



Department of  
Civil Service

# State Workforce Diversity Report



2022

Kathy Hochul  
Governor

Rebecca A. Corso  
Acting Commissioner

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Dear Colleagues,

New York State takes pride in making diversity the state's greatest strength and consistently implements policies and regulations that secure our place as the beacon of light for all. Governor Kathy Hochul has made diversity, equity, and inclusion a priority for her administration, evidenced by the bold and comprehensive agenda detailed in the 2022 State of the State address.

The Department of Civil Service *State Workforce Diversity Report* was established to help provide a means for further analysis and evaluation of diversity trends and help steer New York on a course to further diversify the State workforce. The data included in this report will assist the State at both the enterprise and agency levels to strengthen diversity, foster inclusive work environments, and create pathways for better incorporating equal opportunity principles into the vital programs and services delivered to the public.

This inaugural report is a standalone accounting of current diversity markers within the State government workforce. In subsequent years, these diversity trends will be included in a special section of the annually published *New York State Workforce Management Report*.

I look forward to your collective feedback and support in these efforts. Should you have questions or comments regarding this report, please email the Department's Public Information Office at [PIO@cs.ny.gov](mailto:PIO@cs.ny.gov).

Rebecca A. Corso  
Acting Commissioner

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## INTRODUCTION

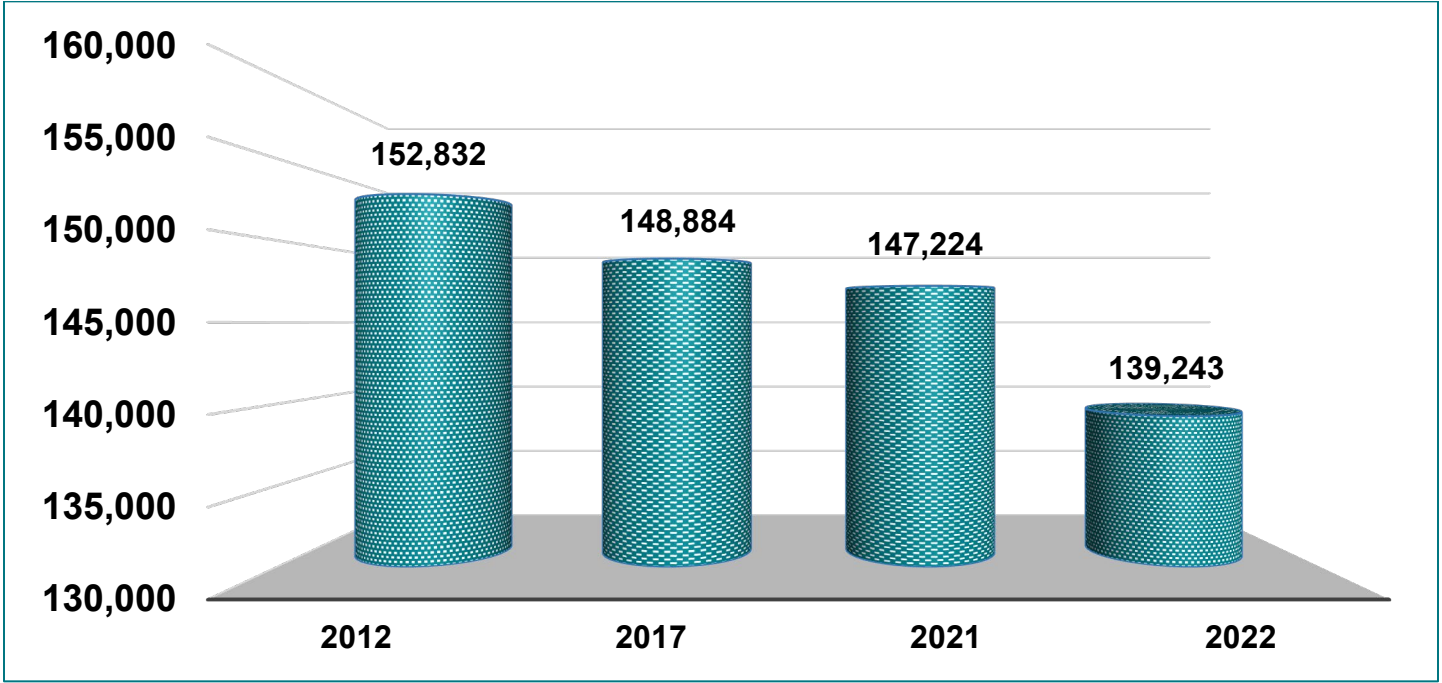
Senate Bill 07711, referred to as *State Workforce Diversity Report*, was signed by the Governor in February of 2021 and charges the New York State Department of Civil Service with annual reporting to include:

- (a) available data relating to diversity within the state and civil divisions thereof as well as appointments to all executive state agencies, authorities, boards, bureaus, commissions, departments and divisions under executive control.

