



Department of
Civil Service

Women in the State Workforce



2023 Annual Report

Kathy Hochul
Governor

Timothy R. Hogues
Commissioner

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2023 Women in the State Workforce

Dear Colleagues,

I am pleased to present to you the *2023 Women in the State Workforce Report*.

The Department of Civil Service is the central personnel agency for New York State government and is responsible for identifying and developing a talented workforce to lead New York State, while also being reflective of the communities we serve. Under the leadership of Governor Hochul, the Department continuously works across the enterprise to strengthen diversity, foster respectful and inclusive work environments, and create pathways for better incorporating equal opportunity principles into the state's policies, practices, and vital services delivered to the public.

To create greater awareness and inform decision-making, the Department continues to analyze relevant data on women in the state workforce and implement strategies to attract and hire diverse talent and aid in the recruitment of women for higher-paying jobs, including jobs traditionally held by men. A summary of the Department's strategic efforts implemented over the 2022 calendar year is included in the following report, along with relevant data and progress updates. While there remains more work to be done, the report demonstrates that progress is being made, with data showing that women are being promoted into higher salary grades in some of the identified traditionally male-dominated titles across state government.

This report will continue to serve as a roadmap to guide the Department in enhancing targeted recruitment efforts and advancing retention planning across agencies, all with the goal of ensuring that our state government continues to recognize and advance women's equality. I look forward to your collective feedback and support in these efforts.

Timothy R. Hogue, Commissioner

INTRODUCTION

Chapter 460 of the Laws of 2016, referred to as *Women's Workforce Guidance*, was adopted in November of 2016 and charges the New York State Department of Civil Service with annual reporting to include:

- (a) the number of women referred to examinations for jobs and careers that offer high earning potential, including jobs traditionally dominated by men;
- (b) the ratio of women to men in traditionally high paying jobs in state civil service and any change in that ratio from the previous year;
- (c) recommendations and plans for increasing the number of women in traditionally high paying jobs; and
- (d) any other information deemed relevant.

What follows are activities the Department of Civil Service has undertaken in support of these requirements. Applicable data is included at the end of the report.

Note: An additional narrative accompanies the 2023 report further detailing Department activities throughout the 2022 calendar year and recommendations.

Data Reporting Methodology: The 2022 Women in the Workforce Report includes a combination of a “snapshot” taken on January 1, 2023, of the demographics of the 131,713 employees in the classified and certain unclassified service.

Data from 2022 is as of January 1, 2023. The number of employees does not include seasonal or hourly employees. Note that data tables on gender and race only reflect employees for whom data has been collected.

DEPARTMENT ACTIVITIES

In response to the requirements of Chapter 460 of the Laws of 2016, the Department has taken a number of proactive steps to increase the number of women in high-paying jobs that are also traditionally male-dominated. The following activities describe relevant efforts and initiatives as of January 1, 2023.

Partnerships

The Department continues to cultivate cooperative relationships with other agencies and collaborate with key stakeholders to impact opportunities for women in state government. With the Governor's work in this area serving as both a model and guide, the Department has collaborated with state agency partners and educational organizations to reach more talented, diverse job candidates from across New York's communities, highlight and address inequities in compensation, foster awareness of equal opportunity principles, and standardize the state's efforts to increase diversity in the workforce.

New York State Department of Labor (DOL): For the inaugural report on women in the workforce, the Department and the DOL aligned their efforts, focusing on coordinated definitions, data sources and activities to better publicize high paying positions. In 2022, the Department collaborated with the NYS Department of Labor on a virtual job fair that provided flexible access to job information, reaching more jobseekers, and making job fair attendance convenient for all underrepresented jobseekers, including women. Coordination with the DOL at these and other outreach events helps to better align the Department's recruitment activities with a larger, more diverse community of job seekers and employees, advancing the Women's Workforce Guidance initiative by broadening the potential talent pool for the state and reaching more women.

Center for Women in Government and Civil Society: Legislation signed in 2018 charged the Department with conducting a pay equity study of state and municipal employees in the classified service (over half a million employees). The objective of the study is to ensure equal pay for equal work by public employers, regardless of race or gender, and to provide critical data for addressing any wage disparities in titles dominated by women and minorities. Together with the Center for Women in Government and Civil Society at the University at Albany (the Center), in 2019, the analysis and development of a relevant report with recommendations to address this complex workplace issue was launched. In the subsequent year, a job content survey was released to approximately 20,000 state employees. Released in June 2022, the aggregated data received from responses, indicated that instances of pay disparities

may exist based on gender, leading the Department to continue reviewing and modernizing its classification and compensation system.

Test Validation and Evaluation Unit: A career with New York State often begins when an individual takes a competitive civil service examination. Therefore, an equitable examination review process ensures that candidates for state jobs are not marginalized or overlooked at the beginning stages of employment. The FY 2023 Enacted Budget allocated \$5.8 million in funding for the Department to continue modernizing the state's exam process, including the establishment of a new Test Validation and Evaluation (TVE) Unit. Formed in 2022 and centralized within the Department's Testing Services Division (TSD), the TVE unit routinely creates and evaluates exam content to maintain the highest standards of integrity and equity for all groups. In line with the TVE unit establishment, the Department partnered with the SUNY Rockefeller Institute of Government to conduct a study on the current civil service examination process with an aim to improve employment opportunities for qualified minorities in the New York State Civil Service system. This report is anticipated to be released in calendar year 2023.

Office of Diversity and Inclusion Management: Housed within the Department of Civil Service, the Office of Diversity and Inclusion Management (ODIM) is charged with leading statewide strategic efforts to increase diversity in the workforce, fostering respectful and inclusive work environments for all employees, and creating pathways for incorporating equal opportunity principles into the state's business and operational policies and practices.

Throughout 2022, ODIM continued to advance statewide initiatives and partnerships with participating agencies and entities to identify and address barriers to diversity, equity, and inclusion in the state's workforce and operations. These efforts which assist in furthering the Department's efforts in addressing underrepresentation of women in the state workforce included, but were not limited to:

- Updating data collection forms and processes to capture and maintain more accurate, comprehensive, and inclusive demographic data on NYS employees and exam candidates, including data that reflects women's representation in the workforce.
- Promoting the Entry Level Law Enforcement civil service examination by recording a panel discussion with law enforcement representatives, all of whom were women, from agencies across the state. This video was posted on the Department's public YouTube page as a resource for interested jobseekers. This effort aligned with the actions to improve the representation and experiences of

women in law enforcement, consistent with the Department of Environmental Conservation and Office of Parks, Recreation and Historic Preservation's commitment to the '30x30 Pledge' to add more women to the ranks of Environmental Conservation Police Officers, Forest Rangers, and Park Police Officers.

- Continuing to provide guidance, direction, and feedback regarding agency-specific Five-Year Diversity and Inclusion Strategic Plans.
- Maintaining a presence among communities of practice in DEI, Human Resources, and Administration to communicate statewide DEI objectives, activities, and initiatives to stakeholders throughout the state.

Recruitment and Retention Strategies

The Department has established a framework for recruitment and retention of women into higher paying titles, including traditionally male-dominated jobs. Efforts toward recruitment and retention of women in these titles adhere to the requirements of the merit system.

Rewarding Careers in New York State Government: In state government, appointments and promotions are made according to the principles of “merit and fitness,” as mandated by the New York State Constitution. Since most positions in the state workforce are competitive, civil service examinations are the main mechanism used to identify eligible candidates to fill entry-level and promotional job opportunities.

As such, the Department has implemented a comprehensive and proactive recruitment and retention strategy to increase representation in state government for women, which includes the following activities:

- Developing a Diversity Outreach and Recruitment unit, which explores opportunities to increase engagement with underrepresented populations, and has piloted the development of title-specific outreach and recruitment plans to maximize the impact of recruitment activities in critical titles.
- Assisting agencies and statewide stakeholders in navigating Reasonable Accommodations, including requests stemming from the risks associated with COVID-19.
- Improving tracking and reporting capabilities as it relates to workforce demographic data to enhance outreach and recruitment efforts to targeted populations.

Through ongoing engagement with stakeholders, the Department is identifying information and resources that we can create and tailor to the user experience, for

example, introduction to, and tutorial videos on the navigation of state websites. The Department has highlighted and promoted women's voices from State University Police, Forest Rangers, Environmental Conservation Police, and Parks Police in the panel discussion video related to the Entry Level Law Enforcement examination.

In calendar year 2022, the Department distributed informational material about careers in the state workforce at approximately 190 statewide recruitment events attended by more than 16,600 job seekers.¹ These events educated jobseekers on jobs and rewarding career opportunities in the state workforce, including the occupational fields that have been identified as high-paying and traditionally male-dominated.

Workforce Mobility and Continuity of Employment: In 2022, the Department also held approximately 34 career mobility workshops attended by more than 1,400 employees.² Career mobility workshops offer ongoing advice and workforce mobility assistance to current New York State employees, ensuring that participating employees have relevant resources necessary for career planning and/or change. This strategy, while focused on current employees, seeks to improve retention across a variety of job areas, which may translate to increased opportunities for attainment of high-level positions.

Examination Information and Referral: The Department utilizes its social media platforms and email services to proactively announce and encourage participation in all current and upcoming Civil Service exams, including both promotional and competitive exam opportunities. During 2022, the Department promoted approximately 480 exams via email announcements to over 275,000 subscribers. The Department also used its social media platforms to reach more than 310,000 people in 2022, with its influence on YouTube growing by approximately 180% from the previous year. The Department will continue to build on these efforts to promote exams more broadly in the future using social media and other multimedia channels. Reaching a wider, more diverse audience with relevant information for pursuing job opportunities with the state has assisted the Department with increasing the overall diversity of exam applicants. Since Civil Service exams are the point of entry for most of state employment, broadening the Department's communication capabilities to reach more job seekers and exam candidates may help to affect change in overall underrepresentation.

Community Outreach & Marketing: Occupational title analysis has resulted in the identification of gaps in participation of women in fields such as science, math, and technology (See Title and Salary Data Tables on Engineers, Actuaries, and IT Managers). To help address this, the Department continues to partner with external educational and community organizations to participate in the recruitment and outreach events specifically

¹ Data through December 2022.

² Data through December 2022.

related to careers for women in Science, Technology, Engineering and Math (STEM). The tables below summarize outreach events the Department participated in during the year that focus on jobs and careers that offer high-earning potential, including jobs traditionally dominated by men, and the number of job seekers who attended.

