



Department of
Civil Service

State Workforce Diversity Report



2023

Kathy Hochul
Governor

Timothy R. Hogue
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 report is a standalone accounting of current diversity markers within the State government workforce. These diversity trends are also 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.

Timothy R. Hogues
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:

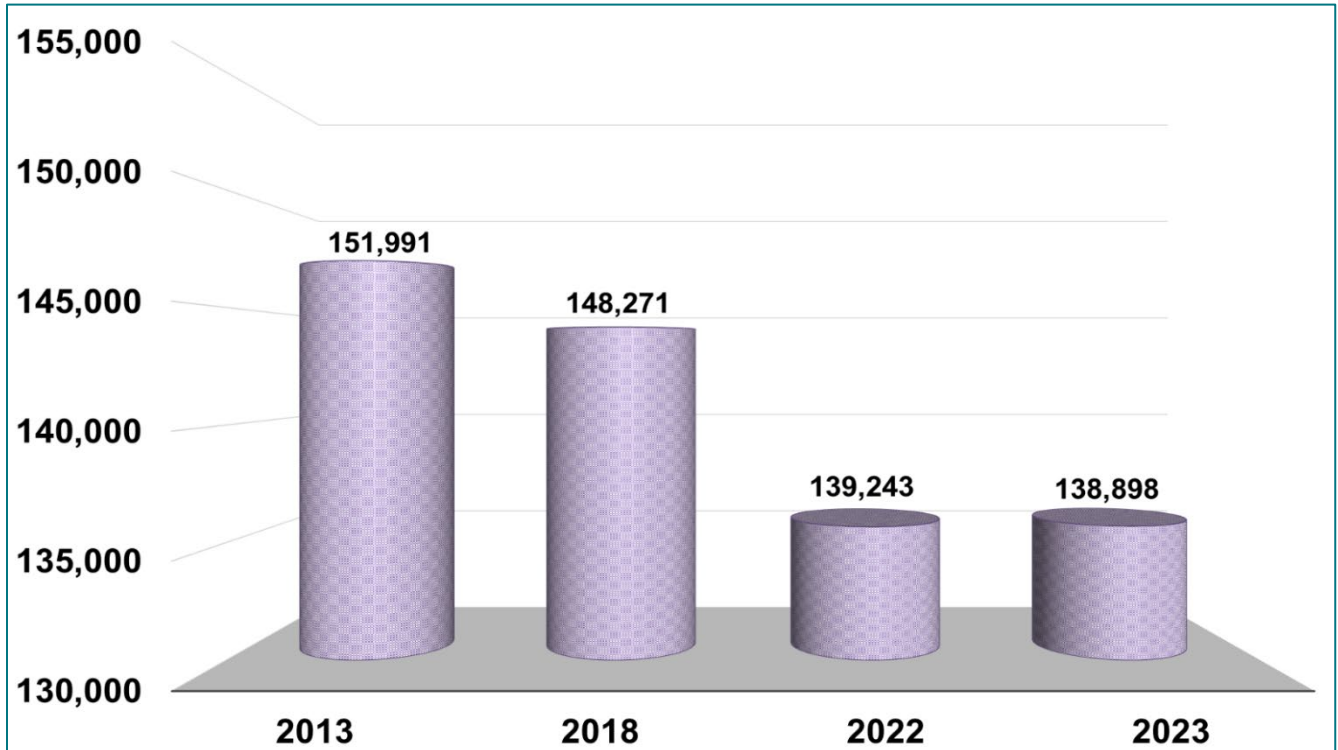
- (a) available data relating to diversity within the state and civil divisions thereof as well as appointments to all executive state agencies, authorities, boards, bureaus, commissions, departments and divisions under executive control.

Data Reporting Methodology: The State Workforce Diversity Report is a “snapshot” taken on January 1, 2023, of the demographics of the 138,898 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 2022. Data tables on gender and race only reflect employees who have provided that information. There are 134,410 employees who were enrolled in the Employee Retirement System (ERS), and this is the base figure used in calculations related to retirement eligibility. Please note that data throughout the report does not currently include information on Gender X, additional ethnic backgrounds, or disability status. Data on such categories will be included after implementation of, and collection from, the updated DPM-100.

