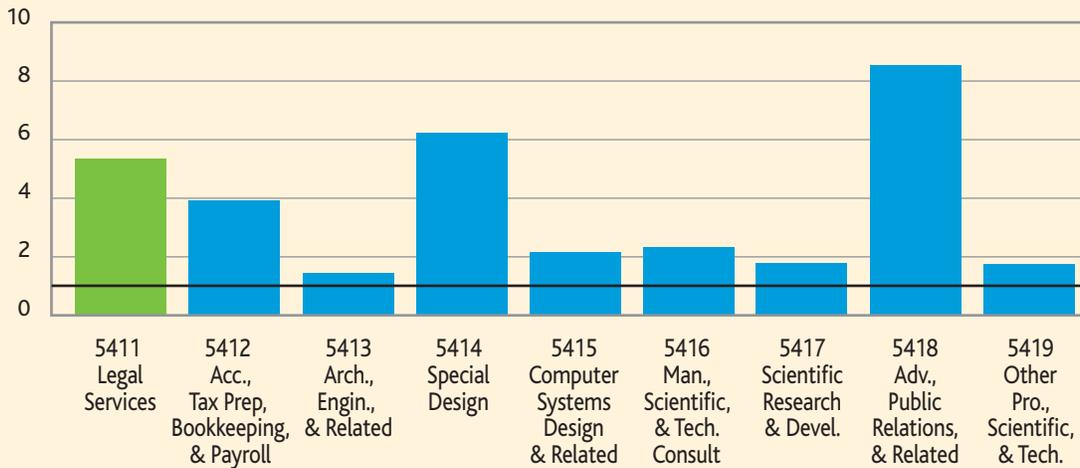
Figure 3 compares legal services with other industry groups in the subsector on employment specialization in New York City.

Employment in all professional, scientific, and technical industries is more concentrated in New York City than the rest of the U.S.: in particular, legal services is more than five times more concentrated. Among the other services that are highly concentrated are specialized design, and advertising and related services.

Local Performance

In any industry group, jobs may grow or decrease for several reasons: the economy is growing in general; the industry group is growing nationally above and beyond the overall economy, or because the industry enjoys unique advantages of the local economy.³

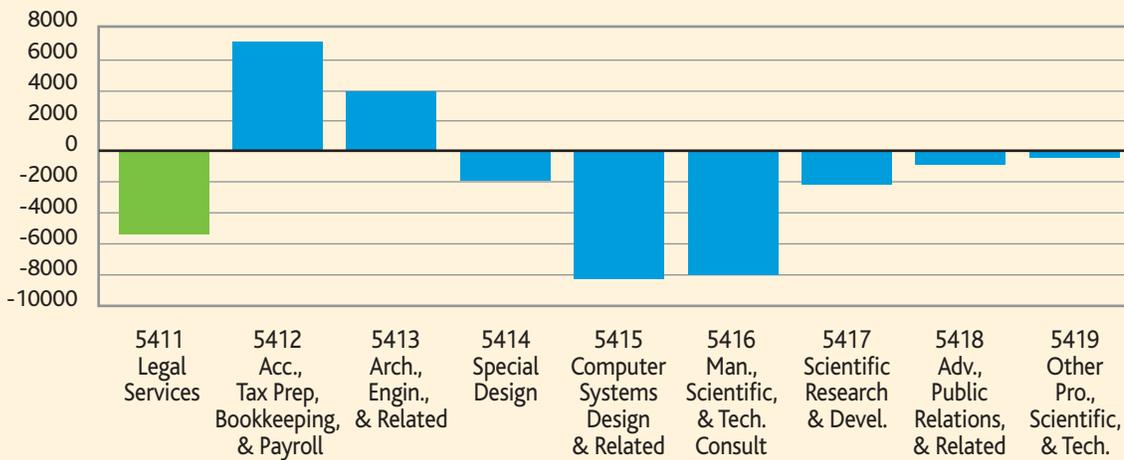
FIGURE 3 New York City's Employment Specialization* in Legal Services, 2007



SOURCE | National data from the U.S. Department of Labor, Bureau of Labor Statistics; New York City Data from the New York State Department of Labor, Quarterly Census of Employment and Wages, Annual Average 2007.

*Values > 1: More specialized than the nation; < 1: Less specialized; 1: Equally specialized as the nation.

FIGURE 4 Number of Jobs Added/Lost in New York City's Professional, Scientific, and Technical Services Because of Local (Dis)Advantage, 2000-08



SOURCE | National data from Bureau of Labor Statistics; New York City data from New York State Department of Labor, Quarterly Census of Employment and Wages, 2000-08.