2023 Women in the State Workforce

Name of Event	Date	Location	Number of Attendees		Focus of Event
			#F	#M	
New York State Department of Labor - Long Island Virtual Career Fair	January 6, 2022	Long Island, New York	184	124	Job Fair
Tri-College - STEM Recruiting Day 2022 - Virtual Networking Interview Career Fair	January 12, 2022	New York City, New York	2	0	STEM
New York State Department of Labor - Hudson Valley Virtual Career Fair	January 27, 2022	Hudson Valley, New York	160	120	Job Fair
New York State Department of Labor - New York City Virtual Career Fair	February 9, 2022	New York City, New York	320	184	Job Fair
Monroe College - Information Technology Virtual Career Fair	February 9, 2022	Bronx, New York	9	7	STEM
SUNY - Stony Brook University - VIRTUAL IT & Engineering Job & Internship Fair (Spring 2022)	February 11, 2022	Long Island, New York	18	11	Career Fair
Assembly member Souffrant Forrest (AD57) & NYS Department of Labor - Virtual Job Fair	February 23, 2022	New York City, New York	3	2	Job Fair
University of New Haven - 2022 STEM Virtual Career Expo	February 24, 2022	New Haven, New York	2	2	STEM
New York University NYU - Tandon School of Engineering - Spring 2022 (Engineering) Virtual Career Fair	February 25, 2022	New York City, New York	18	50	Career Fair
The Cooper Union - Spring 2022 Virtual Job & Internship Fair	March 1, 2022	New York City, New York	1	3	Career Fair
SUNY - Farmingdale State College - Virtual Technology Job Fair	March 3, 2022	Farmingdale, New York	8	6	STEM
New York State Department of Labor - New York City Virtual Career Fair	March 17, 2022	New York City, New York	190	71	Job Fair

2023 Women in the State Workforce

Name of Event	Date	Location	Number of Attendees		Focus of Event
			#F	#M	
Fordham University - 2022 Virtual STEM Fair	March 31, 2022	Bronx, New York	10	6	STEM
Dr. Martin Luther King, Jr. Career Fair	April 7, 2022	Albany, New York	89	74	Job Fair
Congressman Espaillat NY - 13 Virtual Career Fair	April 20, 2022	New York City, New York	16	15	Job Fair
New York State Fair 2022 - Pride Day • New Americans Day	August 26, 2022	Syracuse, New York	229	191	Job Fair
New York State Fair 2022 - Women's Day	August 31, 2022	Syracuse, New York	200	150	Job Fair
The Cooper Union - Fall 2022 Job & Internship Fair	September 20, 2022	New York City, New York	35	23	STEM
St. John's University - Tech Expo	September 22, 2022	Queens, New York	17	35	STEM
SUNY - Stony Brook University - IT & Engineering Job & Internship Fair (Fall 2022) (in person)	September 23, 2022	Long Island, New York	80	140	STEM
SUNY - University at Buffalo School of Management - 2022 Management Career & Internship Expo Virtual	October 6, 2022	Buffalo, New York	150	105	Career Fair
Kings Plaza - Senator Roxane J. Persaud - Senator Kevin Parker - Kings Plaza Holiday Job Fair	October 10, 2022	Brooklyn, New York	40	34	Job Fair
New York State Department of Labor - New York City Virtual Career Fair	October 12, 2022	New York City, New York	132	106	Job Fair
Pace University - Fall 2022 Technology Career Fair - In-Person	October 21, 2022	New York City, New York	32	60	STEM

2023 Women in the State Workforce

Name of Event	Date	Location	Number of Attendees		Focus of Event
			#F	#M	
Hofstra University - Engineering & Computer Science Career & Internship Fair	October 26, 2022	Hempstead, New York	34	52	STEM
New York State Department of Labor - Information Technology Industry Virtual Career Fair	December 7, 2022	New York City, New York	150	164	STEM
			2,129	1,735	Total Attendees

Education and Training

Since 2000, the Department of Civil Service has delivered focused training to agencies and employees on a variety of merit system administration and benefits programs. A more modernized approach to training has long been in demand, and in 2017 the Department responded by establishing a new training program. An implicit bias (IB) training curriculum, that addresses the impact of IB on hiring, was also piloted in 2020. Education and training are critical success factors in identifying and addressing underrepresentation and underutilization in the workforce.

Civil Service Institute: A training program for state and local human resources (HR) professionals that covers all aspects of civil service administration, the Civil Service Institute was established in 2017 to ensure that all HR professionals have a solid understanding of civil service administration to improve the consistency and quality of HR management across New York State, including practices for recruitment and retention. The Civil Service Institute remained active throughout calendar year 2022 with over 120 participants, with approximately 80% being women. The Human Resources (HR) Foundations Series is a key component of the Civil Service Institute and is a comprehensive training program for newly hired HR professionals working in state agencies. The HR Foundation series provides an overview of all aspects of HR administration and includes classes on Classification & Compensation, Merit System Administration, Employee Benefits, Employee Relations, Attendance & Leave, and Diversity & Inclusion Management. The Office of Diversity and Inclusion Management Overview helps the Department communicate its diversity, equity and inclusion (DEI) objectives as a statewide priority, contributing to its goal of increasing employee engagement and accountability regarding DEI within state government. The HR Foundation series is held in the Fall and Spring of each year; classes have been held virtually in an online format since 2021. In 2022, the Department graduated more than 120 participants, representing a myriad of state agencies and facilities, from the HR Foundation Series.

Implicit Bias Training: Civil Service recognizes that bias of any form, when left unaddressed, contributes to an adverse impact on the employment of individuals from traditionally underrepresented demographic groups, including women. The Department, via ODIM, developed in-person Implicit Bias training. In 2020, the Department transitioned its in-person Implicit Bias training into a robust and interactive virtual format. This training engaged agency leaders in discussions on workplace diversity and inclusion, but also trained agency employees on the delivery of customer

service to New York State's diverse communities. In calendar year 2022, DCS provided training to more than 5,800 individuals across 12 state agencies. Between 2020 and 2022, ODIM trained more than 26,300 participants across 30 state agencies.

Retention Planning

The Department continues to focus on developing strategic partnerships with community organizations and state agencies to create a framework for retention and succession planning. Retention is a key component in building a diverse and inclusive workforce.

Succession Planning: The Department is committed to assisting all state agencies strategically planning for tomorrow's workforce. To that end, the Department continues to work with state agencies to develop supplemental tools to assist with identifying, capturing, and evaluating at risk and critical positions at agencies.

The Civil Service toolkit released to agency HR directors aims to assist them with use of Workforce Analytics as part of their succession planning process to better inform decision making and improve continuity of operations. The Department has also published a comprehensive succession planning guidebook and other relevant resources on its website to support high-value activities, including workforce planning and diversity and inclusion efforts.

Mentoring Programs: Through mentoring programs, the state can enhance the quality and delivery of services through a more skilled and engaged workforce, develop support networks that employees can rely on in times of organizational change, reduce recruitment and selection costs, and improve overall workforce development practices and procedures. The Department has established its own, agency-based mentoring program, and currently, more than 35 mentors and mentees, more than 30% being women, are enlisted to take part in the Department's Mentoring Program.

Pay Equity Study: Recruitment and retention of women in the workforce means compensating women equitably. The Department consistently aims to ensure that women are given the equal opportunity to progress in their professional careers, acknowledging that if the gender wage gap is closed, economic security is projected to increase across the board. In 2018, the New York State Legislature enacted a law directing the President of the Civil Service Commission to study and publish a report evaluating wage disparities among public employees. The Department in collaboration with the Center for Women in Government & Civil Society at the

Rockefeller College of Public Affairs & Policy, University at Albany, State University of New York, published this report in calendar year 2022.

DEPARTMENT RECOMMENDATIONS

In accordance with the requirements of Chapter 460 of the Laws of 2016, the Department recommends the framing of the following listed relevant strategies in creating an individual agency model for recruiting and retaining women in the workforce.

Targeted Outreach and Recruitment

Targeted outreach and recruitment strategies for women in state government both emphasizes the importance of diverse hiring and retention policies and encompasses adaptable access to information. For an accurate understanding of the New York State Workforce, the Department began the work to implement an updated DPM-100 Master Equal Employment Opportunity Data Collection Form (“DPM-100”). The updated DPM-100 includes expanded options, and it is anticipated that the data collected will provide a more accurate and inclusive baseline of employee demographic data. By building a workforce that encompasses a broad range of experiences and perspectives, targeted outreach and recruitment assures the expansion of professional opportunities that are traditionally male-dominated to women and underrepresented communities. Activities such as targeted career fairs, career mobility workshops, virtual outreach initiatives, and reaching a broader audience through information sharing on social media platforms, present further opportunities for state agencies to specifically tailor career information to attract women into fields they would not otherwise venture.

Education and Training

Education and training are crucial in the professional development of employees within an agency, both being critical success factors in identifying and addressing underrepresentation and underutilization of women in the workforce and in the state workforce collectively. Formal mentorship programs and diversity and inclusion training are just two of the many tools that can be used to create a more equitable work environment. A formal mentorship program provides benefits for both the mentor and mentee, with guidance, growth, and support at the forefront of benefits. Formal mentorship programs are also an opportunity for women at state agencies to have opportunities to be exposed to professional environments they would not have otherwise been exposed to and gain the necessary skills that may increase their likelihood of applying and securing higher paying positions. Diversity and inclusion training keeps the workforce informed of developing laws, regulations, and ethical standards as they apply to, not only women but, all individuals in the workforce. Education and training can be supportive tools that help to uncover the different barriers and obstacles that women sometimes face when attempting to advance in

their careers. With more of the workforce informed about these barriers, opportunities to make relevant and impactful changes to policies and practices continue to emerge.

Telecommuting Programs

Research in the areas of retention and recruitment highlights flexible work schedules and work/life balance as being essential to maintaining a talented and productive workforce. In 2022, 34% of employed persons did some or all their work at home.³ Nationally, approximately 41% of women, and only 28% of men, worked from home in 2022.³ Adopted in 2020, in response to public health concerns presented by the COVID-19 pandemic, the Office of Employee Relations (OER) established a temporary “Statewide Telecommuting Pilot Program” (telecommuting program). The implementation of tailored and agency-specific telecommuting programs, where operationally feasible, continues to encourage and promote a family-friendly work environment, strengthening the recruitment and retention of women throughout the public sector.

Alternate Work Hours and Flexible Work Hours

In recent years, the importance of a flexible work environment has been highlighted. It is critical for employers – and specifically state government – to continue to promote such flexibility within the office to support women in the workforce. New York State currently offers various Alternate Work Schedules Programs, including Compressed Workweeks, Staggered Work Hours, and Flexible Work Hours – a work schedule that permits an employee the option of choosing daily starting and ending times around a mandated core work period while working a fixed number of hours per day. Continuing to create a flexible work environment by increasing the use of flexible work hours and alternate work schedules, where operationally feasible, will strengthen employee work-life balance and foster a positive workplace culture. Further, building a workplace environment that is flexible to all employees will encourage additional women to consider public sector careers.

³ “American Time use Survey – 2022 Results,” Bureau of Labor Statistics, *U.S. Department of Labor*, June 2023, <https://www.bls.gov/news.release/atus.nr0.htm>.

SUMMARY

To address the requirements of the Women's Workforce Guidance law, the Department will continue to establish and cultivate relationships with key partners, evaluate relevant workforce data and trends, identify job titles within which significant change can be affected, and develop a framework for responsive activities that can be broadly implemented. The Department will further build on the momentum and accomplishments made thus far to meaningfully address critical issues facing women in the state workforce.