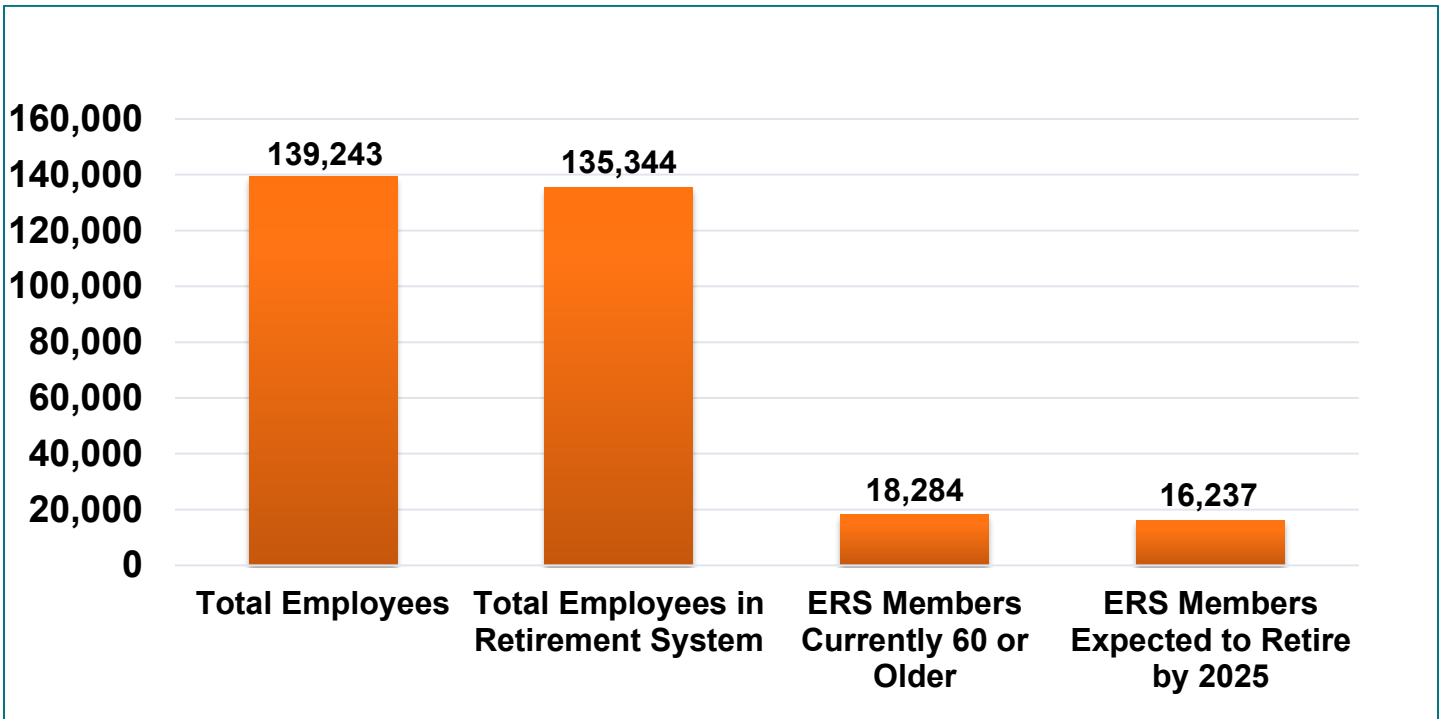
**Data Reporting Methodology:** The data in the State Workforce Diversity Report is a “snapshot” taken on January 1, 2022, of the demographics of the 139,243 employees in classified service (and certain workers in the unclassified service). The number of employees includes both seasonal and part-time employees. The data tables in the report covering a full year represent calendar year 2021. Data tables on gender and race only reflect employees who have provided that information. There are 135,344 employees who were enrolled in the Employee Retirement System (ERS), and this is the base figure used in calculations related to retirement eligibility.