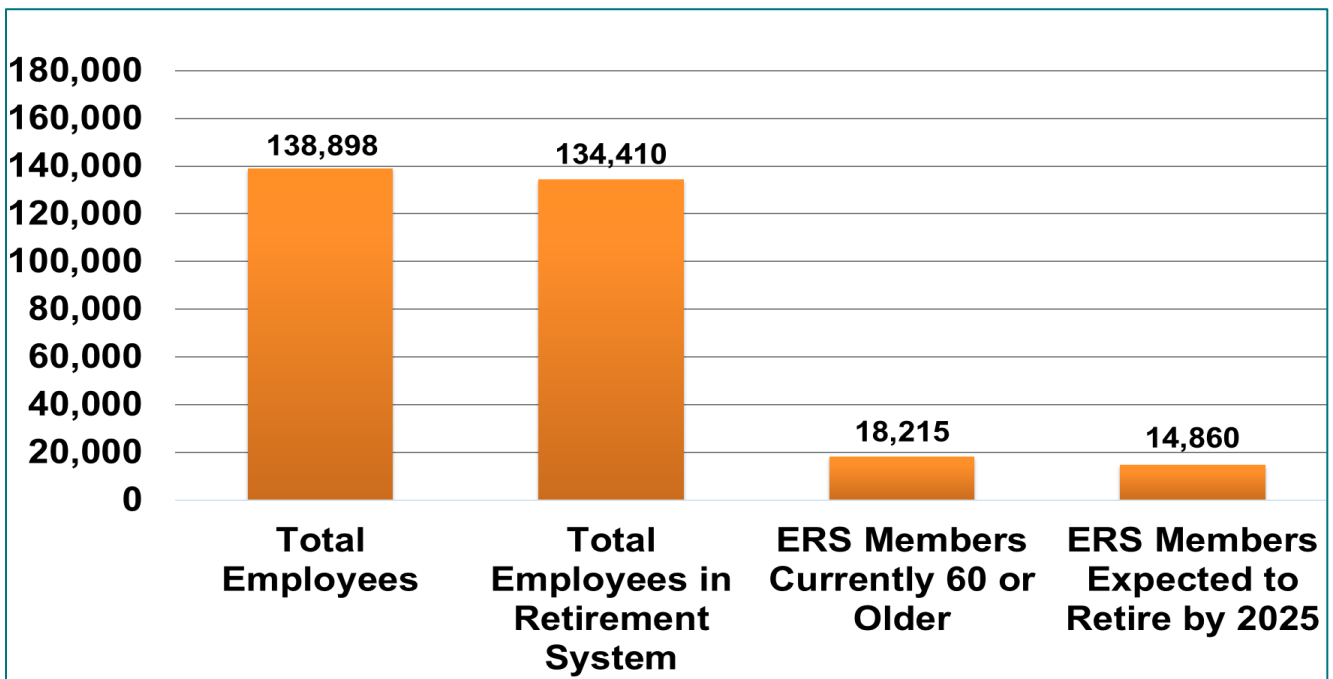
Note that % totals not adding up to 100% are due to rounding.