IDENTIFICATION OF OCCUPATIONAL AREAS

To better understand the criticality of the issues facing women in the workforce, the Department has analyzed the state's workforce title structure, including the gender composition, salaries, and potential career paths within several title series. The result of this analysis was the identification of nine occupational areas within the state workforce. ([Appendix D](#)). The identification of these occupational areas and the analysis of their composition presents an opportunity for the Department to effect change for women in the state workforce in current and future years.

This section's reporting is focused on a comparison between men and women in the following categories: Investigator, Attorney, and Architect titles (Tables 4 – 6). Data respective to the titles reported on in previous years -- Actuary, Physician, Trades, IT Manager, Correction Officer, and Professional Engineer (Tables 7 – 12 and) are also included to provide year-over-year comparisons of salary and participation data for women in the titles.

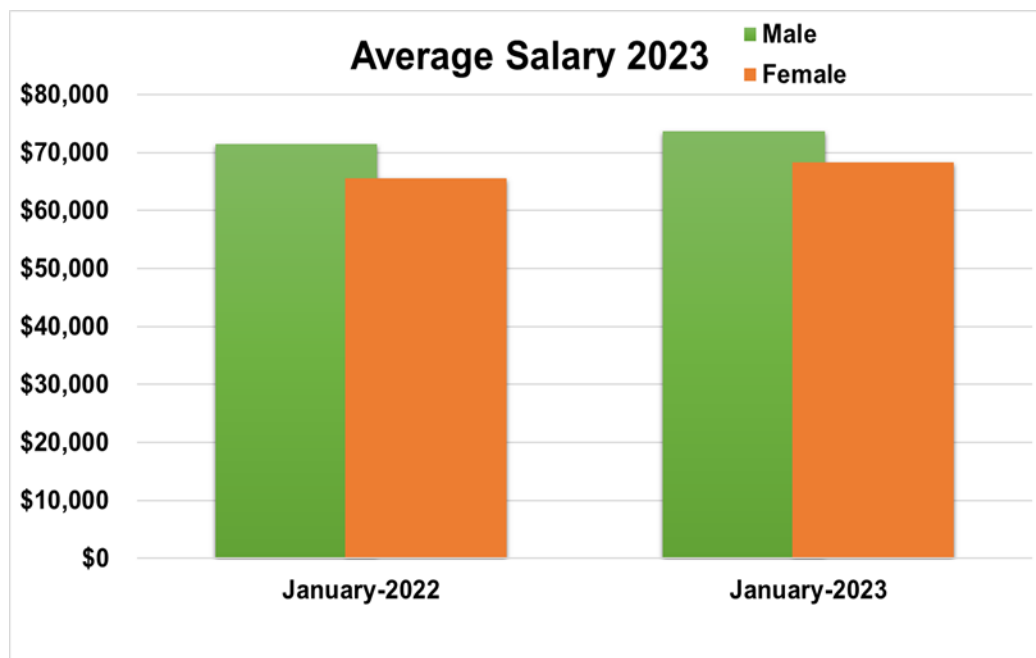
Data Reporting Methodology: The 2022 Women in the Workforce Report includes a combination of a “snapshot” taken on January 1, 2023, of the demographics of the 131,713 employees in the classified and certain unclassified service.

Data from 2022 is as of January 1, 2023. The number of employees does not include seasonal or hourly employees. Note that data tables on gender and race only reflect employees for whom data has been collected.

WORKFORCE GENDER DATA⁴

Table 1. Workforce Gender Characteristics

Gender distribution of the New York State workforce remains unchanged, with men and women comprising relatively equal parts for over a decade.⁵ As of January 1, 2023, women made approximately 7% less than their male counterparts, or 93 cents on the dollar. As of January 1, 2023, this is an increase of 5% in their overall salary since 2013, when women’s compensation was 88 cents on the dollar.



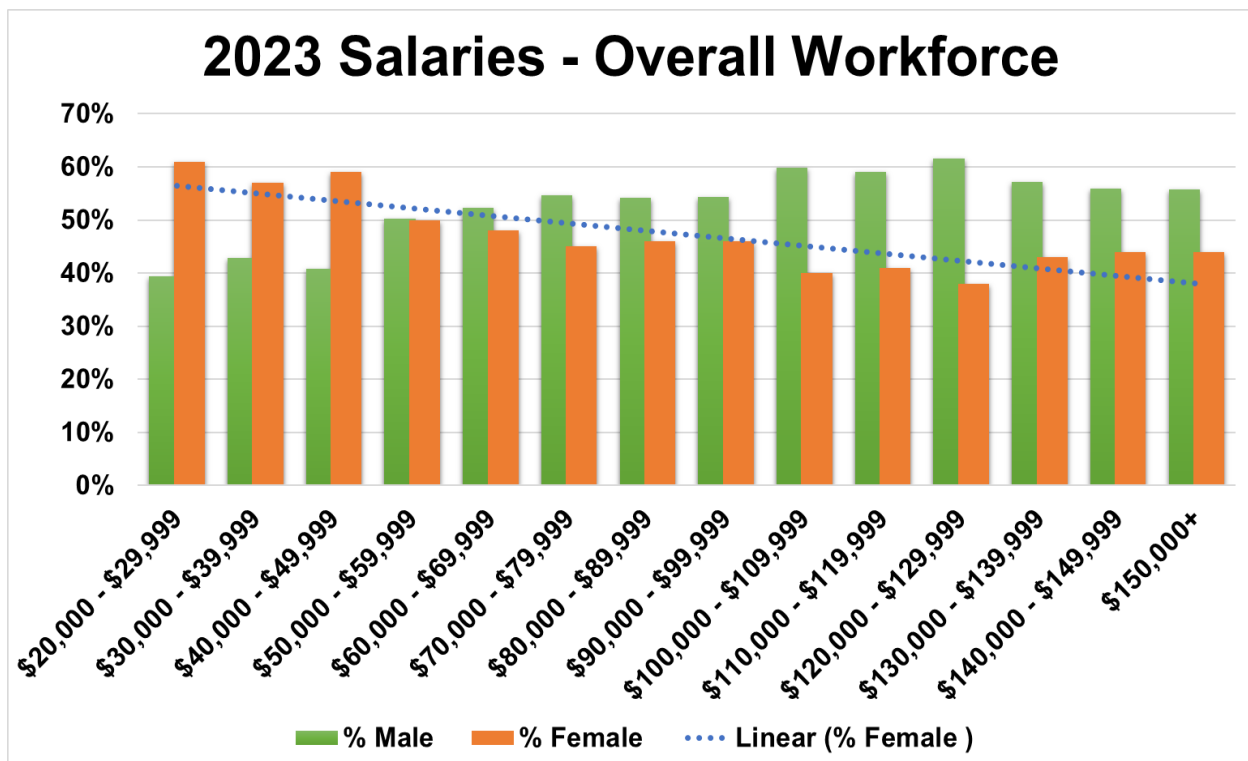
	January-2022		January-2023		
	No.	Average Salary	No.	%	Average Salary
Male	66,751	\$71,407	65,994	50%	\$73,603
Female	64,452	\$65,531	64,348	49%	\$68,289
Female Salary as % of Male	92%		93%		

⁴ The data in the Women in the Workforce Report is a “snapshot” taken on January 1, 2023.

⁵ Unknown gender data has been removed and calculations are based on known data only.

Table 2. Workforce Salary Range by Gender

Overall salaries for both men and women have increased over the past ten years, but men continue to make up most of the higher salary ranges in New York State, continuing to outnumber women by approximately 22% in salary ranges above \$70,000 in 2023. As of January 1, 2023, the percentage of women in higher paying salaries decreased slightly. More women entering the workforce at a lower salary grade or more men being hired or promoted into higher level positions are factors that may contribute to this distinction. The Department will continue to explore the contributing factors.

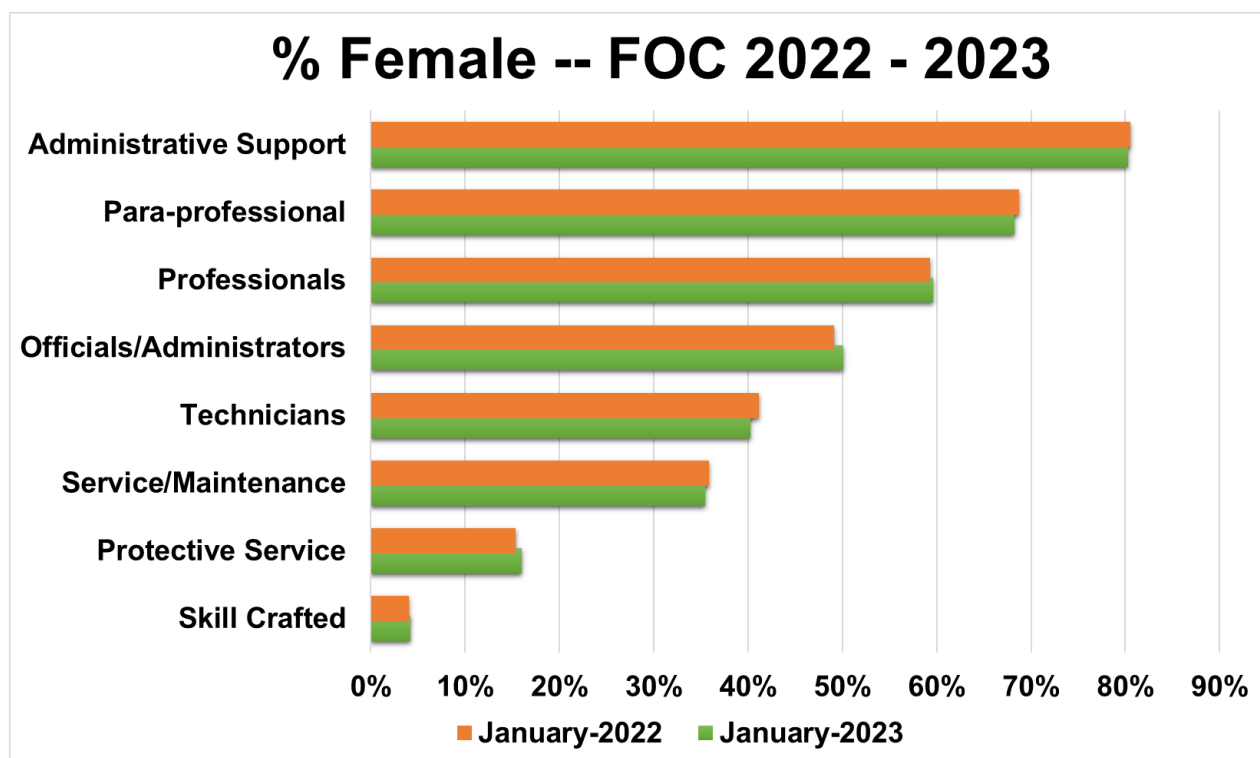


2023 Women in the State Workforce

	January-2022			January-2023		
Salary Range	No. of Male	No. of Female	% Female	No. of Male	No. of Female	% Female
\$20,000 - \$29,999	13	22	63%	13	20	61%
\$30,000 - \$39,999	6,359	9,004	59%	3,666	4,903	57%
\$40,000 - \$49,999	9,815	13,738	58%	10,962	15,858	59%
\$50,000 - \$59,999	8,590	7,964	48%	8,605	8,542	50%
\$60,000 - \$69,999	11,468	10,904	49%	12,327	11,225	48%
\$70,000 - \$79,999	10,537	7,848	43%	9,040	7,515	45%
\$80,000 - \$89,999	5,409	4,796	47%	6,126	5,168	46%
\$90,000 - \$99,999	5,661	3,744	40%	3,065	2,577	46%
\$100,000 - \$109,999	2,905	2,447	46%	4,654	3,133	40%
\$110,000 - \$119,999	2,248	1,333	37%	2,596	1,798	41%
\$120,000 - \$129,999	1,041	612	37%	1,715	1,071	38%
\$130,000 - \$139,999	477	334	41%	739	552	43%
\$140,000 - \$149,999	581	438	43%	638	504	44%
\$150,000+	1,329	981	42%	1,494	1,183	44%

Table 3. Workforce Federal Occupational Groups (FOC)

As defined by Federal standards, most administrative support and para-professional positions in the state workforce are filled by women, while men outnumber women in skill crafted and protective service occupational areas. Over the past ten years, women have consistently held most para-professional occupations and more than half of professional occupations, with the largest occupational increase being within the official/administrator categories at approximately 9%. However, as of January 1, 2023, women have decreased their participation in para-professional jobs and their numbers have increased slightly in the professional and protective service occupational areas. The ratio of women to men is relatively close within the technicians' occupational groups.