*Local share is the portion of job growth that cannot be attributed to national growth nor to the mix of high- and low-growth industries in New York City.

Figure 4 shows that legal services gained 5,350 *fewer* jobs than would be expected based on national growth and industry growth, despite job gains in the industry group between 2000 and 2008 (as previously shown in Table 3). With the exception of accounting and tax preparation and architectural, engineering and related services, all other professional, scientific, and technical services gained fewer jobs in New York City than would be expected.

Although caution is warranted when making comparisons, the current recession is similar to the 1989-92 recession in several ways. It was preceded by a rapid decline in housing prices, a sharp decrease in the stock market, and entailed the failure of several banking institutions. Although the labor market has changed a great deal since 1992 and other

factors underlie the current recession, these similarities remain.

Figure 5 shows that the legal services industry group retained jobs at a better rate than the economy as a whole from 1989-91. The industry's jobs outlook worsened in 1992, the final year of the recession, however. Figure 6 shows that legal services also performed as well or better than the economy overall during most of the 2001 recession until the final two quarters. Taken together, these findings suggest that job losses in legal services lag behind the onset of recession in New York City.

At the time of this writing, New York City's finance sector is the epicenter of the current recession in New York City. In the NYCLMIS report, *Gauging Employment Prospects in New York City, 2009*, we found that legal services is the most dependent industry on the

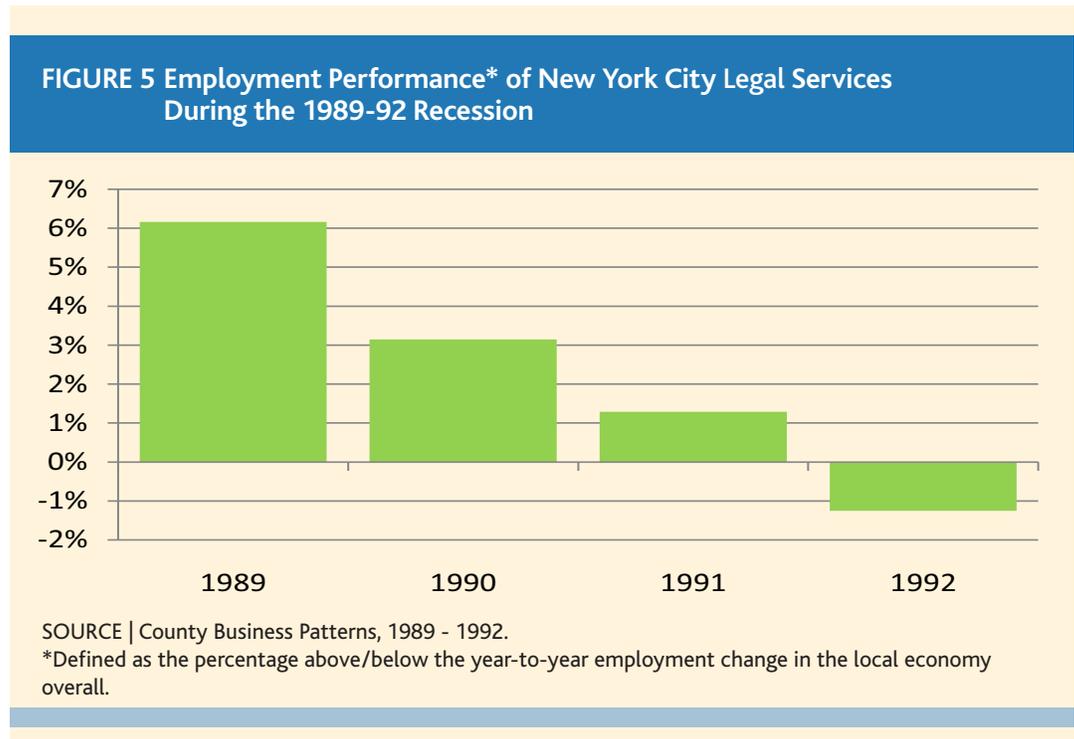
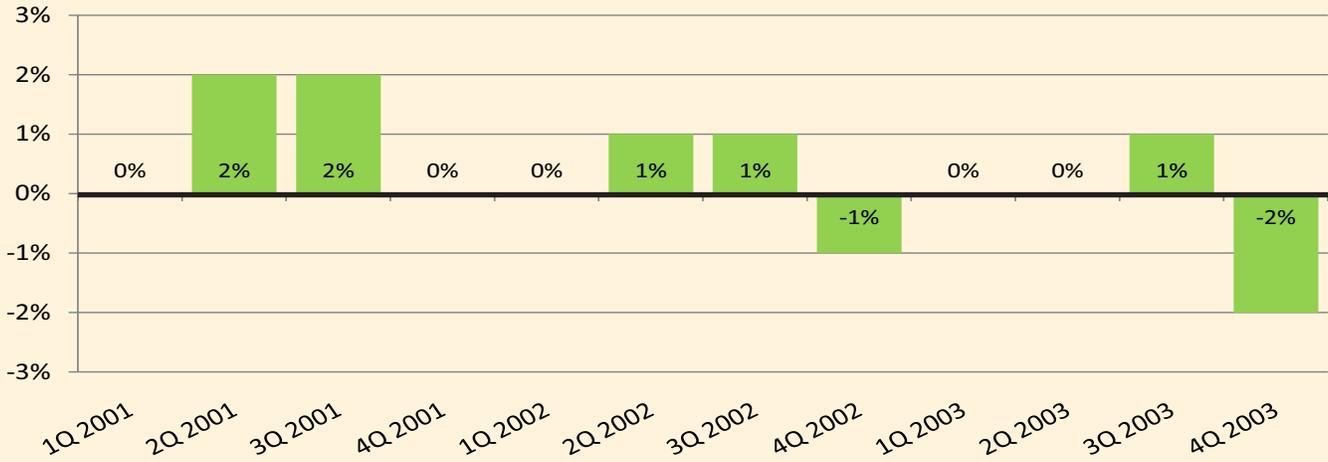