**WORKFORCE HIGHLIGHTS**

**Number of New York State Employees in January of Year Shown**

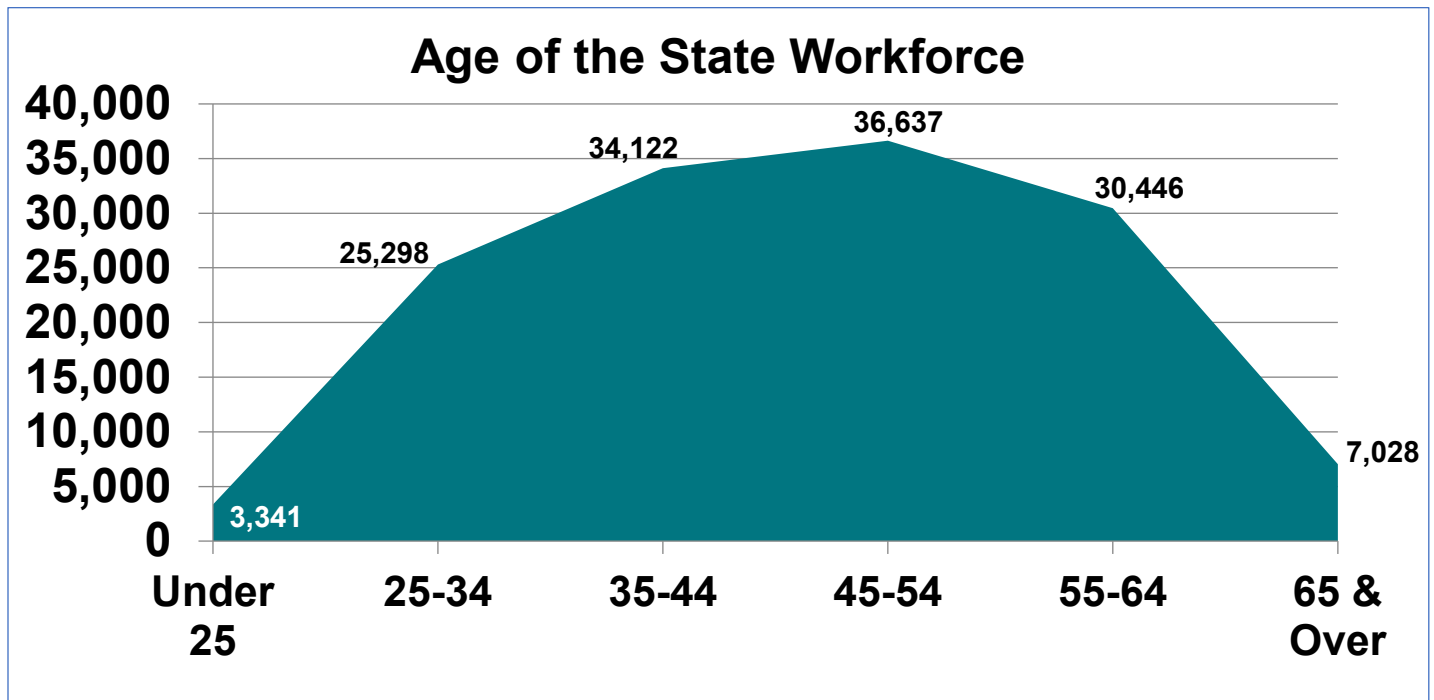


**New York State Workforce as of January 2022**

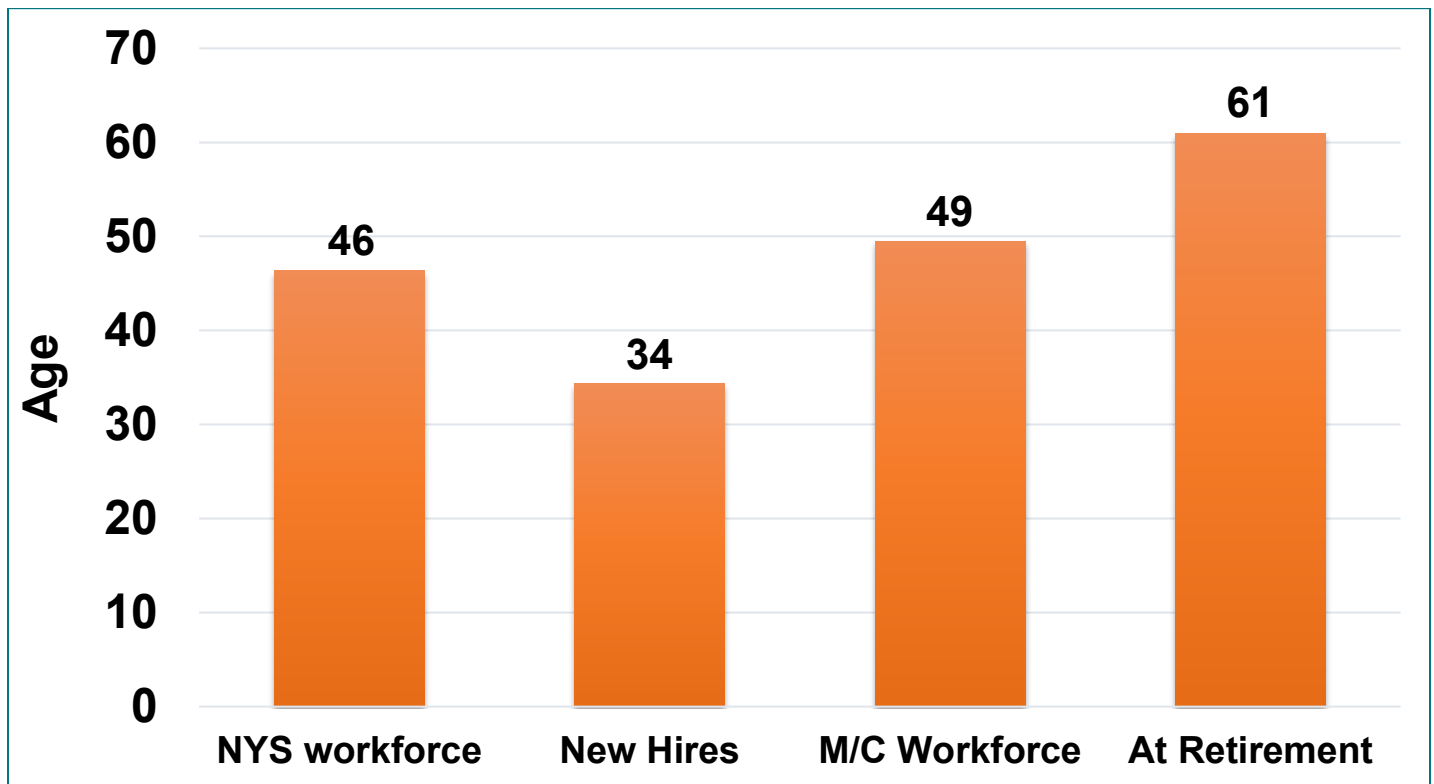


**WORKFORCE AGE DISTRIBUTION**

Age of the State Workforce as of January 2022



Average Age of the State Workforce as of January 2022



**Age Distribution of the State Workforce**

The State workforce includes employees from a range of age groups including high school students who have landed their first summer jobs to senior citizens enjoying a second career. There are few employees at either end of the age range. The age with the largest cohort is 54.

Age	# of Employees January 2022	Age	# of Employees January 2022
15	1	45	3,260
16	4	46	3,334
17	10	47	3,306
18	56	48	3,238
19	151	49	3,376
20	227	50	3,852
21	372	51	4,128
22	599	52	3,999
23	787	53	3,967
24	1,134	54	4,177
25	1,415	55	3,850
26	1,688	56	3,725
27	2,066	57	3,789
28	2,288	58	3,661
29	2,596	59	3,343
30	2,758	60	3,220
31	3,001	61	2,931
32	3,083	62	2,370
33	3,128	63	1,963
34	3,275	64	1,594
35	3,280	65	1,451
36	3,418	66	1,111
37	3,425	67	902
38	3,375	68	700
39	3,476	69	583
40	3,414	70	490
41	3,569	Over 70	1,791
42	3,412	Unknown	2,371
43	3,461	<b>Total</b>	<b>139,243</b>
44	3,292		



## AGE AND RETIREMENT

Key Facts about Age and Retirement of the Workforce:

- Average age is 46
- Average length of service is 13.3 years
- Average age at retirement is 61
- Average length of service at retirement is 27 years
- Employees 50 or older — 40.3% of the workforce (56,072 employees)
- Employees 55 or older — 26.1% of the workforce (36,289 employees)
- In the next five years, 7,057 employees enrolled in ERS will be 55 or older with 30 years of service
- Employees younger than 30 — 9.6% of the workforce (13,394 employees)

Age combined with length of service is a good indicator of an employee's ability to retire because the State's defined benefit pension allows retirement without diminution of benefits at age 55 with 30 years of service. Currently, 7,057 State employees enrolled in ERS are 55 or older with 30 years of service (55/30) which represents 5.1% of the total workforce.