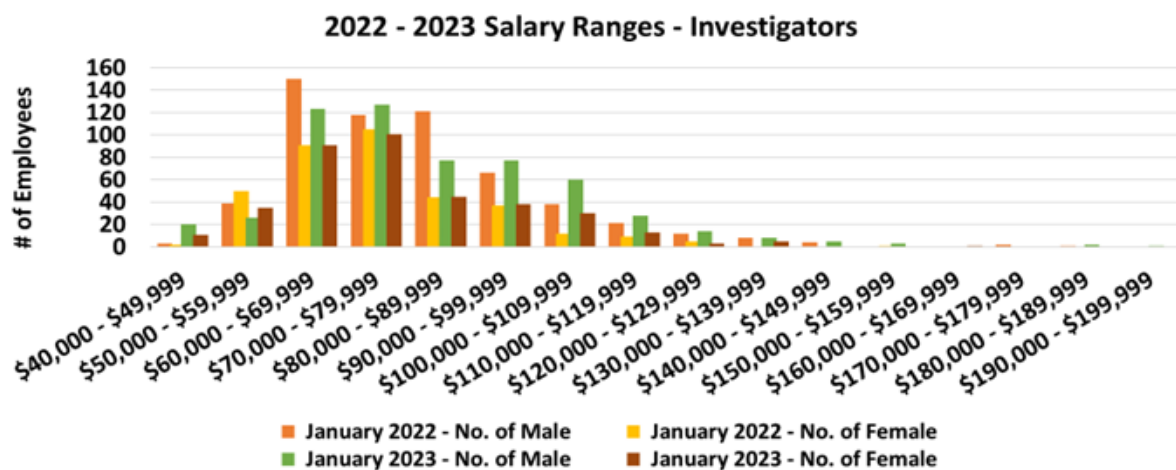
	January-2022			January-2023		
	No. of Male	No. of Female	% Female	No. of Male	No. of Female	% Female
Administrative Support	2,730	11,302	81%	2,670	10,890	80%
Para-professional	6,228	13,683	69%	6,202	13,330	68%
Professionals	19,782	28,786	59%	19,919	29,427	60%
Officials/Administrators	1,524	1,471	49%	1,602	1,609	50%
Technicians	3,749	2,621	41%	3,757	2,532	40%
Service/Maintenance	4,519	2,525	36%	4,507	2,478	35%
Protective Service	20,696	3,747	15%	19,606	3,742	16%
Skill Crafted	7,523	317	4%	7,731	340	4%

2023 TITLE AND SALARY DATA TABLES

The following tables show women's 2023 salaries as compared to men for Investigators, Attorneys and Architects titles (Tables 4 – 6).

Table 4. Salary Ranges: Investigator Titles

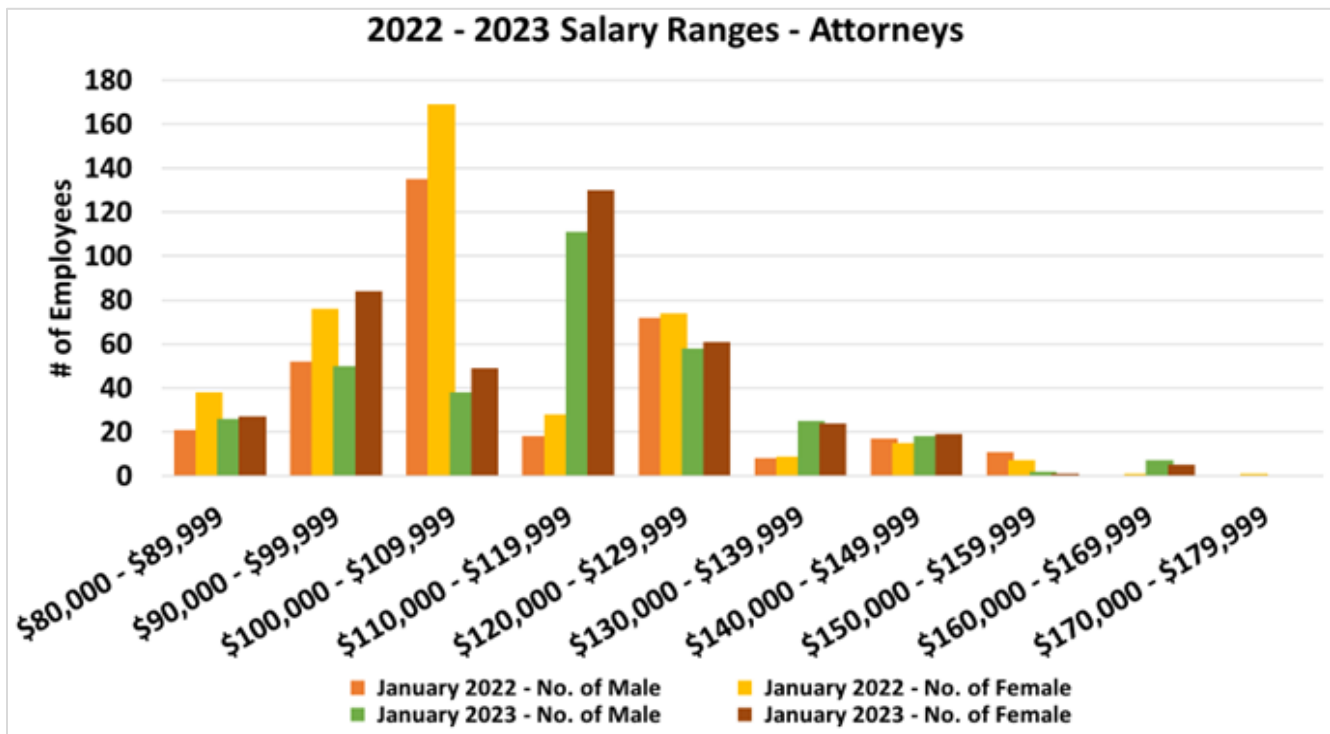
Of all the titles studied, Investigators have one of the broadest salary ranges. However, there is still a relatively low participation rate for women across the series (40%), an increase of 2% from 2022, and consistent with statewide workforce salary data, more women tend to work in the lower salary ranges of this series. As of January 1, 2023, men continue to dominate this occupational field by a significant margin, outnumbering women at a ratio of approximately two to one in higher-paying grades.



Salary Range	January-2022			January-2023		
	No. of Male	No. of Female	% Female	No. of Male	No. of Female	% Female
\$40,000 - \$49,999	3	2	40%	20	11	35%
\$50,000 - \$59,999	39	50	56%	26	35	57%
\$60,000 - \$69,999	150	91	38%	123	91	43%
\$70,000 - \$79,999	118	105	47%	127	101	44%
\$80,000 - \$89,999	121	44	27%	77	45	37%
\$90,000 - \$99,999	66	37	36%	77	38	33%
\$100,000 - \$109,999	38	12	24%	60	30	33%
\$110,000 - \$119,999	21	9	30%	28	13	32%
\$120,000 - \$129,999	12	5	29%	14	3	18%
\$130,000 - \$139,999	8	0	0%	8	5	38%
\$140,000 - \$149,999	4	0	0%	5	0	0%
\$150,000 - \$159,999	0	1	100%	3	0	0%
\$160,000 - \$169,999	0	0	0%	0	1	100%
\$170,000 - \$179,999	2	0	0%	0	0	0%
\$180,000 - \$189,999	1	0	0%	2	0	0%
\$190,000 - \$199,999	0	0	0%	1	0	0%

Table 5. Salary Ranges: Attorney Titles

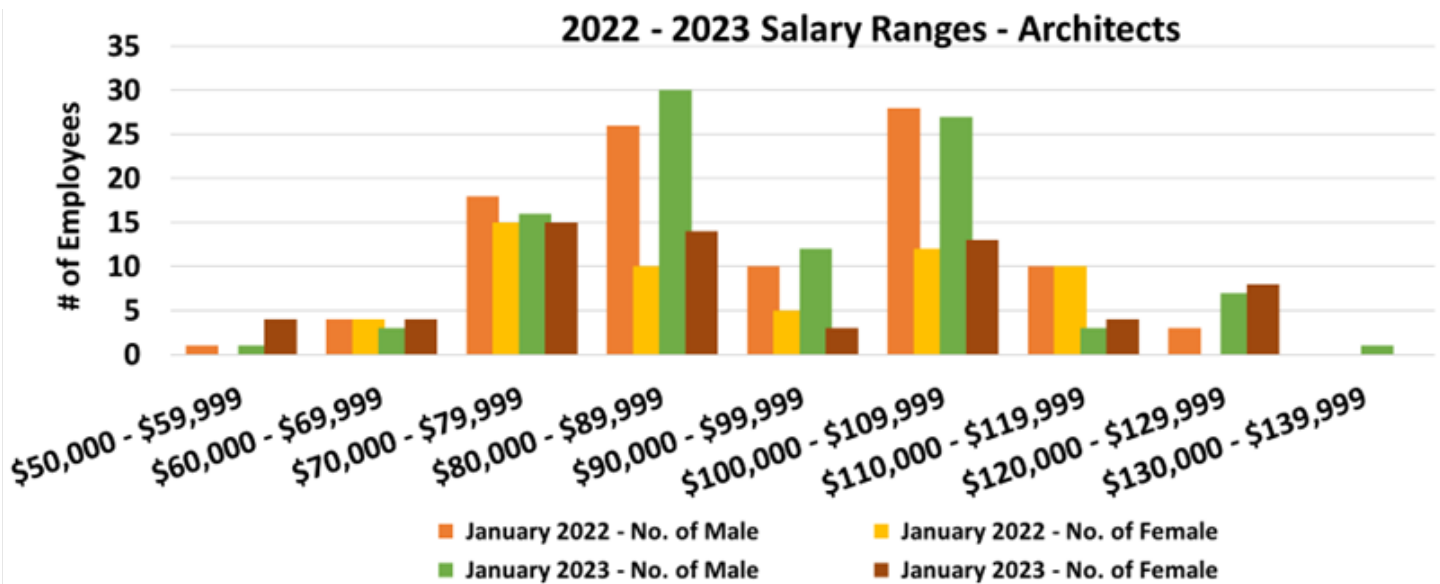
Of all the titles studied, Attorney Titles have the highest rate of participation among women, who, as of January 1, 2023, comprise 54% of titles in this occupational field. Consistent with previous years, the number of women working in higher-paying salaries drops in the median salary ranges as well as the number of men at these levels. In calendar year 2022, the most significant change to women's participation in higher salary ranges occurred between \$90,000 and \$99,999. The data suggests that while fewer advancement opportunities exist in this series for both men and women, women continue to be promoted as consistently as men in salary ranges above \$109,999.