WORKFORCE HIGHLIGHTS

Number of New York State Employees in January of Year Shown

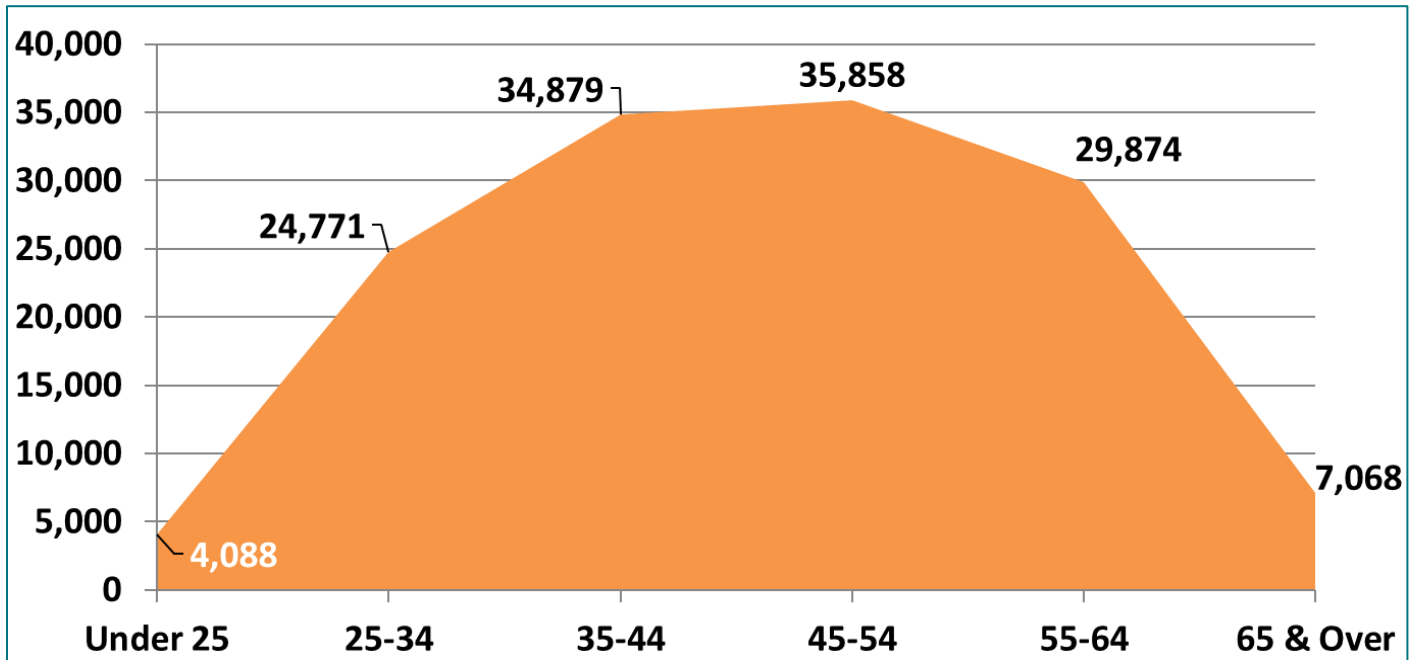


New York State Workforce as of January 2023

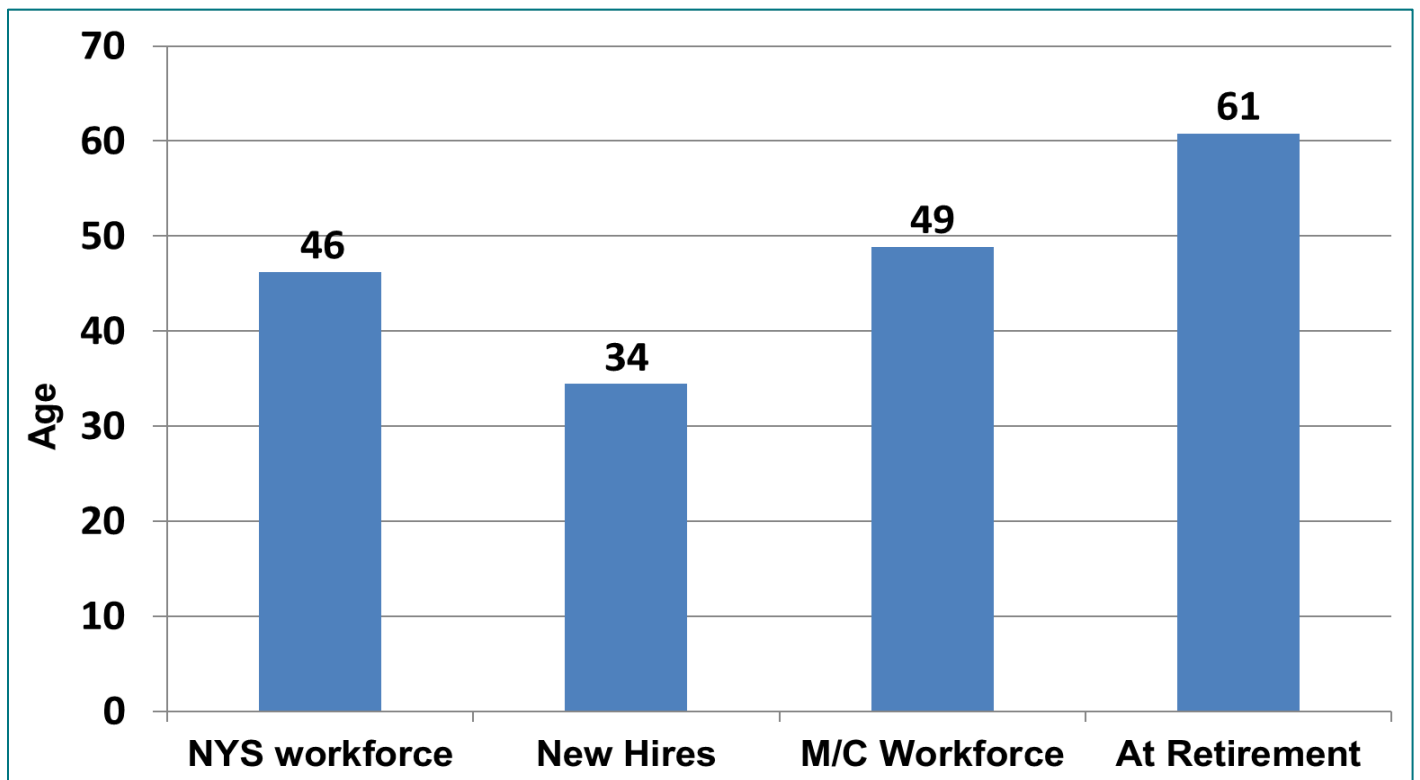


WORKFORCE AGE DISTRIBUTION

Age of the State Workforce as of January 2023



Average Age of the State Workforce as of January 2023



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 52.

Age	# of Employees January 2023	Age	# of Employees January 2023
15	0	45	3,355
16	5	46	3,331
17	13	47	3,371
18	84	48	3,306
19	238	49	3,292
20	353	50	3,386
21	492	51	3,803
22	786	52	4,091
23	971	53	3,988
24	1,146	54	3,935
25	1,446	55	3,770
26	1,664	56	3,606
27	1,895	57	3,476
28	2,184	58	3,591
29	2,495	59	3,444
30	2,681	60	3,070
31	2,830	61	2,957
32	3,110	62	2,291
33	3,195	63	1,984
34	3,271	64	1,685
35	3,354	65	1,355
36	3,366	66	1,154
37	3,541	67	906
38	3,481	68	739
39	3,479	69	591
40	3,584	70	453
41	3,442	Over 70	1,870
42	3,664	Unknown	2,360
43	3,492	Total	138,898
44	3,476		

AGE AND RETIREMENT

Key Facts about Age and Retirement of the Workforce:

- Average age is 46
- Average length of service is 12.99 years
- Average age at retirement is 61
- Average length of service at retirement is 26 years
- Employees 50 or older — 40.2% of the workforce (54,503 employees)
- Employees 55 or older — 26.5% of the workforce (35,671 employees)
- In the next five years, 7,919 employees enrolled in ERS will be 55 or older with 30 years of service
- Employees younger than 30 — 9.9% of the workforce (13,772 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, 6,571 State employees enrolled in ERS are 55 or older with 30 years of service (55/30) which represents 4.9% 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:

- 9,482 employees (7.1%) are 62 or older with less than 30 years of service
- 4,250 employees (3.2%) are already 55 with 25-29 years of service
- 1,348 employees (1.0%) are currently between the ages of 50 and 54 with 30 years of service
- 2,691 employees (2.0%) are between 50 and 54 with 25 or more years (but less than 30 years) of service
- 14,860 employees, or 11.1% of the State's workforce, will be 55 years of age or older within the next five years