There are several other groups of employees (enrolled in ERS) who will be able to retire without penalty within the next several years:

- 9,372 employees (6.7%) are 62 or older with less than 30 years of service
- 4,464 employees (3.2%) are already 55 with 25-29 years of service
- 1,756 employees (1.3%) are currently between the ages of 50 and 54 with 30 years of service
- 2,960 employees (2.1%) are between 50 and 54 with 25 or more years (but less than 30 years) of service
- 16,237 employees, or 11.7% of the State's workforce, will be 55 years of age or older within the next five years

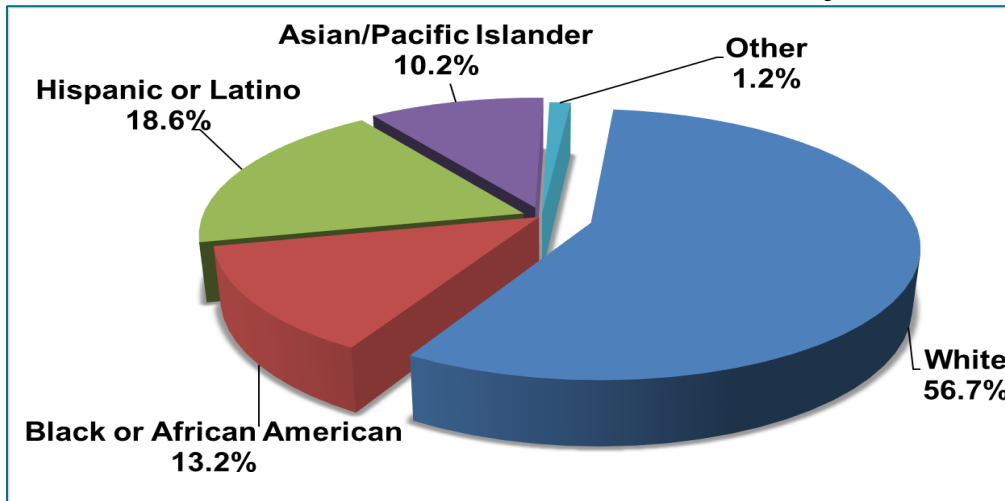
Another important marker for retirement is the average age at which employees have been retiring. Not all employees serve 30 years before retiring. In calendar year 2021, the average age at retirement was 61, with an average length of service of 27 years. Currently, 15,144 (10.9%) employees are at or above the average retirement age. The majority of that group lacks 30 years of service, and it is likely that many of these employees will retire before completing 30 years of service.

At the other end of the spectrum, 2.4% of the workforce is under 25 and 9.6% of the workforce is under 30 years old. The number of employees under 30 is generally consistent with last year's tally.

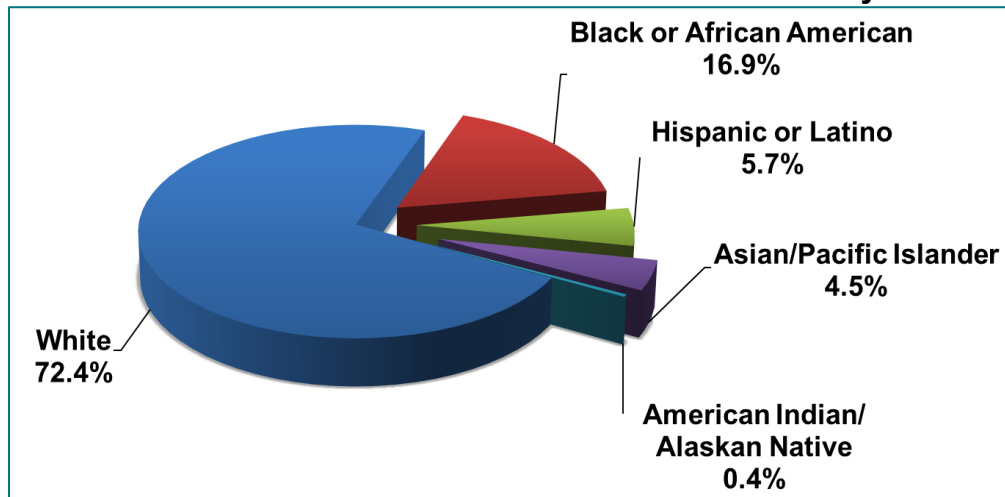
## WORKFORCE ETHNICITY

New York State’s population is one of the most diverse in the country. Recruiting and retaining a diverse and inclusive workforce is an essential component for a strong organization. The State continues to enhance its programs to attract and retain workers of all backgrounds to improve overall workforce diversity.

**New York State Civilian Workforce as of January 2022**



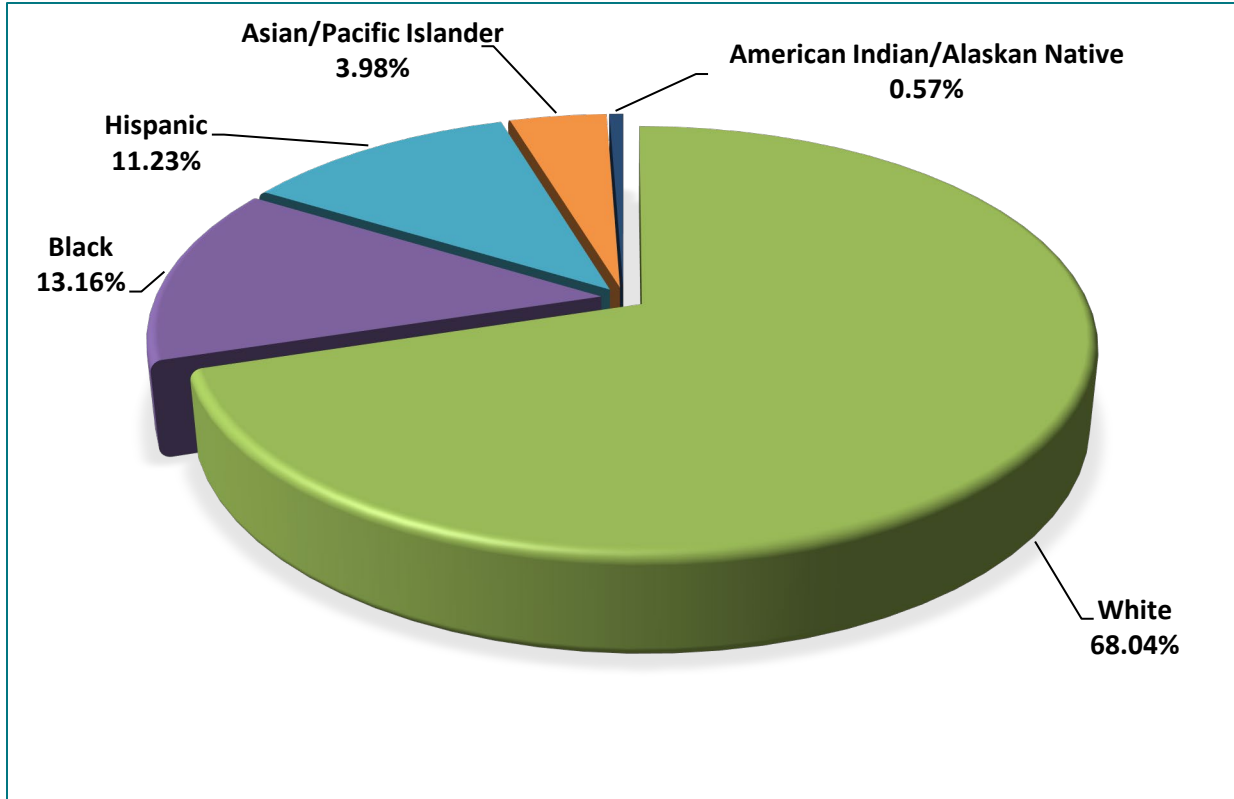
**New York State Government Workforce as of January 2022**