Salary Range	January-2022			January-2023		
	No. of Male	No. of Female	% Female	No. of Male	No. of Female	% Female
\$80,000 - \$89,999	21	38	64%	26	27	51%
\$90,000 - \$99,999	52	76	59%	50	84	63%
\$100,000 - \$109,999	135	169	56%	38	49	56%
\$110,000 - \$119,999	18	28	61%	111	130	54%
\$120,000 - \$129,999	72	74	51%	58	61	51%
\$130,000 - \$139,999	8	9	53%	25	24	49%
\$140,000 - \$149,999	17	15	47%	18	19	51%
\$150,000 - \$159,999	11	7	39%	2	1	33%
\$160,000 - \$169,999	0	1	0%	7	5	42%
\$170,000 - \$179,999	0	1	100%	0	0	0%

Table 6. Salary Ranges: Architect Titles

On average, women comprise nearly a quarter of Architect titles in the state workforce (39%). As of January 1, 2023, men outnumber women in all, but four salary ranges of the series. For the four salary ranges where men did not outnumber women (\$50,000 - \$59,999; \$60,000 - \$69,999; \$110,000 - \$119,999; and \$120,000 - \$129,999), women made up more than 50% of those salary ranges. While there was a 3% increase in women in Architect titles in 2023, there continued to be no significant changes in the demographics of men and women across the salary range of this series.



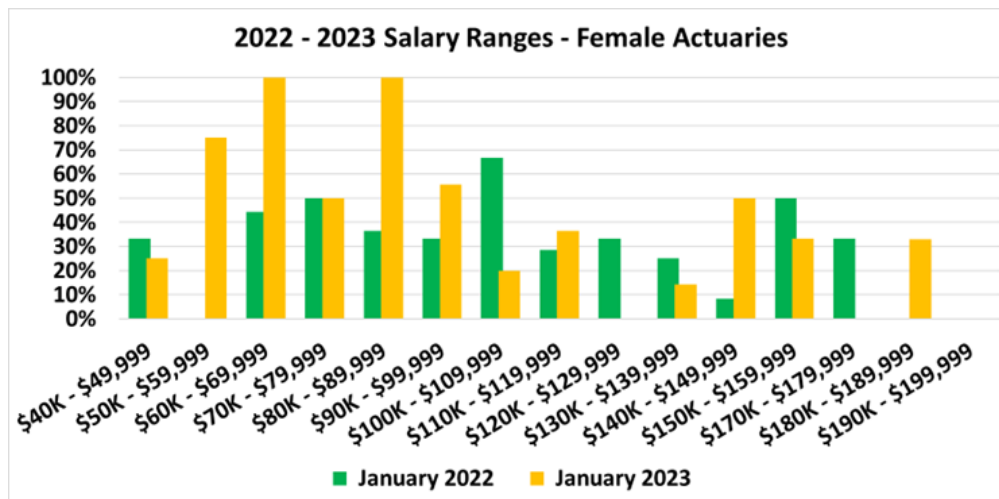
Salary Range	January-2022			January-2023		
	No. of Male	No. of Female	% Female	No. of Male	No. of Female	% Female
\$50,000 - \$59,999	1	0	0%	1	4	80%
\$60,000 - \$69,999	4	4	50%	3	4	57%
\$70,000 - \$79,999	18	15	45%	16	15	48%
\$80,000 - \$89,999	26	10	28%	30	14	32%
\$90,000 - \$99,999	10	5	33%	12	3	20%
\$100,000 - \$109,999	28	12	30%	27	13	33%
\$110,000 - \$119,999	10	10	50%	3	4	57%
\$120,000 - \$129,999	3	0	0%	7	8	53%
\$130,000 - \$139,999	0	0	0%	1	0	0%

2023 TITLE AND SALARY DATA TRENDS

The following tables show trends in women's salaries over two years for Actuaries, Physicians, Trades titles, IT Managers, Professional Engineers, and Correction Officers titles (Tables 7 – 12).

Table 7. Salary Ranges: Actuary Titles

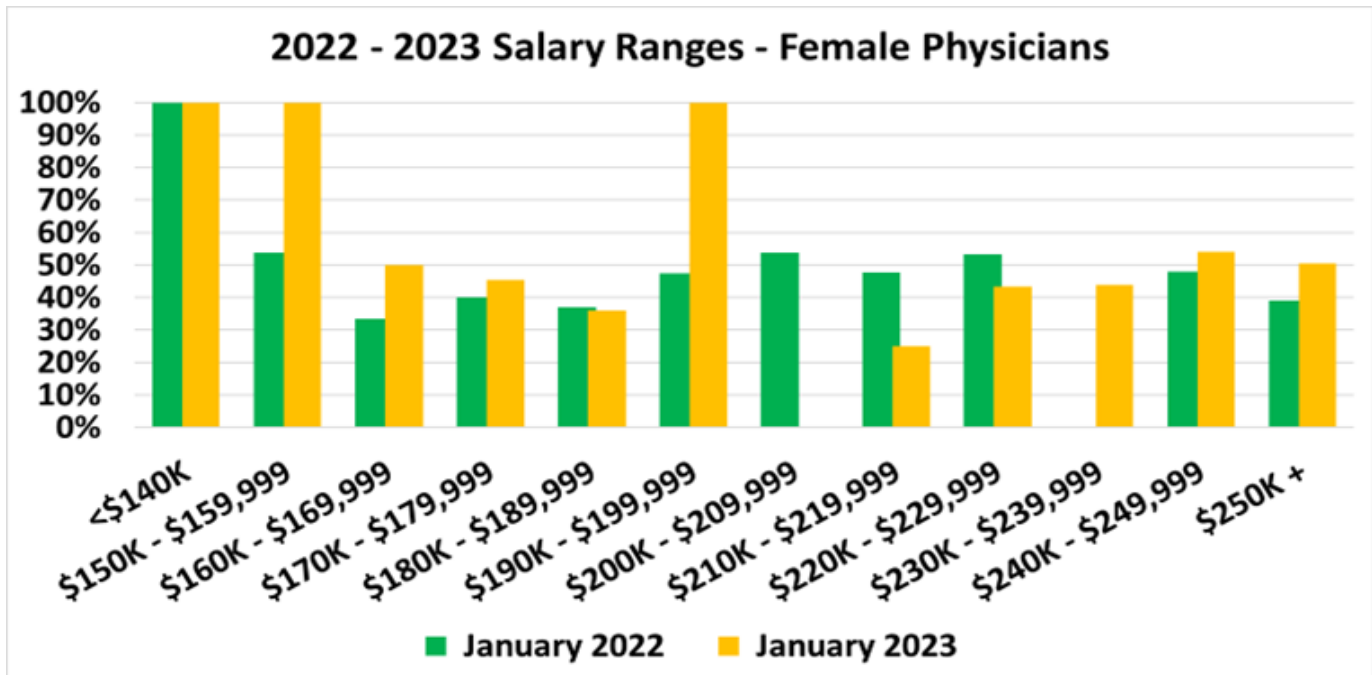
Actuary positions continue to be a consistently male-dominated occupational area in the state workforce. As of January 1, 2023, women comprised approximately 35% of titles in this field. In 2023, while there were more women in the \$90,000 - \$99,999 salary range than any other salary range, suggesting the possible advancement of female employees in these titles, the greatest increase for women took place in this salary range, having increased female presence by 83%.



	No. of Male	No. of Female	% Female	No. of Male	No. of Female	% Female
Salary Range	January-2022			January-2023		
\$40K - \$49,999	2	1	33%	6	2	25%
\$50K - \$59,999	2	0	0%	1	3	75%
\$60K - \$69,999	5	4	44%	0	2	100%
\$70K - \$79,999	1	1	50%	2	2	50%
\$80K - \$89,999	7	4	36%	0	1	100%
\$90K - \$99,999	2	1	33%	4	5	56%
\$100K - \$109,999	2	4	67%	8	2	20%
\$110K - \$119,999	5	2	29%	7	4	36%
\$120K - \$129,999	10	5	33%	2	0	0%
\$130K - \$139,999	3	1	25%	12	2	14%
\$140K - \$149,999	11	1	8%	1	1	50%
\$150K - \$159,999	1	1	50%	2	1	33%
\$170K - \$179,999	2	1	33%	0	0	0%
\$180K - \$189,999	1	0	0%	2	1	33%
\$190K - \$199,999	0	0	0%	1	0	0%

Table 8. Salary Ranges: Physician Titles

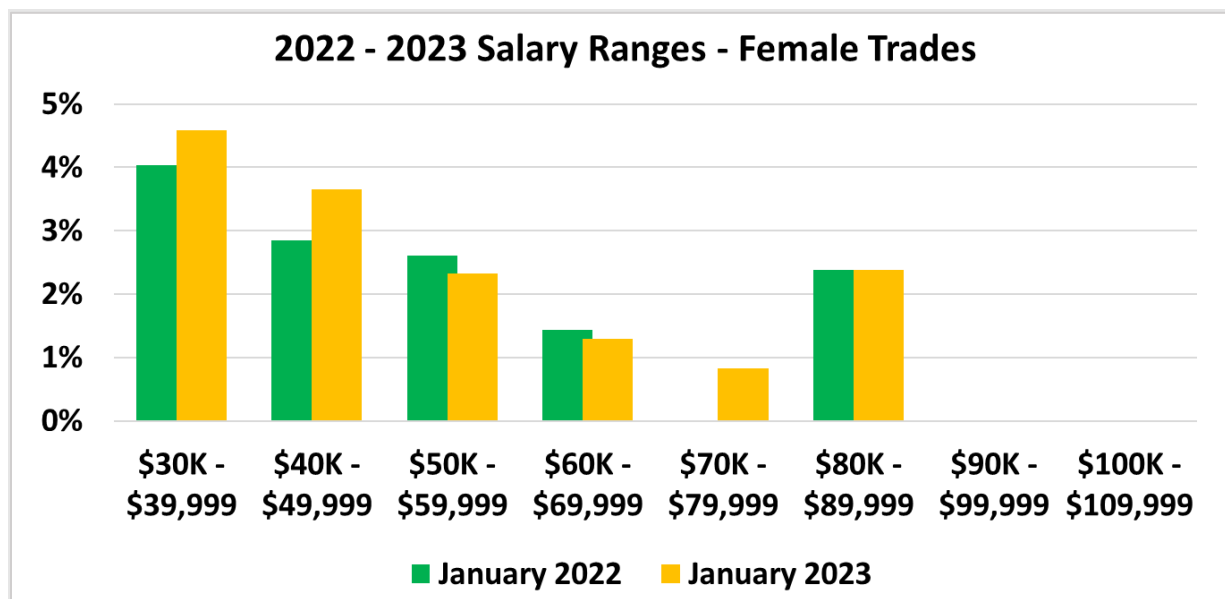
Physicians reflect the highest salaries and one of the least populous titles of all the occupational groups profiled. While women continue to comprise a relatively equal part of the group overall (47% as of January 1, 2023), in 2023 their participation across the title fell approximately 2% but women more than doubled their representation in salary ranges above \$220,000.