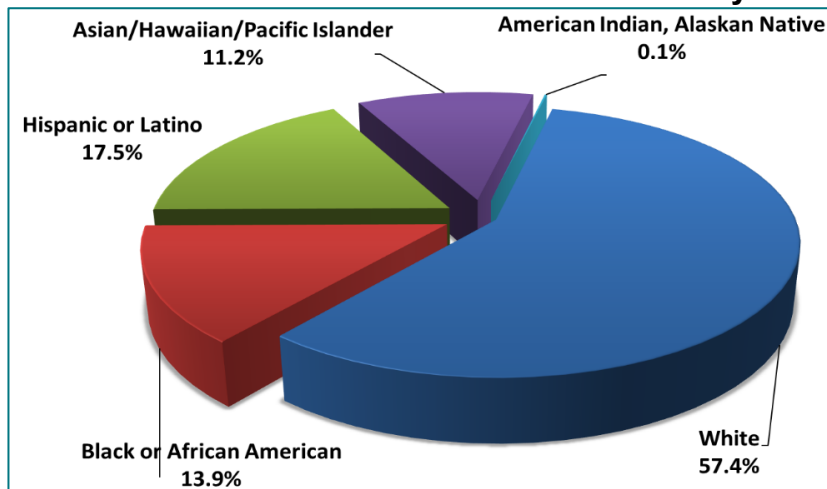
Another important marker for retirement is the average age at which employees have been retiring. Not all employees serve 30 years before retiring. In calendar year 2022, the average age at retirement was 61, with an average length of service of 26 years. Currently, 15,226 (11.3%) employees are at or 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, 2.9% of the workforce is under 25 and 9.9% of the workforce is under 30 years old. The number of employees under 30 is generally consistent with last year's tally.

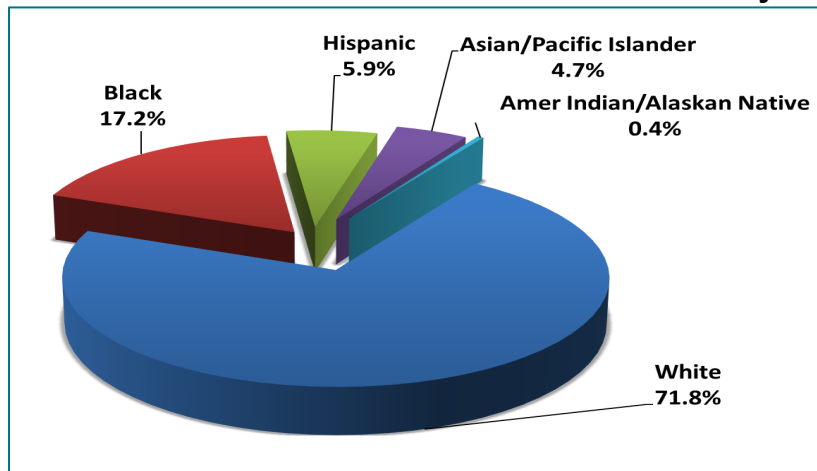
WORKFORCE ETHNICITY

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 2023



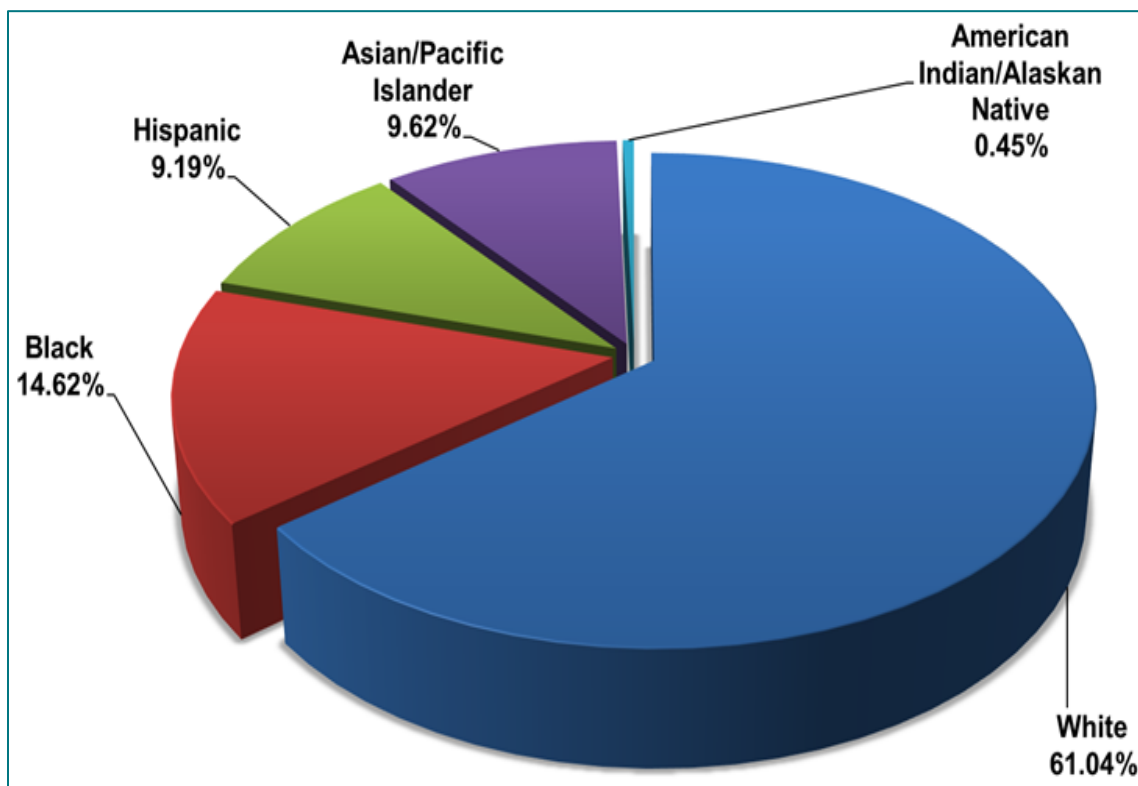
New York State Government Workforce as of January 2023



NYS Government Workforce	2013		2018		2022		2023	
White	109,949	74.6%	102,416	73.5%	89,589	72.4%	85,740	71.8%
Black	24,194	16.4%	23,694	17.0%	20,937	16.9%	20,505	17.2%
Hispanic	7,213	4.9%	7,092	5.1%	7,063	5.7%	7,011	5.9%
Asian/Pacific Islander	5,407	3.7%	5,587	4.0%	5,626	4.5%	5,639	4.7%
Amer Indian/Alaskan Native	574	0.4%	570	0.4%	496	0.4%	488	0.4%
Unknown	4,654		8,912		15,532		19,515	
Total	151,991		148,271		139,243		138,898	

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 2022.