NYS Government Workforce	2012		2017		2021		2022	
	Count	Percentage	Count	Percentage	Count	Percentage	Count	Percentage
White	110,895	74.9%	103,838	73.7%	96,994	72.9%	89,589	72.4%
Black	24,259	16.4%	23,825	16.9%	22,443	16.9%	20,937	16.9%
Hispanic	6,969	4.7%	7,107	5.0%	7,329	5.5%	7,063	5.7%
Asian/Pacific Islander	5,362	3.6%	5,549	3.9%	5,791	4.4%	5,626	4.5%
Amer Indian/Alaskan Native	568	0.4%	569	0.4%	542	0.4%	496	0.4%
Unknown	4,779		7,996		14,125		15,532	
<b>Total</b>	<b>152,832</b>		<b>148,884</b>		<b>147,224</b>		<b>139,243</b>	

### Ethnicity of Exam Applicants

Entry into the State workforce for approximately 80% of positions is through the competitive appointment process. The appointments are the result of examinations and the establishment of eligible lists based on exam scores. The following chart depicts the composition of test applicants based on reported ethnicity for calendar year 2021.



### Ethnicity of New Hires

Of the new employees hired in calendar year 2021 who provided their ethnicity, 58.5% were White; 25.8% Black; 10% Hispanic; 5.1% Asian/Pacific Islander, and 0.5% American Indian/Alaskan Native.

	Number of Employees	Percent
White	2,896	58.5%
Black	1,278	25.8%
Hispanic	495	10.0%
Asian/Pacific Islander	254	5.1%
American Indian/Alaskan Native	27	0.5%
Unknown	4,481	
<b>Total</b>	<b>9,431</b>	

## ETHNICITY BY AGENCY

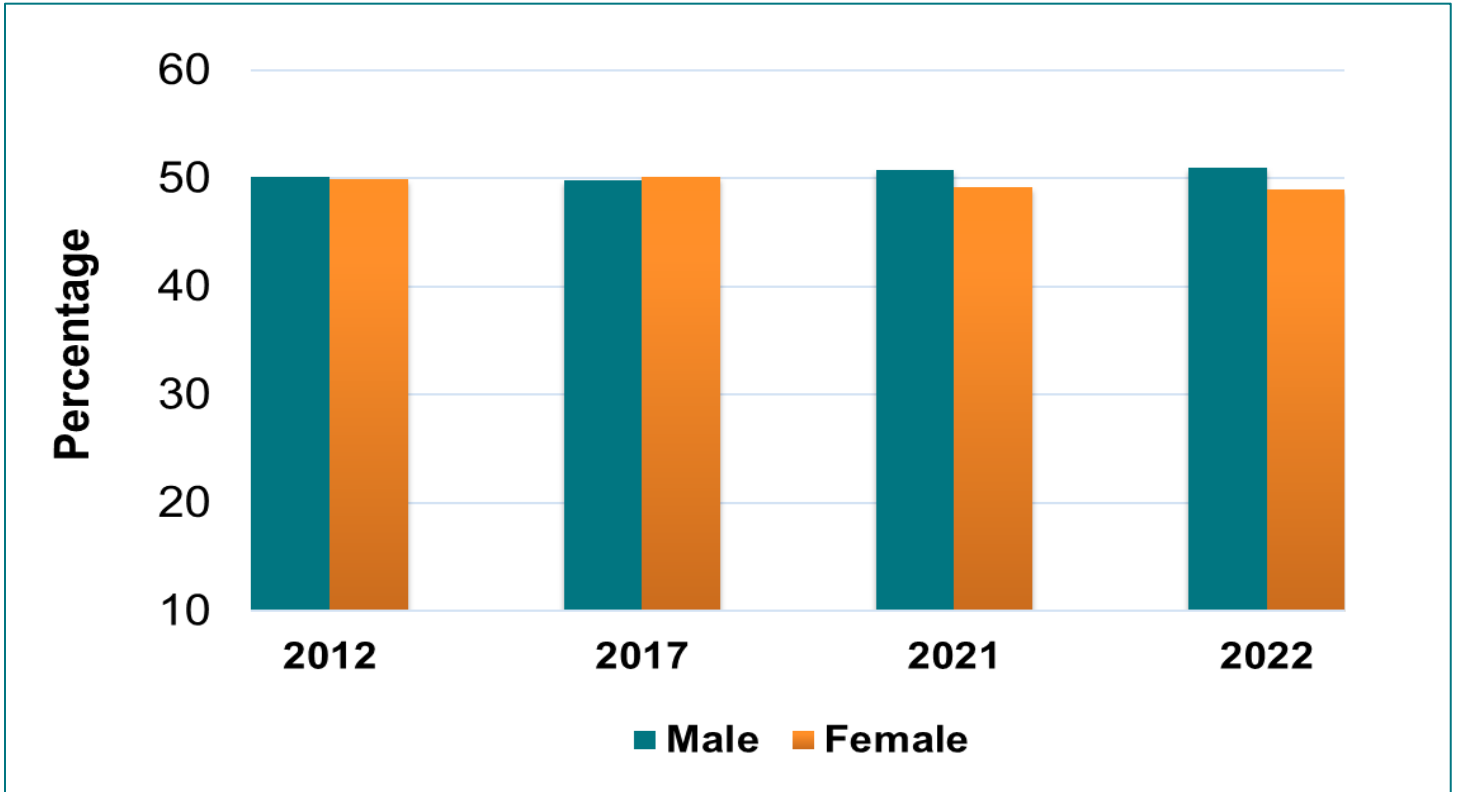
### Work Force in State Government by Agency and Ethnicity New York State - January 2022