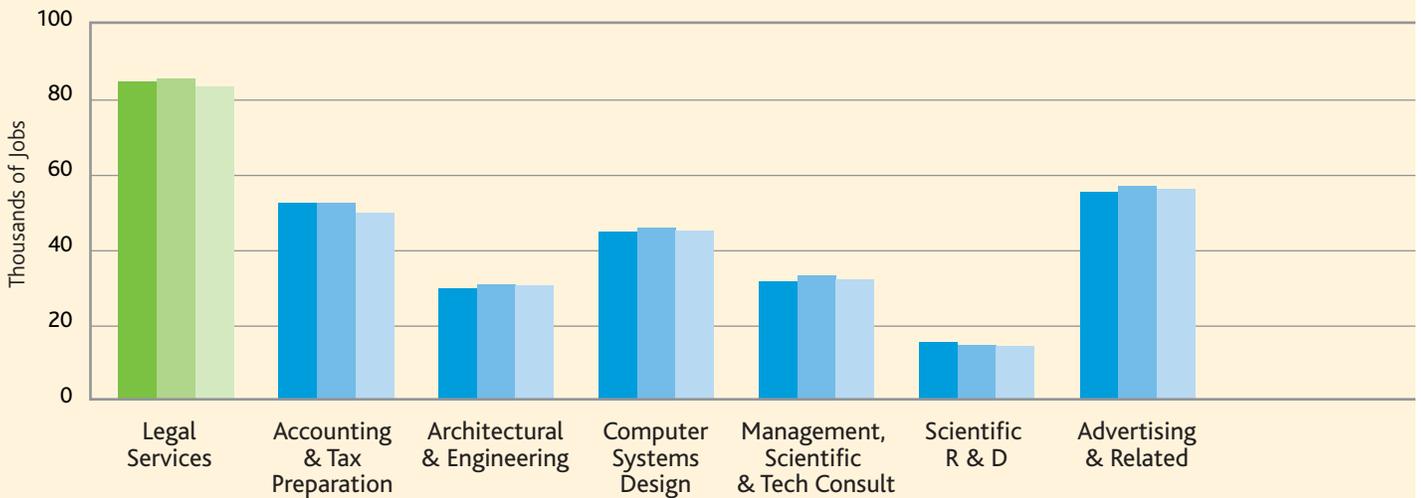
FIGURE 6 Employment Performance* of New York City Legal Services During the 2001-03 Recession



SOURCE | New York State Department of Labor, Quarterly Census of Employment and Wages, 2000 - 2003

*Defined as the percentage above/below the quarter-to-quarter employment change in the local economy overall.

FIGURE 7 Employment in New York City Professional, Scientific, and Technical Services, January 2008-January 2009



SOURCE | New York State Department of Labor, January 2009 Employment by Industry.