Ethnicity of New Hires

Of the new employees hired in calendar year 2022 who provided their ethnicity, 58.7% were White; 26.1% Black; 9.2% Hispanic; 5.5% Asian/Pacific Islander, and 0.5% American Indian/Alaskan Native.

Ethnicity of New Hires for Calendar Year 2022

	Number of Employees	Percent
White	4,530	58.7%
Black	2,015	26.1%
Hispanic	714	9.2%
Asian/Pacific Islander	424	5.5%
American Indian/Alaskan Native	38	0.5%
Unknown	7,290	
Total	15,011	

2023 State Workforce Diversity Report

ETHNICITY BY AGENCY

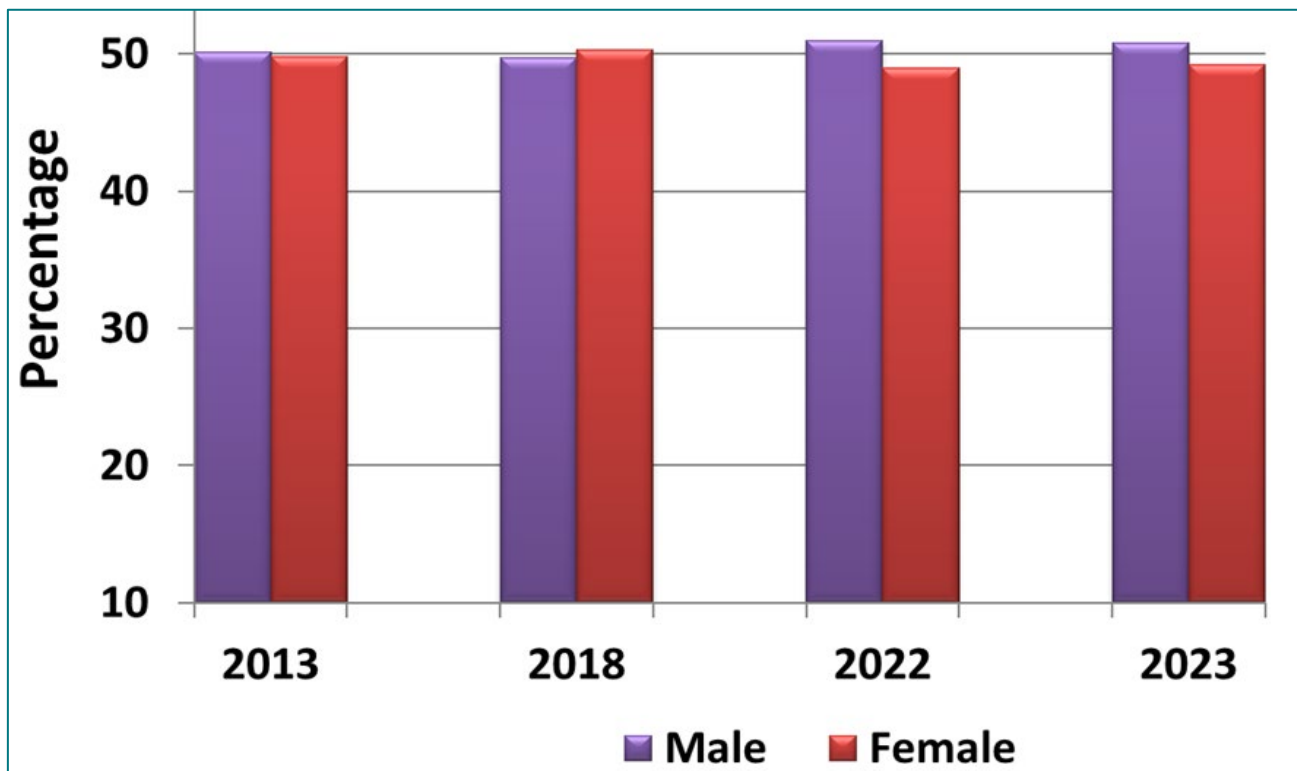
Work Force in State Government by Agency and Ethnicity New York State - January 2023