	No. of Male	No. of Female	% Female	No. of Male	No. of Female	% Female
Salary Range	January-2022			January-2023		
<\$140K	0	2	100%	0	2	100%
\$150K - \$159,999	6	7	54%	0	1	100%
\$160K - \$169,999	4	2	33%	2	2	50%
\$170K - \$179,999	15	10	40%	6	5	45%
\$180K - \$189,999	183	108	37%	82	46	36%
\$190K - \$199,999	30	27	47%	0	1	100%
\$200K - \$209,999	67	78	54%	0	0	0%
\$210K - \$219,999	11	10	48%	6	2	25%
\$220K - \$229,999	58	66	53%	89	68	43%
\$230K - \$239,999	0	0	0%	36	28	44%
\$240K - \$249,999	25	23	48%	67	79	54%
\$250K +	28	18	39%	119	121	50%

Table 9. Salary Ranges: Trades Titles

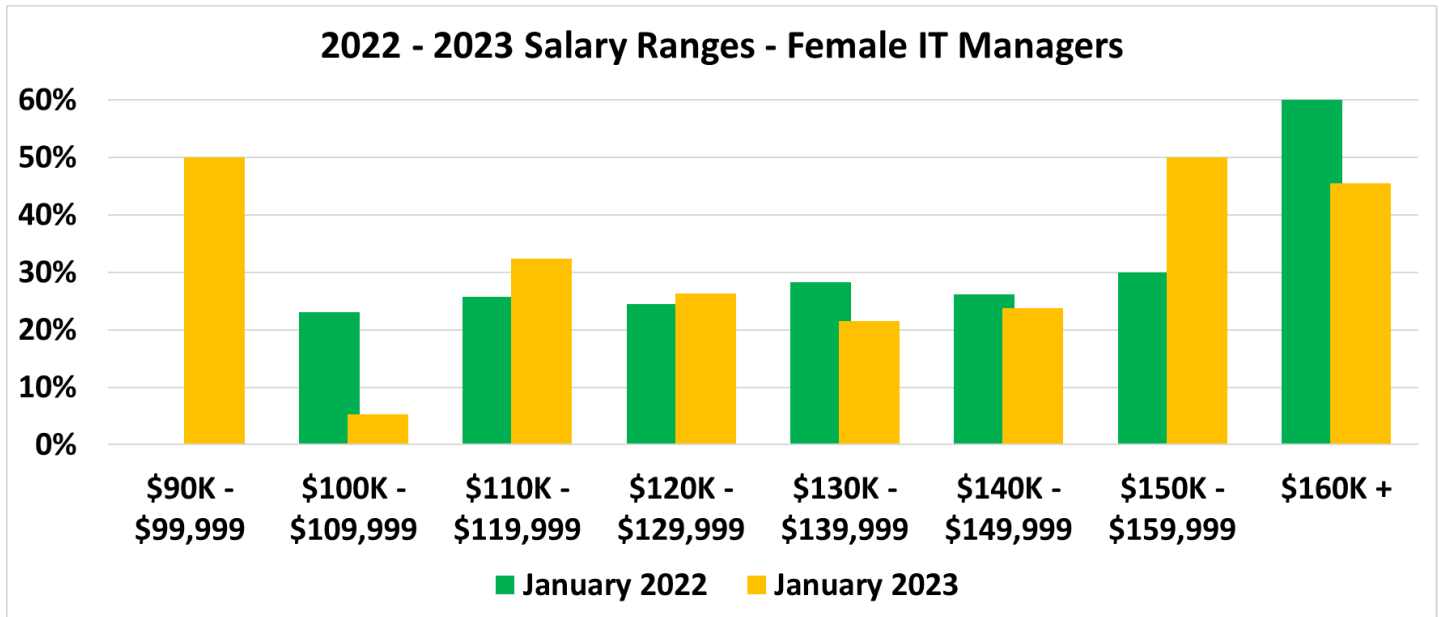
Trades, mechanic, and entry-level labor and maintenance titles were revised in September 2018 as part of a larger initiative to consolidate titles and update the state's overall title structure. The changes did not affect salary grade, gender composition, or other relevant characteristics of the titles studied. Consistent with the previous year, trades positions in New York State have the lowest overall number of women participating out of the titles reviewed for this report. In calendar year 2022, there was an increase in participation in the lower salary ranges by women, but there continues to be no representation of women in the higher-paying titles, consistent with the previous year. The gender participation gap remains the highest among all the occupational groups studied, with just 3% of Trades employees being women in 2023.



	No. of Male	No. of Female	% Female	No. of Male	No. of Female	% Female
Salary Range	January-2022			January-2023		
\$30K - \$39,999	1023	43	4%	416	20	5%
\$40K - \$49,999	2760	81	3%	2929	111	4%
\$50K - \$59,999	1793	48	3%	2309	55	2%
\$60K - \$69,999	483	7	1%	608	8	1%
\$70K - \$79,999	98	0	0%	119	1	1%
\$80K - \$89,999	41	1	2%	41	1	2%
\$90K - \$99,999	3	0	0%	1	0	0%
\$100K - \$109,999	1	0	0%	2	0	0%

Table 10. Salary Ranges: Female IT Manager Titles

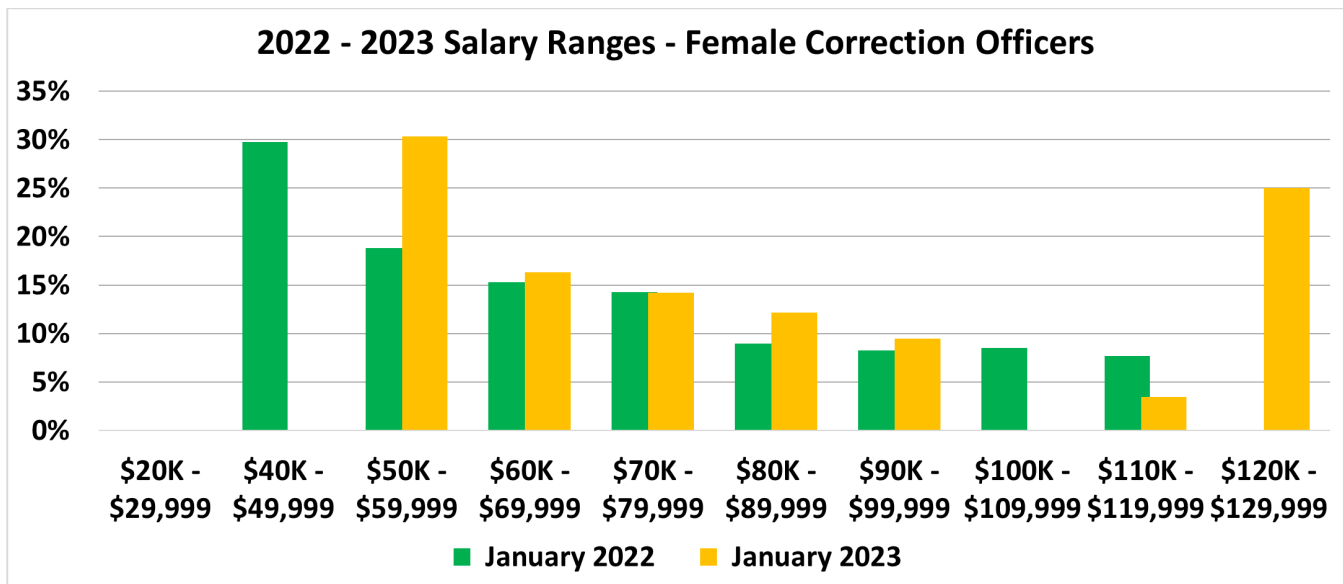
Overall representation of women in IT Manager Titles continues to be steady from 2022 to 2023, with women comprising 27% of these titles on average over two years. As of January 1, 2023, women saw a 50% decrease in salary ranges \$110,000 - \$119,999 but a significant increase in salary ranges \$120,000 - \$129,999 and a slight increase in salaries over \$160,000. Both trends suggest the possibility of women working in lower-level IT titles in calendar year 2022 advancing to higher paying jobs in the field.



	No. of Male	No. of Female	% Female	No. of Male	No. of Female	% Female
Salary Range	January-2022			January-2023		
\$90K - \$99,999	1	0	0%	1	1	50%
\$100K - \$109,999	10	3	23%	18	1	5%
\$110K - \$119,999	182	63	26%	67	32	32%
\$120K - \$129,999	34	11	24%	154	55	26%
\$130K - \$139,999	33	13	28%	44	12	21%
\$140K - \$149,999	17	6	26%	16	5	24%
\$150K - \$159,999	7	3	30%	2	2	50%
\$160K +	2	3	60%	6	5	45%

Table 11. Salary Ranges: Female Correction Officer Titles

Women's participation in Correction Officer Titles were generally low (16%) as of January 1, 2023. Overall, these titles offer fewer positions with salaries over the defined high-paying threshold (\$75K). As of January 1, 2023, women decreased their overall participation in this field, but increased their participation rate in 50% of the salary ranges. In 2023, women, having had no representation in calendar year 2021 in the range of \$120,000 - \$129,999, now represent 25% of this range. This trend continues to indicate, for the fourth year in a row, that female employees are gradually moving into higher-paying titles.