Agency	Number of Employees	White		Black		Hispanic		Asian/Pacific Islander		American Indian/Alaskan Native		Unknown	
		#	%	#	%	#	%	#	%	#	%	#	%
Adirondack Park Agency	55	49	89.1%	0	0.0%	2	3.6%	0	0.0%	0	0.0%	4	7.3%
Aging, Office for the	82	72	87.8%	2	2.4%	4	4.9%	1	1.2%	1	1.2%	2	2.4%
Agriculture & Markets, Dept of	595	431	72.4%	28	4.7%	17	2.9%	23	3.9%	2	0.3%	94	15.8%
Alcoholic Beverage Control Board	141	82	58.2%	25	17.7%	10	7.1%	4	2.8%	0	0.0%	20	14.2%
Arts, Council On The	25	9	36.0%	2	8.0%	3	12.0%	2	8.0%	0	0.0%	9	36.0%
Authorities Budget Office	8	7	87.5%	0	0.0%	0	0.0%	1	12.5%	0	0.0%	0	0.0%
Bridge Authority	88	62	70.5%	4	4.5%	3	3.4%	0	0.0%	0	0.0%	19	21.6%
Budget, Division of the	292	188	64.4%	10	3.4%	7	2.4%	12	4.1%	0	0.0%	75	25.7%
Canal Corporation	459	408	88.9%	6	1.3%	14	3.1%	1	0.2%	0	0.0%	30	6.5%
Cannabis Management, Office of	35	18	51.4%	3	8.6%	0	0.0%	0	0.0%	0	0.0%	14	40.0%
Children & Family Svcs, Off of	2,757	1,625	58.9%	696	25.2%	183	6.6%	54	2.0%	11	0.4%	188	6.8%
Civil Service, Department of	297	229	77.1%	34	11.4%	14	4.7%	8	2.7%	2	0.7%	10	3.4%
Comptroller, Office of	2,741	2,086	76.1%	230	8.4%	98	3.6%	147	5.4%	1	0.0%	179	6.5%
Correction, Commission of	36	29	80.6%	3	8.3%	3	8.3%	0	0.0%	0	0.0%	1	2.8%
Corrections and Community Supervision	25,961	19,392	74.7%	3,264	12.6%	1,715	6.6%	292	1.1%	104	0.4%	1,194	4.6%
Criminal Justice Services, Div of	385	319	82.9%	26	6.8%	17	4.4%	7	1.8%	2	0.5%	14	3.6%
Economic Development, Dept of	117	80	68.4%	17	14.5%	3	2.6%	3	2.6%	0	0.0%	14	12.0%
Education	3,119	2,204	70.7%	290	9.3%	110	3.5%	96	3.1%	9	0.3%	410	13.1%
Elections, Board of	101	51	50.5%	3	3.0%	4	4.0%	3	3.0%	0	0.0%	40	39.6%
Employee Relations, Office of	61	37	60.7%	11	18.0%	3	4.9%	2	3.3%	0	0.0%	8	13.1%
Environmental Conservation, Dept of	3,175	2,576	81.1%	68	2.1%	60	1.9%	101	3.2%	15	0.5%	355	11.2%
Executive Chamber	132	27	20.5%	7	5.3%	2	1.5%	0	0.0%	0	0.0%	96	72.7%
Financial Control Board For NYC	9	4	44.4%	0	0.0%	1	11.1%	1	11.1%	0	0.0%	3	33.3%
Financial Services, Department of	1,235	491	39.8%	296	24.0%	65	5.3%	280	22.7%	0	0.0%	103	8.3%
General Services, Office of	1,940	1,382	71.2%	196	10.1%	58	3.0%	73	3.8%	3	0.2%	228	11.8%
Health	4,928	2,966	60.2%	690	14.0%	270	5.5%	322	6.5%	19	0.4%	661	13.4%
Higher Education Services Corp	119	78	65.5%	23	19.3%	7	5.9%	3	2.5%	0	0.0%	8	6.7%
Homeland Scty and Emerg Svcs	724	583	80.5%	25	3.5%	13	1.8%	7	1.0%	1	0.1%	95	13.1%
Housing & Comm Renewal, Div of	560	235	42.0%	160	28.6%	63	11.3%	72	12.9%	2	0.4%	28	5.0%
Housing Finance Agency	31	16	51.6%	10	32.3%	3	9.7%	1	3.2%	0	0.0%	1	3.2%
Human Rights, Division of	134	53	39.6%	33	24.6%	32	23.9%	4	3.0%	1	0.7%	11	8.2%
Indigent Legal Services, Office of	32	11	34.4%	6	18.8%	1	3.1%	0	0.0%	0	0.0%	14	43.8%
Justice Center	415	282	68.0%	35	8.4%	23	5.5%	8	1.9%	2	0.5%	65	15.7%
Labor Management Committee	60	48	80.0%	5	8.3%	1	1.7%	0	0.0%	0	0.0%	6	10.0%
Labor, Department of	2,752	1,829	66.5%	295	10.7%	278	10.1%	175	6.4%	17	0.6%	158	5.7%
Lake George Park Comm	14	11	78.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	21.4%
Law, Department of	1,604	651	40.6%	144	9.0%	90	5.6%	54	3.4%	3	0.2%	662	41.3%
Lieutenant Governor, Office of the	4	1	25.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	75.0%
Med Fraud Contrl, Dep Att Gen for	263	128	48.7%	18	6.8%	6	2.3%	9	3.4%	1	0.4%	101	38.4%
Medicaid Inspector General, Office of	412	302	73.3%	43	10.4%	14	3.4%	30	7.3%	0	0.0%	23	5.6%
Motor Vehicles, Department of	3,129	1,390	44.4%	948	30.3%	401	12.8%	185	5.9%	14	0.4%	191	6.1%
NYS Gaming Commission	390	274	70.3%	25	6.4%	23	5.9%	27	6.9%	3	0.8%	38	9.7%
OASAS	884	384	43.4%	199	22.5%	57	6.4%	31	3.5%	0	0.0%	213	24.1%
OMH	13,564	5,755	42.4%	3,667	27.0%	911	6.7%	1,063	7.8%	40	0.3%	2,128	15.7%
OPWDD	17,690	9,473	53.6%	5,146	29.1%	653	3.7%	339	1.9%	65	0.4%	2,014	11.4%
Parks and Recreation	2,975	1,998	67.2%	150	5.0%	207	7.0%	28	0.9%	18	0.6%	574	19.3%
Prevnt of Domestic Violence, Off of	23	15	65.2%	2	8.7%	1	4.3%	0	0.0%	0	0.0%	5	21.7%
Public Employment Relations Brd	32	16	50.0%	0	0.0%	1	3.1%	1	3.1%	0	0.0%	14	43.8%
Public Ethics, Joint Comm on	59	24	40.7%	5	8.5%	4	6.8%	1	1.7%	0	0.0%	25	42.4%
Public Service, Department of	465	336	72.3%	45	9.7%	7	1.5%	35	7.5%	0	0.0%	42	9.0%
Renewable Energy Siting, Office of	11	7	63.6%	0	0.0%	0	0.0%	1	9.1%	0	0.0%	3	27.3%
SUNY	16,062	10,078	62.7%	2,032	12.7%	528	3.3%	527	3.3%	76	0.5%	2,821	17.6%
State Inspector General, Off of	84	53	63.1%	2	2.4%	1	1.2%	2	2.4%	0	0.0%	26	31.0%
State Insurance Fund	1,884	1,141	60.6%	361	19.2%	89	4.7%	281	14.9%	11	0.6%	1	0.1%
State Police, Division Of	5,574	3,694	66.3%	128	2.3%	197	3.5%	46	0.8%	9	0.2%	1,500	26.9%
State, Department of	483	332	68.7%	67	13.9%	21	4.3%	12	2.5%	0	0.0%	51	10.6%
Statewide Financial System	131	95	72.5%	6	4.6%	2	1.5%	20	15.3%	0	0.0%	8	6.1%
Tax Department	4,065	2,960	72.8%	317	7.8%	180	4.4%	293	7.2%	12	0.3%	303	7.5%
Teachers Retirement System	304	254	83.6%	17	5.6%	9	3.0%	13	4.3%	0	0.0%	11	3.6%
Technology, Office for	3,033	2,117	69.8%	160	5.3%	81	2.7%	441	14.5%	16	0.5%	218	7.2%
Temp&Disability Asst, Office of	1,788	1,148	64.2%	303	16.9%	147	8.2%	94	5.3%	4	0.2%	92	5.1%
Thruway Authority	1,734	1,443	83.2%	154	8.9%	87	5.0%	38	2.2%	9	0.5%	3	0.2%
Transportation	7,836	6,720	85.8%	335	4.3%	188	2.4%	311	4.0%	20	0.3%	262	3.3%
Veterans Services, Division Of	85	61	71.8%	10	11.8%	7	8.2%	1	1.2%	0	0.0%	6	7.1%
Victim Services, Office of	88	61	69.3%	18	20.5%	6	6.8%	0	0.0%	1	1.1%	2	2.3%
Welfare Inspector Gen, Off of	6	4	66.7%	1	16.7%	0	0.0%	0	0.0%	0	0.0%	1	16.7%
Workers Compensation Board	966	704	72.9%	131	13.6%	58	6.0%	40	4.1%	2	0.2%	31	3.2%
<b>All Agencies</b>	<b>139,243</b>	<b>89,589</b>		<b>20,937</b>		<b>7,063</b>		<b>5,626</b>		<b>496</b>		<b>15,532</b>	