Agency	Number of Employees	White # %	Black # %	Hispanic # %	Asian/Pacific Islander # %	American Indian/Alaskan Native # %	Unknown # %
Adirondack Park Agency	54	46 85.2%	1 1.9%	2 3.7%	0 0.0%	0 0.0%	5 9.3%
Aging, Office for the	85	74 87.1%	1 1.2%	5 5.9%	2 2.4%	1 1.2%	2 2.4%
Agriculture & Markets, Dept of	629	436 69.3%	33 5.2%	17 2.7%	27 4.3%	3 0.5%	113 18.0%
Alcoholic Beverage Control Board	148	83 56.1%	35 23.6%	11 7.4%	2 1.4%	0 0.0%	17 11.5%
Arts, Council On The	26	10 38.5%	2 7.7%	2 7.7%	2 7.7%	0 0.0%	10 38.5%
Authorities Budget Office	11	10 90.9%	0 0.0%	0 0.0%	1 9.1%	0 0.0%	0 0.0%
Bridge Authority	86	62 72.1%	4 4.7%	3 3.5%	0 0.0%	0 0.0%	17 19.8%
Budget, Division of the	304	193 63.5%	7 2.3%	7 2.3%	11 3.6%	0 0.0%	86 28.3%
Canal Corporation	528	453 85.8%	7 1.3%	17 3.2%	0 0.0%	0 0.0%	51 9.7%
Cannabis Management, Office of	143	78 54.5%	13 9.1%	5 3.5%	5 3.5%	0 0.0%	42 29.4%
Children & Family Svcs, Off of	2,918	1,642 56.3%	705 24.2%	186 6.4%	52 1.8%	14 0.5%	319 10.9%
Civil Service, Department of	312	230 73.7%	36 11.5%	18 5.8%	8 2.6%	2 0.6%	18 5.8%
Comptroller, Office of	2,644	1,967 74.4%	220 8.3%	97 3.7%	149 5.6%	3 0.1%	208 7.9%
Correction, Commission of	40	32 80.0%	4 10.0%	3 7.5%	0 0.0%	0 0.0%	1 2.5%
Corrections and Community Supervision	24,358	17,778 73.0%	3,197 13.1%	1,671 6.9%	274 1.1%	92 0.4%	1,346 5.5%
Criminal Justice Services, Div of	410	322 78.5%	35 8.5%	17 4.1%	8 2.0%	3 0.7%	25 6.1%
Economic Development, Dept of	135	83 61.5%	22 16.3%	7 5.2%	3 2.2%	0 0.0%	20 14.8%
Education	3,081	2,140 69.5%	275 8.9%	113 3.7%	92 3.0%	11 0.4%	450 14.6%
Elections, Board of	120	57 47.5%	6 5.0%	4 3.3%	4 3.3%	0 0.0%	49 40.8%
Employee Relations, Office of	65	39 60.0%	9 13.8%	5 7.7%	2 3.1%	0 0.0%	10 15.4%
Environmental Conservation, Dept of	3,300	2,616 79.3%	67 2.0%	61 1.8%	103 3.1%	15 0.5%	438 13.3%
Ethics and Lobbying in Government, Commission on	45	20 44.4%	6 13.3%	4 8.9%	1 2.2%	0 0.0%	14 31.1%
Executive Chamber	143	23 16.1%	6 4.2%	3 2.1%	2 1.4%	0 0.0%	109 76.2%
Financial Control Board For NYC	11	3 27.3%	0 0.0%	2 18.2%	2 18.2%	0 0.0%	4 36.4%
Financial Services, Department of	1,273	475 37.3%	302 23.7%	64 5.0%	288 22.6%	0 0.0%	144 11.3%
General Services, Office of	1,876	1,283 68.4%	188 10.0%	58 3.1%	70 3.7%	5 0.3%	272 14.5%
Health	5,009	2,904 58.0%	669 13.4%	276 5.5%	331 6.6%	18 0.4%	811 16.2%
Higher Education Services Corp	98	58 59.2%	20 20.4%	6 6.1%	4 4.1%	0 0.0%	10 10.2%
Homeland Scty and Emerg Svcs	715	560 78.3%	21 2.9%	16 2.2%	6 0.8%	1 0.1%	111 15.5%
Housing & Comm Renewal, Div of	555	225 40.5%	154 27.7%	59 10.6%	72 13.0%	4 0.7%	41 7.4%
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	144	53 36.8%	34 23.6%	37 25.7%	4 2.8%	1 0.7%	15 10.4%
Indigent Legal Services, Office of	34	12 35.3%	6 17.6%	1 2.9%	0 0.0%	0 0.0%	15 44.1%
Justice Center	480	328 68.3%	46 9.6%	29 6.0%	13 2.7%	2 0.4%	62 12.9%
Labor Management Committee	65	50 76.9%	7 10.8%	3 4.6%	0 0.0%	0 0.0%	5 7.7%
Labor, Department of	2,711	1,813 66.9%	279 10.3%	272 10.0%	169 6.2%	17 0.6%	161 5.9%
Lake George Park Comm	14	12 85.7%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	2 14.3%
Law, Department of	1,615	627 38.8%	137 8.5%	93 5.8%	53 3.3%	2 0.1%	703 43.5%
Lieutenant Governor, Office of the	5	2 40.0%	0 0.0%	0 0.0%	0 0.0%	0 0.0%	3 60.0%
Med Fraud Contrl, Dep Att Gen for	262	118 45.0%	16 6.1%	5 1.9%	11 4.2%	1 0.4%	111 42.4%
Medicaid Inspector General, Office of	440	324 73.6%	43 9.8%	17 3.9%	29 6.6%	0 0.0%	27 6.1%
Motor Vehicles, Department of	3,149	1,370 43.5%	913 29.0%	395 12.5%	180 5.7%	13 0.4%	278 8.8%
NYS Gaming Commission	391	264 67.5%	23 5.9%	24 6.1%	27 6.9%	3 0.8%	50 12.8%
OASAS	902	383 42.5%	200 22.2%	52 5.8%	34 3.8%	0 0.0%	233 25.8%
OMH	13,791	5,631 40.8%	3,652 26.5%	895 6.5%	1,074 7.8%	40 0.3%	2,499 18.1%
OPWDD	17,776	8,884 50.0%	4,997 28.1%	624 3.5%	351 2.0%	64 0.4%	2,856 16.1%
Parks and Recreation	3,189	2,078 65.2%	170 5.3%	208 6.5%	25 0.8%	21 0.7%	687 21.5%
Prevnt of Domest Violence, Off of	26	16 61.5%	2 7.7%	2 7.7%	1 3.8%	0 0.0%	5 19.2%
Public Employment Relations Brd	27	14 51.9%	0 0.0%	1 3.7%	1 3.7%	0 0.0%	11 40.7%
Public Service, Department of	484	336 69.4%	45 9.3%	12 2.5%	37 7.6%	0 0.0%	54 11.2%
Renewable Energy Siting, Office of	36	21 58.3%	1 2.8%	1 2.8%	3 8.3%	0 0.0%	10 27.8%
SUNY	15,629	9,065 58.0%	1,851 11.8%	486 3.1%	491 3.1%	68 0.4%	3,668 23.5%
State Inspector General, Off of	109	69 63.3%	3 2.8%	2 1.8%	2 1.8%	0 0.0%	33 30.3%
State Insurance Fund	1,845	1,102 59.7%	352 19.1%	94 5.1%	269 14.6%	13 0.7%	15 0.8%
State Police, Division Of	5,735	3,674 64.1%	130 2.3%	204 3.6%	47 0.8%	9 0.2%	1,671 29.1%
State, Department of	505	334 66.1%	63 12.5%	24 4.8%	13 2.6%	0 0.0%	71 14.1%
Statewide Financial System	131	96 73.3%	6 4.6%	2 1.5%	17 13.0%	0 0.0%	10 7.6%
Tax Department	3,937	2,820 71.6%	299 7.6%	172 4.4%	303 7.7%	13 0.3%	330 8.4%
Teachers Retirement System	296	246 83.1%	15 5.1%	8 2.7%	12 4.1%	1 0.3%	14 4.7%
Technology, Office for	3,137	2,067 65.9%	163 5.2%	85 2.7%	467 14.9%	15 0.5%	340 10.8%
Temp & Disability Asst, Office of	1,903	1,206 63.4%	325 17.1%	150 7.9%	95 5.0%	4 0.2%	123 6.5%
Thruway Authority	1,696	1,396 82.3%	157 9.3%	93 5.5%	36 2.1%	9 0.5%	5 0.3%
Transportation	8,128	6,607 81.3%	348 4.3%	202 2.5%	309 3.8%	16 0.2%	646 7.9%
Veterans Services, Division Of	87	55 63.2%	17 19.5%	6 6.9%	0 0.0%	1 1.1%	8 9.2%
Victim Services, Office of	92	60 65.2%	17 18.5%	7 7.6%	0 0.0%	1 1.1%	7 7.6%
Welfare Inspector Gen, Off of	7	5 71.4%	0 0.0%	1 14.3%	0 0.0%	0 0.0%	1 14.3%
Workers Compensation Board	967	684 70.7%	133 13.8%	62 6.4%	44 4.6%	2 0.2%	42 4.3%
All Agencies	138,898	85,740	20,505	7,011	5,639	488	19,515