Jan 2008 Dec 2008 Jan 2009

finance and insurance sector to purchase its services. Based on its position with respect to finance, the NYCLMIS expected to find a more immediate pattern of job loss in the current recession than in the last two.

Figure 7 suggests that legal services is following the same pattern of lagging job loss in the current recession. Between January 2008 and 2009, the industry group experienced a net loss of 1,200 jobs. The loss occurred *entirely* in 2009, however; in January alone 2,100 legal jobs were lost after experiencing a net job gain in 2008.

According to other sources, law firm layoffs have accelerated since January 2009. March 2009 is cited by professional associations and other industry watchers as the worst job loss month to date. Moreover, these layoffs have affected lawyers and support staff in roughly equal numbers in New York City and nationally.⁴

AM Account managers should stay up to date on month to month employment figures issued by the New York State Department of Labor to assess whether job losses in

TABLE 5 Promising* Occupations in Legal Services in New York City

SOC	Occupation	Hourly Wage			Educational Requirements**
		Entry	Median	Upper	
13-1071 (1072-1079)	Human Resources, Training, and Labor Relations Specialists	\$16.07	\$27.32	\$51.15	AA
23-2011	Paralegals and Legal Assistants	\$17.86	\$27.14	\$39.51	AA
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	\$17.17	\$26.22	\$40.44	HS or GED
15-1041	Computer Support Specialists	\$16.37	\$25.09	\$41.39	HS or GED
23-2090 (2091, 2092, 2093, 2099)	Miscellaneous Legal Support Workers (Court Reporters, Law Clerks, Title Examiners)	\$14.17	\$23.65	\$36.86	AA
43-9031	Desktop Publishers	\$13.63	\$23.60	\$31.02	HS or GED
43-6012	Legal Secretaries	\$13.79	\$21.41	\$30.98	AA
41-9099	Sales and Related Workers, Other	\$7.85	\$19.80	\$37.17	Less than HS
43-9081	Proofreaders and Copy Markers	\$13.10	\$19.37	\$24.85	HS or GED
43-9011	Computer Operators	\$10.83	\$17.57	\$28.37	Some college
43-9022	Word Processors and Typists	\$10.52	\$15.68	\$24.47	HS or GED
37-2012	Maids and Housekeeping Cleaners	\$9.21	\$14.81	\$20.74	HS or GED
43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	\$9.33	\$13.72	\$20.16	Less than HS
43-4171	Receptionists and Information Clerks	\$9.04	\$13.35	\$18.95	HS or GED
43-9021	Data Entry Keyers	\$8.77	\$13.11	\$19.52	Some college
43-9061	Office Clerks, General	\$7.55	\$12.96	\$20.02	HS or GED
43-4071	File Clerks	\$7.93	\$12.90	\$19.60	HS or GED
37-2011	Janitors and Building cleaners	\$7.57	\$12.51	\$19.67	HS or GED

* Refers to the prevailing median wage and availability of the occupation to people with fewer than four years of postsecondary education and not to job growth potential or quality of the job experience.

** Indicates the level of education attained by most individuals in this occupation according to a national survey of employers. Some New York City employers may require fewer or more years of education. Additional requirements such as drug, criminal screening, entry examinations, certification, and licensing may also apply.

SOURCE | Occupational employment estimates: U.S. Bureau of the Census, American Community Survey, 2005-07 combined samples, place of work is New York City. Typical wages: Bureau of Labor Statistics, Occupational Employment Statistics, Metropolitan New York City, 2007. Educational requirements: U.S. Department of Labor, Employment and Training Administration, O*NET 13.0 Production database.

legal services are accelerating, stabilizing, or reversing.

Occupational Opportunities

Up until this point in this profile, we have examined employment and wages within the *industry group* and how it compares with other industry groups on a number of measures. In this section we look at the *occupations* that are available in legal services and the degree to which they offer opportunities for earnings and advancement. In our working definition, a “promising” occupation:

- Employs a substantial number of people in New York City;
- Pays \$12.00 an hour or more to at least half of the people who hold the position; and
- Employs individuals who do not hold four-year college degrees.

Occupations in the legal services industry fall into *three major categories* of potential interest to the public workforce system: professional and technical, computer and mathematical, and office and administrative support.

Lawyers are the dominant professional/technical occupation in the industry but are not included in Table 5 because they are required to earn a 4-year degree, a second degree from an accredited law school, and pass the state bar examination.