**WORKFORCE GENDER**

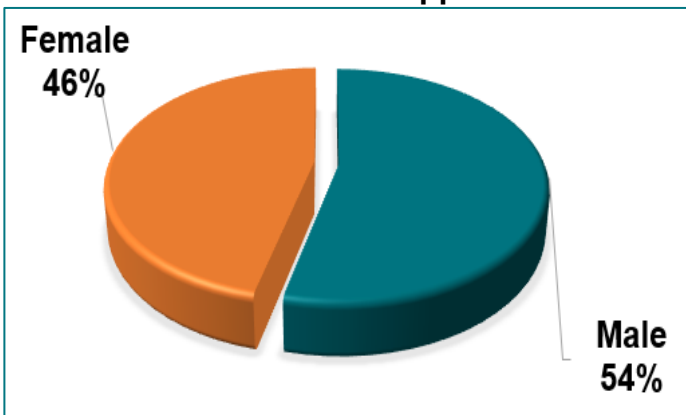
**Employee Gender Composition as of January of Year Shown**

	2012		2017		2021		2022	
Female	76,219	49.9%	74,505	50.2%	72,262	49.2%	67,957	49.0%
Male	76,523	50.1%	74,037	49.8%	74,565	50.8%	70,696	51.0%
Unknown	90		342		397		590	
<b>Total</b>	<b>152,832</b>		<b>148,884</b>		<b>147,224</b>		<b>139,243</b>	

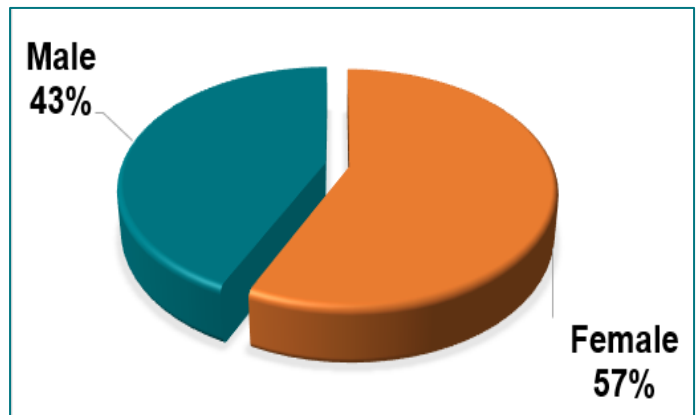


**Calendar Year 2021**

**Gender of Exam Applicants**



**Gender of New Hires**



GENDER BY AGENCY

Work Force in State Government by Agency and Gender  
New York State - January 2022