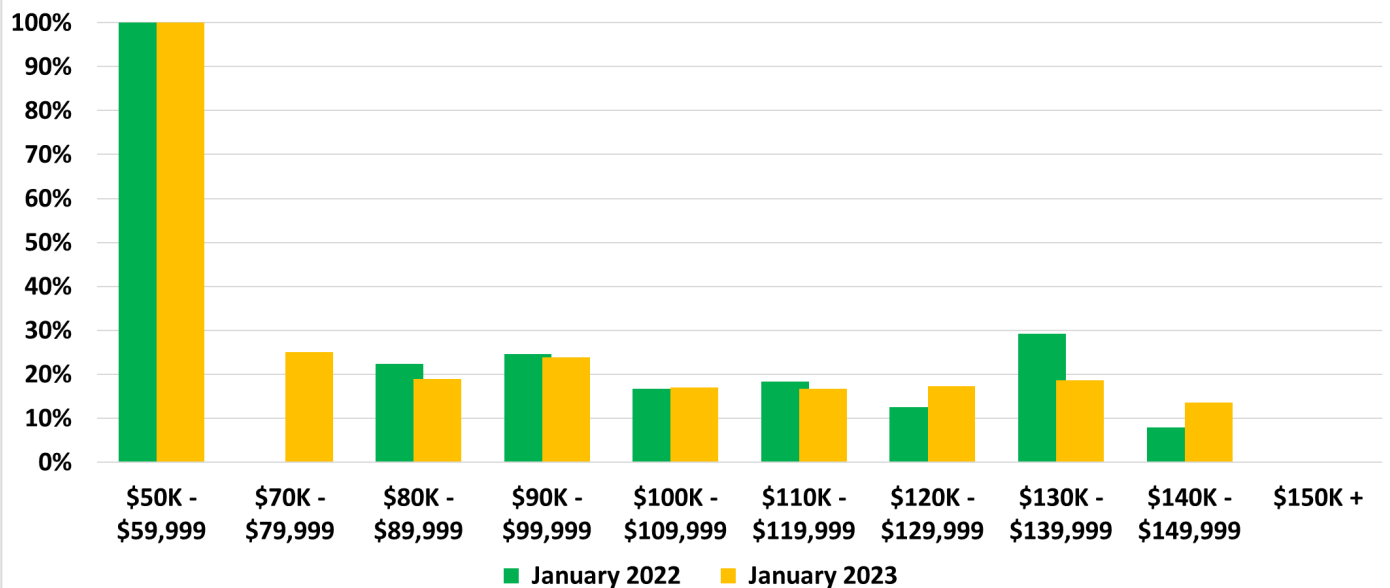


	No. of Male	No. of Female	% Female	No. of Male	No. of Female	% Female
Salary Range	January-2022			January-2023		
\$20K - \$29,999	0	0	0%	1	0	0%
\$40K - \$49,999	392	166	30%	4	0	0%
\$50K - \$59,999	2,052	475	19%	920	401	30%
\$60K - \$69,999	4,805	866	15%	5,457	1,065	16%
\$70K - \$79,999	5,607	934	14%	4,144	688	14%
\$80K - \$89,999	1,336	132	9%	2,549	352	12%
\$90K - \$99,999	423	38	8%	286	30	9%
\$100K - \$109,999	43	4	9%	12	0	0%
\$110K - \$119,999	12	1	8%	28	1	3%
\$120K - \$129,999	0	0	0%	9	3	25%

Table 12. Salary Ranges: Female Professional Engineer Titles

The percentage of women working in Engineering titles has been consistent since 2018, at an overall average of 18% as of January 1, 2023. As of January 1, 2023, the most significant trend upwards for women with Engineer titles took place in the \$70,000 - \$79,999 and \$140,000 - \$149,999 ranges where there was an increase in representation by approximately 25% and 6%, respectively. With a decrease in female representation in several lower salary ranges, both trends showing increases in the higher salary ranges would suggest that women in Engineering titles continued to be promoted.

2022 - 2023 Salary Ranges - Female Engineers



	No. of Male	No. of Female	% Female	No. of Male	No. of Female	% Female
Salary Range	January-2022			January-2023		
\$50K - \$59,999	0	1	100%	0	1	100%
\$70K - \$79,999	1	0	0%	3	1	25%
\$80K - \$89,999	87	25	22%	86	20	19%
\$90K - \$99,999	83	27	25%	86	27	24%
\$100K - \$109,999	416	83	17%	365	75	17%
\$110K - \$119,999	223	50	18%	90	18	17%
\$120K - \$129,999	42	6	13%	181	38	17%
\$130K - \$139,999	17	7	29%	35	8	19%
\$140K - \$149,999	35	3	8%	32	5	14%
\$150K +	6	0	0%	6	0	0%

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APPENDIX A: CHAPTER 460 OF THE LAWS OF 2016

Civil Service Law

§ 12. Recruitment of women to state civil service initiative 1. The department, through existing programs, shall provide information to both women and men about high paying jobs and careers, including jobs traditionally dominated by men. Such information shall be distributed as part of any recruitment efforts as well as be available on the department's website.

2. The president shall prepare and submit to the governor, the temporary president of the senate, and the speaker of the assembly an annual evaluation report of the initiative no later than January first, two thousand eighteen, and every year thereafter. The report shall include:

(a) how many women were referred to examinations for jobs and careers that offer high earning potential, including jobs traditionally dominated by men;

(b) the ratio of women to men in traditionally high paying jobs in state civil service and any change in that ratio from the previous year;

(c) The president's recommendations and plans for increasing the number of women in traditionally high paying jobs; and

(d) any other information the president deems relevant.

Labor Law

§ 10-c. Workforce guidance and information for women initiative. 1. The department shall provide guidance to local workforce investment boards and staff, to enable them to better educate and inform both women and men about higher paying jobs and careers including jobs traditionally dominated by men. Such guidance shall promote program services for job seekers that provide:

(a) current information about compensation for jobs and careers that offer high earning potential including jobs that are traditionally dominated by men;

(b) counseling, skills development and training that encourage both women and men to seek employment in such jobs;

(c) referrals to employers offering such jobs; and

(d) current local labor market information regarding the gender wage gap and specific self-sufficiency rates for families living and working in that local labor market.

2. The commissioner shall prepare and submit to the governor, the temporary president of the senate, and the speaker of the assembly an annual evaluation report of the initiative no later than January first, two thousand eighteen, and every year thereafter. The report shall include:

(a) how many women were referred to counseling or skills development and training for jobs and careers that offer high earning potential, including jobs traditionally dominated by men;

(b) how many women were referred to such jobs;

(c) the ratio of women to men in such jobs and any change in that ratio from the previous year; and

(d) any other information the commissioner deems relevant.

APPENDIX B: NEW YORK STATE WORKFORCE DEFINITION

The New York State Workforce, for this report, includes civil service employees in the Executive Branch of state government. There are two broad categories of government service: the military service and the civil service. All officers and most employees of the Division of Military and Naval Affairs are in the military service. The civil service includes all other offices and positions in New York State and is divided into the classified service and the unclassified service. The unclassified service includes the following offices and positions:

- Elective offices
- Heads of departments
- Executive Branch appointees of the Governor, except Executive Department officers and employees who are not heads of Divisions
- Officers appointed or elected by the Legislature on joint ballot
- Legislative officers and employees
- Officers, members, and employees of Boards of Election and teachers and supervisory personnel in public schools, the State University, and certain community colleges

The classified service includes all other positions and are included in this report. This year's report also includes the New York State Police.

APPENDIX C: GLOSSARY OF TERMS

Classified Service

Positions in the Civil Service of the State that are not in the Unclassified Service; the Classified Service is divided into four jurisdictional classes: competitive, non-competitive, exempt, and labor.

Competitive Class

Positions in the classified service of the workforce for which it is practicable to determine the merit and fitness of applicants by competitive examination.

Non-competitive Class

The jurisdictional classification of those positions for which it is practicable to examine applicants as to their qualifications, but not practicable to conduct tests on a competitive basis.

Paraprofessionals

Supportive or assistive positions of a given profession requiring less-extensive training than qualified members of the profession.

President

Refers to the President of the Commission, who is also the head of the Department of Civil Service.

Title

The label used to officially designate a class. It is descriptive of the work performed and its relative level within a title series or within an organization.

Title Series

A group of titles (two or more) that perform similar duties but at different levels of responsibility.

Unclassified Service

Positions specified in Section 35 of the Civil Service Law that are outside the jurisdiction of the Civil Service Department. Examples are: elected officers, appointees of the Governor or Legislature, including heads of departments and legislative employees, and employees in professional positions in certain colleges and all those persons whose principal functions are teaching or supervision of teaching in a public school, academy or college, or in the State University.

APPENDIX D. 2022 OCCUPATIONAL TITLE GROUPS

Attorney data includes the following titles:	
Title Code	Title Name
6501300	Senior Attorney
6501360	Senior Attorney Financial Services
6501370	Senior Attorney Realty
6501400	Assoc Attorney
6501401	Assoc Attorney Health Litigation
6501412	Assoc Attorney Tax
6501430	Assoc Attorney Health Care Regulation
6501460	Assoc Attorney Financial Services
6501480	Assoc Attorney Realty
6501485	Assoc Attorney Tax Enforcement
6501500	Principal Attorney
6501503	Principal Attorney Realty
6501540	Principal Attorney Tax
6501560	Principal Attorney Financial Services
6501570	Tax Law Judge
6501600	Supervising Attorney
6501660	Supervising Attorney Financial Services
Investigator data includes the following titles:	
6658100	Investigator 1
6658200	Investigator 2
6658210	Investigator 2 Comp Claims
6658220	Investigator 2 License
6658300	Investigator 3
6658310	Investigator 3 Comp Claims
6658320	Investigator 3 License
6658420	Investigator 4 License
6659010	Investigative Officer Trainee
6659100	Investigative Officer 1
6659105	Investigative Officer 1 Chinese Language
6659110	Investigative Officer 1 Korean Language
6659011	Investigative Officer Trainee Chinese L
6659013	Investigative Officer Trainee Spanish L
6659115	Investigative Officer 1 Spanish Language
6659185	Investigative Officer 1 Public Work Wage
6659190	Investigative Officer 1 State Insurance Fund
6659220	Investigative Officer 2 Workers Comp
6659230	Investigative Officer 2 Labor Standards
6659240	Investigative Officer 2 Labor Standards Chinese L
6659250	Investigative Officer 2 Labor Standards Spanish L
6659270	Investigative Officer 2 Public Work Wage
6659280	Investigative Officer 2 State Insurance Fund
6659290	Investigative Officer 2 Unemployment Insurance
6659320	Investigative Officer 3 Workers Comp
6659330	Investigative Officer 3 Labor Standards