Professional occupations that do appear in Table 5 include paralegals, legal assistants, and law clerks, and legal support positions such as court reporters, law clerks, or title examiners. Although a majority of a national sample of employers reported that these jobs require no more than a 2-year postsecondary degree, in the competitive New York City labor market, these positions are often filled

by individuals with 4-year college degrees, especially in the competitive New York City labor market.

 In the long-term, New York City public workforce providers may consider encouraging law firms to hire legal support workers with two-year degrees. Because the current job outlook in the industry is not positive, this should be seen as a long-term strategy. In addition to employer willingness, and adequate education and training programs, the effort would entail strong linkages between employers, training programs, and the Workforce1 Career Centers.

In the current round of layoffs reports indicate that administrative support staff are losing jobs in even greater numbers than are lawyers and legal support. In the short-term, these occupations in legal services are not expected to offer a substantial number of opportunities for jobseekers. In the long-term, however, administrative and office support occupations are the most promising avenues for jobseekers within this industry group.

In order of experience, skill level, and pay scale, the following office and administrative support positions appear in Table 5:

- Office, file, and information clerks/receptionists
- Word processors/typists and desktop publishers,
- Legal secretaries, and
- First-line supervisors of office and administrative support workers.

Regardless of occupation, a high school diploma or GED, and good work readiness and communications skills are needed for all office support positions in the industry.

Employment in legal services is following a similar pattern of lagging loss in the current recession as it did in the previous two.

A high school diploma or GED, and good work readiness and communication skills are needed in administrative and office support positions in legal services.

Desktop publishers and word processors may not be required to have college experience, but both positions require solid literacy and software skills. Legal secretaries are highly trained to work in a specialized environment; general and area-specific legal secretary certification programs may help jobseekers to gain the skills and credentials needed to obtain these positions.⁵ Workers are generally promoted to first-line supervisors positions after several years of relevant experience and are usually required to hold at least a 2-year degree.

Computer support positions are another promising avenue in the industry group in the long-term. Computer support occupations include specialists and operators. These occupations usually work in law firms' information technology (IT) departments and provide daily assistance to staff on both software and hardware issues, purchase and maintain equipment, and maintain file backups.

CA In the current environment of mass lay-off in the legal services industry, career advisors should expect to encounter laid off administrative and computer support workers from the legal services industry group. They should be prepared to identify related industries that need the type and level of skills most of these jobseekers will have. In the longer term, when layoffs subside, career advisors will want to reassess if the industry will provide as many of these jobs as they did before this recession began.

 For a complete list of approved training providers in New York City – searchable by sector, occupation, and borough – go to

www.nyc.gov/trainingguide. The *NYC Training Guide* offers course and contact information, job placement rates, and student reviews of courses, costs, and eligibility for individual training grant (ITG) vouchers through the Workforce1 Career Centers or the New York City Department of Human Resources Administration.

CA Career advisors should know that individuals looking for work in legal services currently face an industry group undergoing high rates of job loss. Although legal services is a large and well-paying industry group, jobseekers can expect to meet a high level of competition for jobs even after the current recession subsides. Smaller firms may be a good starting place for people seeking legal or administrative support occupations. During the recession, it may make sense for jobseekers to obtain skills in demand at law firms so they are prepared to compete when the recession subsides.

CA Ex-offenders trying to obtain nonlegal positions face similar hurdles in legal services that they would in other industry. Legal support positions may be substantially more challenging for individuals with criminal justice records. For more information about rights, employment restrictions, and waiver procedures for ex-offenders, check with the Legal Action Center (www.lac.org), Re-entry Net/NY (www.reentry.net/ny), or the H.I.R.E. Network (www.hirenetwork.org).

Current Workforce Facts

Table 6 shows the characteristics of people who work in legal services in New York City. Note that the population includes lawyers

TABLE 6 Characteristics of New York City's Legal Services Employees,* 2007

Percent of employees:

Not New York City residents	26%
New York City residents	74%
Bronx	6%
Brooklyn	17%
Manhattan	33%
Queens	14%
Staten Island	4%
Male	46%
Female	54%
Asian	7%
Black	13%
Hispanic	14%
Other	2%
White	64%
Age 16-24	7%
25-34	31%
35-44	29%
45-54	20%
55+	13%
Less than HS or GED	1%
HS or GED	11%
Some College	19%
Bachelor's	20%
Graduate or Professional Degree	49%

SOURCE | American Community Survey, Public Use Microdata Samples, 2005-07.