WORKFORCE GENDER

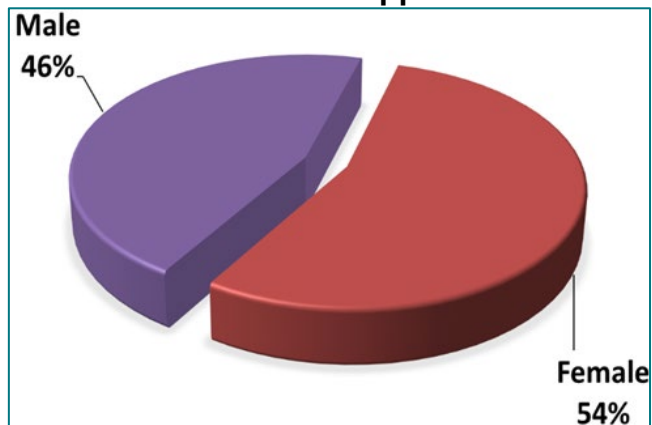
Employee Gender Composition as of January of Year Shown

	2013		2018		2022		2023	
Female	75,686	49.8%	74,381	50.3%	67,957	49.0%	67,841	49.2%
Male	76,187	50.2%	73,572	49.7%	70,696	51.0%	69,965	50.8%
Unknown	118		318		590		1,092	
Total	151,991		148,271		139,243		138,898	

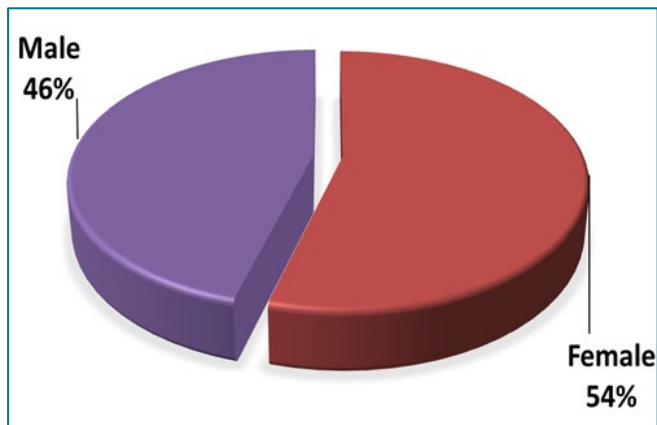


Calendar Year 2022

Gender of Exam Applicants



Gender of New Hires



GENDER BY AGENCY

Work Force in State Government by Agency and Gender New York State - January 2023