Agency	Number of Employees	Male		Female		Unknown	
		#	%	#	%	#	%
Adirondack Park Agency	55	28	50.9	27	49.1%	0	0.0%
Aging, Office for the	82	23	28.0	59	72.0%	0	0.0%
Agriculture & Markets, Dept of	595	298	50.1	280	47.1%	17	2.9%
Alcoholic Beverage Control Board	141	66	46.8	73	51.8%	2	1.4%
Arts, Council On The	25	8	32.0	17	68.0%	0	0.0%
Authorities Budget Office	8	2	25.0	6	75.0%	0	0.0%
Bridge Authority	88	58	65.9	24	27.3%	6	6.8%
Budget, Division of the	292	144	49.3	144	49.3%	4	1.4%
Canal Corporation	459	387	84.3	70	15.3%	2	0.4%
Cannabis Management, Office of	35	15	42.9	19	54.3%	1	2.9%
Children & Family Svcs, Off of	2,757	1,191	43.2	1,564	56.7%	2	0.1%
Civil Service, Department of	297	105	35.4	192	64.6%	0	0.0%
Comptroller, Office of	2,741	1,193	43.5	1,544	56.3%	4	0.1%
Correction, Commission of	36	18	50.0	18	50.0%	0	0.0%
Corrections and Community Supervision	25,961	18,548	71.4	7,403	28.5%	10	0.0%
Criminal Justice Services, Div of	385	153	39.7	229	59.5%	3	0.8%
Economic Development, Dept of	117	56	47.9	57	48.7%	4	3.4%
Education	3,119	1,090	34.9	1,986	63.7%	43	1.4%
Elections, Board of	101	50	49.5	48	47.5%	3	3.0%
Employee Relations, Office of	61	19	31.1	42	68.9%	0	0.0%
Environmental Conservation, Dept of	3,175	2,044	64.4	1,130	35.6%	1	0.0%
Executive Chamber	132	32	24.2	87	65.9%	13	9.8%
Financial Control Board For NYC	9	1	11.1	7	77.8%	1	11.1%
Financial Services, Department of	1,235	630	51.0	604	48.9%	1	0.1%
General Services, Office of	1,940	1,109	57.2	806	41.5%	25	1.3%
Health	4,928	1,480	30.0	3,439	69.8%	9	0.2%
Higher Education Services Corp	119	49	41.2	70	58.8%	0	0.0%
Homeland Scrtly and Emerg Svcs	724	509	70.3	212	29.3%	3	0.4%
Housing & Comm Renewal, Div of	560	253	45.2	306	54.6%	1	0.2%
Housing Finance Agency	31	14	45.2	17	54.8%	0	0.0%
Human Rights, Division of	134	45	33.6	89	66.4%	0	0.0%
Indigent Legal Services, Office of	32	7	21.9	25	78.1%	0	0.0%
Justice Center	415	126	30.4	288	69.4%	1	0.2%
Labor Management Committee	60	16	26.7	44	73.3%	0	0.0%
Labor, Department of	2,752	1,112	40.4	1,566	56.9%	74	2.7%
Lake George Park Comm	14	11	78.6	2	14.3%	1	7.1%
Law, Department of	1,604	688	42.9	903	56.3%	13	0.8%
Lieutenant Governor, Office of the	4	2	50.0	1	25.0%	1	25.0%
Med Fraud Contrl, Dep Att Gen for	263	127	48.3	134	51.0%	2	0.8%
Medicaid Inspector General, Office of	412	167	40.5	242	58.7%	3	0.7%
Motor Vehicles, Department of	3,129	1,030	32.9	2,099	67.1%	0	0.0%
NYS Gaming Commission	390	222	56.9	168	43.1%	0	0.0%
OASAS	884	289	32.7	595	67.3%	0	0.0%
OMH	13,564	5,188	38.2	8,102	59.7%	274	2.0%
OPWDD	17,690	5,222	29.5	12,453	70.4%	15	0.1%
Parks and Recreation	2,975	1,982	66.6	991	33.3%	2	0.1%
Prevnt of Domestic Violence, Off of	23	1	4.3	21	91.3%	1	4.3%
Public Employment Relations Brd	32	8	25.0	23	71.9%	1	3.1%
Public Ethics, Joint Comm on	59	25	42.4	34	57.6%	0	0.0%
Public Service, Department of	465	267	57.4	196	42.2%	2	0.4%
Renewable Energy Siting, Office of	11	10	90.9	1	9.1%	0	0.0%
SUNY	16,062	5,986	37.3	10,045	62.5%	31	0.2%
State Inspector General, Off of	84	43	51.2	40	47.6%	1	1.2%
State Insurance Fund	1,884	841	44.6	1,043	55.4%	0	0.0%
State Police, Division Of	5,574	4,523	81.1	1,051	18.9%	0	0.0%
State, Department of	483	187	38.7	296	61.3%	0	0.0%
Statewide Financial System	131	72	55.0	58	44.3%	1	0.8%
Tax Department	4,065	1,862	45.8	2,202	54.2%	1	0.0%
Teachers Retirement System	304	123	40.5	180	59.2%	1	0.3%
Technology, Office for	3,033	1,974	65.1	1,054	34.8%	5	0.2%
Temp&Disability Asst, Office of	1,788	559	31.3	1,228	68.7%	1	0.1%
Thruway Authority	1,734	1,450	83.6	284	16.4%	0	0.0%
Transportation	7,836	6,555	83.7	1,278	16.3%	3	0.0%
Veterans Services, Division Of	85	55	64.7	30	35.3%	0	0.0%
Victim Services, Office of	88	19	21.6	69	78.4%	0	0.0%
Welfare Inspector Gen, Off of	6	3	50.0	3	50.0%	0	0.0%
Workers Compensation Board	966	326	33.7	639	66.1%	1	0.1%
<b>All Agencies</b>	<b>139,243</b>	<b>70,696</b>	<b>50.8%</b>	<b>67,957</b>	<b>48.8%</b>	<b>590</b>	<b>0.4%</b>

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New York State Department of Civil Service

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