*Full-time wage earners working in New York City in NAICS 5411.

and individuals in other positions in law firms who are likely to differ on several characteristics. In 2005-2007, three quarters of the individuals working in legal services in New York City were New York City residents and 33 percent were Manhattan residents. About two thirds of the legal services workforce was white. A majority (60%) were between 25-44 years of age, and 33 percent were older. Half of the workforce, presumably the lawyers, hold professional degrees. Only 12 percent of the legal services workforce had no postsecondary education.

Endnotes

1. The New York City Law Department employment figures obtained by e-mail correspondence with the department's Media Office. All other employment figures are estimated as a 2 to 1 ratio of staff to lawyers from: *The New York Law Journal*, December 8, 2008 for New York City District Attorneys; New York State Attorney General from www.oag.ny.us/our_office.html; and U.S. Attorneys from www.usdoj.gov/usao/nye and www.usdoj.gov/usao/nys.

2. Baker, George P. and Rachel Parkin, 2006. The changing structure of the legal services industry and the careers of lawyers. *North Carolina Law Review*, Vol. 84, pp. 1635-82.

3. Figure 4 includes the results of a "shift-share" analysis. Shift-share is a method used to measure the competitiveness of a region's industries. The method divides local job growth into three different types. Local share is the portion of growth (or decline) that cannot be attributed to national or industry growth.

4. See for example www.abovethelaw.com, the *Wall Street Journal's* Law Blog (<http://blogs.wsj.com/law>) and American Lawyer's The Layoff List (<http://www.law.com/jsp/tal/PubArticleTAL.jsp?id=1202425647706>).

5. See CareerOneStop online at http://www.careerinfonet.org/certifications_new.

Legal Services: Industry Group Profile Findings at a Glance

About the Industry Group

Sector: Professional, Scientific, and Technical Services	(NAICS 54)
Subsector: Professional, Scientific, and Technical Services	(NAICS 541)
Industry Group: Legal Services	(NAICS 5411)
Establishments in New York City:	5,111

Jobs and Wages

Employment:	85,129
Employment since 2000:	6%
Average annual wage:	\$119,609
Wages since 2000:	16%

Local Performance

1989-92 Recession:	Better than city average at first, lagging job losses
2001-03 Recession:	Better than city average at first, lagging job losses
NYC Employment Specialization:	5+ times greater than nation's
Local Advantage:	Industry gained 4,000 fewer jobs than would be expected
January 2008 - January 2009 Job Losses/Gains:	-1,200

Occupations

Major occupation(s):	Administrative/office support; and entry-level legal support (court clerks, for example)
Advancement:	Possibilities for advancement to higher level administrative and office support positions with experience and skill acquisition; advancement in legal support not likely without 4-year degree

Current Workforce

Residence:	74% in New York City
Gender:	54% female
Race/ethnicity:	64% White
Age:	60% 25-44; 33% 45-54 years of age
Education:	69% 4-year degree or more; 12% have high school diploma or fewer years

About the NYCLMIS

The New York City Labor Market Information Service (NYCLMIS) provides labor market analysis for the public workforce system. The service is a joint endeavor of the New York City Workforce Investment Board (WIB) and the Center for Urban Research at The Graduate Center of the City University of New York. The NYCLMIS' objectives are to:

- Develop action-oriented research and information tools that will be used by workforce development service providers and policy makers to improve their practice.
- Be the portal for cutting-edge and timely labor market data about New York City.

The NYCLMIS primarily serves the program and policy needs of the public workforce system. The NYCLMIS creates research and associated products that are of service to the broader practitioner and policy communities in their day-to-day and strategic decision-making. These products help distill, frame, and synthesize the volumes of data available for the practical use of the public workforce system's partners and stakeholders, with the overall goal of raising public awareness of the importance of workforce development in New York City.

About the WIB

The New York City Workforce Investment Board (WIB) administers the federal Workforce Investment Act funds in New York City and oversees the public workforce system run by the Department of Small Business Services and the Department of Youth and Community Development. The WIB is made up of over 40 volunteer members, appointed by the Mayor, representing local businesses, educational institutions, labor unions, community-based organizations, and other government agencies.

About the Center for Urban Research

Working with the City University of New York Graduate Center's faculty and students, the Center for Urban Research organizes basic research on the critical issues that face New York and other large cities in the U.S. and abroad; collaborates on applied research with public agencies, non-profit organizations, and other partners; and holds forums for the media, foundations, community organizations and others about urban research at The Graduate Center of the City University of New York.



The logo for NYC LMIS, featuring the letters 'NYC' in white on a dark blue square, followed by 'LMIS' in a large, bold, blue sans-serif font.

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