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6659350	Investigative Officer 3 Public Work Wage
6659360	Investigative Officer 3 State Insurance Fund
6659370	Investigative Officer 3 Unemployment Insurance
6659410	Investigative Officer 4 Workers Comp
6659420	Investigative Officer 4 Labor Standards
6659440	Investigative Officer 4 Public Work Wage
6659450	Investigative Officer 4 Unemployment Insurance
6660100	Investigative Specialist 1
6660110	Investigative Specialist 1 Spanish L
6660120	Investigative Specialist 1 Financial Fraud
6660130	Investigative Specialist 1 Law
6660140	Investigative Specialist 1 Narcotics
6660143	Investigative Specialist 1 Cannabis
6660150	Investigative Specialist 1 Motor Vehicle
6660151	Investigative Specialist Trainee 1 Motor Vehicle
6660152	Investigative Specialist Trainee 2 Motor Vehicle
6660175	Investigative Specialist 1 Motor Vehicle Russian L
6660180	Investigative Specialist 1 Motor Vehicle Spanish L
6660181	Investigative Specialist Trainee 1 M V Spanish L
6660182	Investigative Specialist Trainee 2 M V Spanish L
6660190	Investigative Specialist 1 Beverage Ctrl
6660210	Investigative Specialist 2 Financial Fraud
6660220	Investigative Specialist 2 Law
6660230	Investigative Specialist 2 Medicaid
6660240	Investigative Specialist 2 Narcotics
6660243	Investigative Specialist 2 Cannabis
6660250	Investigative Specialist 2 Professional Conduct
6660260	Investigative Specialist 2 Motor Vehicle
6660270	Investigative Specialist 2 Motor Vehicle SL
6660290	Investigative Specialist 2 Beverage Ctrl
6660310	Investigative Specialist 3 Financial Fraud
6660320	Investigative Specialist 3 Law
6660330	Investigative Specialist 3 Professional Conduct
6660350	Investigative Specialist 3 Motor Vehicle
6660390	Investigative Specialist 3 Beverage Ctrl
6660430	Investigative Specialist 4 Medicaid
6660440	Investigative Specialist 4 Professional Conduct
6660450	Investigative Specialist 4 Motor Vehicle
Architect data includes the following titles	
Title Code	Title Name
4801200	Assistant Architect
4801300	Senior Architect
4801400	Associate Architect
5001100	Junior Landscape Architect
5001200	Landscape Architect
5001300	Senior Landscape Architect
5001400	Associate Landscape Architect
5001500	Principal Landscape Architect

Actuary data includes the following titles:	
Title Code	Title Name
0752200	Assistant Actuary
0752302	Senior Actuary Casualty
0752310	Senior Actuary Life
0752410	Associate Actuary Life
0752440	Associate Actuary Casualty
0752501	Principal Actuary Life
0752502	Principal Actuary Casualty
0752601	Supervising Actuary Life
0752602	Supervising Actuary Casualty
0752810	Chief Life Actuary 1
0752820	Chief Life Actuary 2
0752830	Chief Life Actuary 3
Physician data includes the following titles:	
Title Code	Title Name
5252100	Clinical Physician 1
5252200	Clinical Physician 2
5252300	Clinical Physician 3
5260201	Psychiatrist 1
5260202	Psychiatrist 2
5260203	Psychiatrist 3
5260212	Psychiatrist 2 Spanish Language
5260214	Psychiatrist 1 Chinese Language
5260215	Psychiatrist 2 Chinese Language
5260310	Psychiatrist 1 Children & Youth
5260320	Psychiatrist 2 Children & Youth
5260329	Psychiatrist 2 Forensic
5266100	Psychiatrist 1 Research
5266200	Psychiatrist 2 Research
5266300	Psychiatrist 3 Research
5266310	Psychiatrist 3 Forensic
5277200	Medical Specialist 2
5277201	Medical Specialist 1
5277400	Medical Specialist 3
Trades data includes the following titles*:	
Title Code	Title Name
6921000	Construction Equipment Operator
6921001	Construction Equipment Operator Heavy
6921002	Construction Equipment Operator Light
6921200	Highway Equipment Operator
6921300	Service Area Equipment Operator
6921700	Bridge Repair Supervisor 2
6922101	Bridge Repair Assistant
6922110	Bridge Repair Assistant Trainee 1

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6922115	Bridge Repair Assistant Trainee 2
6922303	Bridge Repair Supervisor 1
6925200	State Fair Worker
6933001	Highway Maintenance Worker Trainee 1
6933002	Highway Maintenance Worker Trainee 2
6933100	Highway Maintenance Worker 1
6933200	Highway Maintenance Worker 2
6933500	Highway Maintenance Supervisor 1
6933700	Highway Maintenance Supervisor 2
6958100	Recycling Specialist
6962600	Pavement Marking Supervisor
6963600	Sign Crew Supervisor
7002000	Carpenter
7002700	Supervising Carpenter
7010000	Mason & Plasterer
7010700	Supervising Mason & Plasterer
7020000	Painter
7020700	Supervising Painter
7021100	Bridge Painter
7021200	Supervising Bridge Painter 1
7030000	Roofer & Tinsmith
7101300	Maintenance Supervisor 1
7101310	Maintenance Supervisor 1 Fish Hatchery
7101320	Maintenance Supervisor 1 Building
7101330	Maintenance Supervisor 1 Electronic Equipment
7101340	Maintenance Supervisor 1 Motor Equipment
7101350	Maintenance Supervisor 1 Toll Equipment
7101360	Maintenance Supervisor 1 Marine Equipment
7101500	Maintenance Supervisor 2
7101520	Maintenance Supervisor 2 Building
7101530	Maintenance Supervisor 2 Bridge
7101540	Maintenance Supervisor 2 Toll Equipment
7101550	Maintenance Supervisor 2 Motor Equipment
7120000	Trades Generalist
7120100	Trades Specialist Carpenter
7120101	Trades Specialist Trainee 1 Carpenter
7120102	Trades Specialist Trainee 2 Carpenter
7120110	Trades Specialist Painter
7120120	Trades Specialist Electrician
7120121	Trades Specialist Trainee 1 Electrician
7120122	Trades Specialist Trainee 2 Electrician
7120130	Trades Specialist Roofing
7120135	Trades Specialist Bridge
7120140	Trades Specialist Locksmith
7120145	Trades Specialist Machinist
7120150	Trades Specialist Mason & Plasterer
7120151	Trades Specialist Trainee 1 Mason & Plasterer
7120152	Trades Specialist Trainee 2 Mason & Plasterer

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7120160	Trades Specialist Plumber & Steamfitter
7120161	Trades Specialist Trainee 1 Plumber & Steamfitter
7120162	Trades Specialist Trainee 2 Plumber & Steamfitter
7120170	Trades Specialist Sheet Metal
7120175	Trades Specialist Welder
7120180	Trades Specialist Upholstery
7120185	Trades Specialist Sign Fabrication
7120200	Trades Supervisor Carpenter
7120210	Trades Supervisor Electrician
7120220	Trades Supervisor Painter
7120230	Trades Supervisor Mason & Plasterer
7120240	Trades Supervisor Plumber & Steamfitter
7120250	Trades Supervisor Sign Fabrication
7150000	Maintenance Helper
7150300	Maintenance Supervisor 3
7150310	Maintenance Supervisor 3 Bridge
7150320	Maintenance Supervisor 3 Motor Equipment
7150330	Maintenance Supervisor 3 Toll Equipment
7150340	Maintenance Supervisor 3 Transportation
7150500	Maintenance Supervisor 4
7202000	Maintenance Assistant
7202022	Maintenance Assistant Refrigeration
7202100	Maintenance Assistant Carpenter
7202115	Maintenance Assistant Locksmith
7202130	Maintenance Assistant Mason & Plasterer
7202150	Maintenance Assistant Painter
7202170	Maintenance Assistant Roofer & Tinsmith
7202180	Maintenance Assistant Sign Fabrication
7202190	Maintenance Assistant Parks
7322000	Locksmith
7331100	Electrician
7331200	Supervising Electrician
7345010	Maintenance Assistant Mechanic
7345020	Maintenance Assistant Plumber & Steamfitter
7345050	Maintenance Assistant Machinist
7345060	Maintenance Assistant Electrician
7351000	Machinist
7352000	Gen Mechanic
7359200	Sheet Metal Worker
7361000	Plumber & Steamfitter
7361700	Supervising Plumber & Steamfitter
7371000	Welder
7734000	Upholsterer

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7746300	Sign Shop Supervisor 1
7747200	Sign Painter
IT Manager data includes the following titles:	
Title Code	Title Name
0815600	Manager Information Technology Services 1
0815610	Manager Information Technology Services 1 (Database)
0815620	Manager Information Technology Services 1 (Data Communications)
0815630	Manager Information Technology Services 1 (Operations)
0815640	Manager Information Technology Services 1 (Systems Programming)
0815650	Manager Information Technology Services 1 (Technical)
0815670	Manager Information Technology Services 1 Info Sec
0815700	Manager Information Technology Services 2
0815710	Manager Information Technology Services 2 (Technical)
0815770	Manager Information Technology Services 2 Info Sec
0843000	Dir Information Technology Services 3
0843025	Dir Information Technology Services 2
0843050	Dir Information Technology Services 1
0843100	Assistant Dir Information Technology Services 1
0843150	Assistant Dir Information Technology Services 2
0843200	Assistant Dir Information Technology Technical Services 1
Professional Engineer data includes the following titles:	
Title Code	Title Name
4063105	Professional Engineer 1 Civil
4063110	Professional Engineer 1 Civil/Construction
4063115	Professional Engineer 1 Civil/Geotechnical
4063120	Professional Engineer 1 Civil/Structural
4063125	Professional Engineer 1 Civil/Transportation
4063130	Professional Engineer 1 Electrical
4063135	Professional Engineer 1 Environmental
4063140	Professional Engineer 1 Fire Protection
4063145	Professional Engineer 1 Industrial
4063150	Professional Engineer 1 Mechanical
4063155	Professional Engineer 1 Mechanical/HVAC
4063160	Professional Engineer 1 Gas Pipeline Safety
4063205	Professional Engineer 2 Civil
4063210	Professional Engineer 2 Civil/Construction
4063215	Professional Engineer 2 Civil/Environmental
4063220	Professional Engineer 2 Civil/Geotechnical
4063225	Professional Engineer 2 Civil/Materials
4063230	Professional Engineer 2 Civil/Structural
4063235	Professional Engineer 2 Civil/Transportation
4063240	Professional Engineer 2 Electrical
4063245	Professional Engineer 2 Environmental
4063250	Professional Engineer 2 Industrial
4063255	Professional Engineer 2 Mechanical
4063260	Professional Engineer 2 Mechanical/HVAC
4063310	Professional Engineer 3 Civil

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4063320	Professional Engineer 3 Civil/Transportation
4063330	Professional Engineer 3 Civil/Structural
4063410	Professional Engineer 4 Civil/Structural
4063420	Professional Engineer 4 Civil/Transportation
4063430	Professional Engineer 4 Environmental
4063440	Professional Engineer 4 Mechanical/HVAC
4063520	Professional Engineer 5 Civil/Transportation
4063610	Professional Engineer 6 Civil/Transportation
Correction Officer data includes the following titles:	
Title Code	Title Name
8700100	Correction Officer
8700101	Correction Officer Spanish Language
8700105	Correction Officer Trainee Spanish Language
8700110	Correction Officer Trainee
8700160	Correction Officer Alcohol Recovery Program
8700200	Correction Sergeant
8700210	Correction Sergeant Spanish Language
8700400	Correction Captain

**Reflects skilled trades and related title changes effective September 13, 2020.*

It is the policy of the New York State Department of Civil Service to provide reasonable accommodation to ensure effective communication of information to individuals with disabilities. If you need an auxiliary aid or service to make this information available to you, please contact the New York State Department of Civil Service Public Information Office at (518) 457-9375.

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New York State Department of Civil Service

Albany, NY 12239