Agency	Number of Employees	Male		Female		Unknown	
		#	%	#	%	#	%
Adirondack Park Agency	54	29	53.7	25	46.3%	0	0.0%
Aging, Office for the	85	24	28.2	61	71.8%	0	0.0%
Agriculture & Markets, Dept of	629	304	48.3	310	49.3%	15	2.4%
Alcoholic Beverage Control Board	148	66	44.6	79	53.4%	3	2.0%
Arts, Council On The	26	8	30.8	17	65.4%	1	3.8%
Authorities Budget Office	11	4	36.4	7	63.6%	0	0.0%
Bridge Authority	86	57	66.3	24	27.9%	5	5.8%
Budget, Division of the	304	152	50.0	148	48.7%	4	1.3%
Canal Corporation	528	444	84.1	83	15.7%	1	0.2%
Cannabis Management, Office of	143	53	37.1	85	59.4%	5	3.5%
Children & Family Svcs, Off of	2,918	1,224	41.9	1,689	57.9%	5	0.2%
Civil Service, Department of	312	114	36.5	197	63.1%	1	0.3%
Comptroller, Office of	2,644	1,164	44.0	1,476	55.8%	4	0.2%
Correction, Commission of	40	21	52.5	19	47.5%	0	0.0%
Corrections and Community Supervision	24,358	17,144	70.4	7,203	29.6%	11	0.0%
Criminal Justice Services, Div of	410	149	36.3	254	62.0%	7	1.7%
Economic Development, Dept of	135	59	43.7	65	48.1%	11	8.1%
Education	3,081	1,056	34.3	1,947	63.2%	78	2.5%
Elections, Board of	120	55	45.8	62	51.7%	3	2.5%
Employee Relations, Office of	65	23	35.4	42	64.6%	0	0.0%
Environmental Conservation, Dept of	3,300	2,108	63.9	1,188	36.0%	4	0.1%
Ethics and Lobbying in Government, Commission on	45	13	28.9	31	68.9%	1	2.2%
Executive Chamber	143	36	25.2	91	63.6%	16	11.2%
Financial Control Board For NYC	11	3	27.3	8	72.7%	0	0.0%
Financial Services, Department of	1,273	643	50.5	629	49.4%	1	0.1%
General Services, Office of	1,876	1,046	55.8	766	40.8%	64	3.4%
Health	5,009	1,530	30.5	3,455	69.0%	24	0.5%
Higher Education Services Corp	98	32	32.7	66	67.3%	0	0.0%
Homeland Scrty and Emerg Svcs	715	496	69.4	199	27.8%	20	2.8%
Housing & Comm Renewal, Div of	555	249	44.9	306	55.1%	0	0.0%
Housing Finance Agency	31	14	45.2	17	54.8%	0	0.0%
Human Rights, Division of	144	47	32.6	97	67.4%	0	0.0%
Indigent Legal Services, Office of	34	7	20.6	24	70.6%	3	8.8%
Justice Center	480	130	27.1	344	71.7%	6	1.3%
Labor Management Committee	65	21	32.3	44	67.7%	0	0.0%
Labor, Department of	2,711	1,083	39.9	1,532	56.5%	96	3.5%
Lake George Park Comm	14	12	85.7	2	14.3%	0	0.0%
Law, Department of	1,615	677	41.9	885	54.8%	53	3.3%
Lieutenant Governor, Office of the	5	2	40.0	3	60.0%	0	0.0%
Med Fraud Contrl, Dep Att Gen for	262	128	48.9	131	50.0%	3	1.1%
Medicaid Inspector General, Office of	440	173	39.3	256	58.2%	11	2.5%
Motor Vehicles, Department of	3,149	1,050	33.3	2,094	66.5%	5	0.2%
NYS Gaming Commission	391	231	59.1	159	40.7%	1	0.3%
OASAS	902	294	32.6	604	67.0%	4	0.4%
OMH	13,791	5,178	37.5	8,215	59.6%	398	2.9%
OPWDD	17,776	5,339	30.0	12,347	69.5%	90	0.5%
Parks and Recreation	3,189	2,151	67.5	1,035	32.5%	3	0.1%
Prevnt of Domest Violence, Off of	26	3	11.5	21	80.8%	2	7.7%
Public Employment Relations Brd	27	6	22.2	20	74.1%	1	3.7%
Public Service, Department of	484	288	59.5	193	39.9%	3	0.6%
Renewable Energy Siting, Office of	36	23	63.9	8	22.2%	5	13.9%
SUNY	15,629	5,939	38.0	9,653	61.8%	37	0.2%
State Inspector General, Off of	109	53	48.6	50	45.9%	6	5.5%
State Insurance Fund	1,845	821	44.5	1,024	55.5%	0	0.0%
State Police, Division Of	5,735	4,627	80.7	1,106	19.3%	2	0.0%
State, Department of	505	199	39.4	291	57.6%	15	3.0%
Statewide Financial System	131	74	56.5	56	42.7%	1	0.8%
Tax Department	3,937	1,776	45.1	2,161	54.9%	0	0.0%
Teachers Retirement System	296	116	39.2	180	60.8%	0	0.0%
Technology, Office for	3,137	2,006	63.9	1,088	34.7%	43	1.4%
Temp & Disability Asst, Office of	1,903	597	31.4	1,299	68.3%	7	0.4%
Thruway Authority	1,696	1,421	83.8	274	16.2%	1	0.1%
Transportation	8,128	6,764	83.2	1,358	16.7%	6	0.1%
Veterans Services, Division Of	87	56	64.4	30	34.5%	1	1.1%
Victim Services, Office of	92	15	16.3	74	80.4%	3	3.3%
Welfare Inspector Gen, Off of	7	3	42.9	4	57.1%	0	0.0%
Workers Compensation Board	967	335	34.6	630	65.1%	2	0.2%
All Agencies	138,898	69,965	50.4%	67,841	48.8%	1,092	0.8%

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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