



Department of
Civil Service

KATHY HOCHUL
Governor

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Commissioner

New York State Workforce Diversity



2025 ANNUAL REPORT

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Dear Colleagues,

It is my pleasure to present the 2025 New York State Workforce Diversity Report. New York State rightfully prides itself on its diversity, and under Governor Hochul's leadership the Department of Civil Service (Department) is committed to implementing policies that value our differences.

Following Governor Hochul's guidance, the Department has continued innovative programs that modernize the workforce and promote diversity, such as the Centers for Careers in Government across the state, a new public marketing campaign, and the New York Hiring for Emergency Limited Placement Statewide (NY HELPS). Over the last two years, NY HELPS has allowed State and local agencies to fill critical vacancies more effectively.

The Department is building on these successes with initiatives in the FY 2025 Budget to develop the future vision for the civil service merit system. The Department plans to leverage technology to develop a customer-friendly, fully accessible, innovative jobs portal and applicant management system. The new system will ensure we build a workforce that mirrors the diversity and ability of all New Yorkers.

The State Workforce Diversity Report was established to help provide further analysis of demographic trends. The Department is continuously striving to improve the collection of demographic data to support the overall workforce. Updates made to the Master Equal Employment Opportunity Data Collection Form (DPM-100) affected historical trendlines, while the disaggregation of race and ethnicity categories has led to an increase in racial/ethnic unknown data. The Department has provided updated guidance and support to agencies to encourage the completion of the DPM-100 and is leading a robust statewide recanvassing effort.

This report is a standalone accounting of current demographics trends within the state government workforce. These trends are also included in a special section of the annually published New York State Workforce Management Report.

As we continue to carry out Governor Hochul's vision, the Department will have a lasting impact on the public sector workforce for future generations. I look forward to your feedback and support of these efforts.

Should you have questions or comments regarding this report, please email the Department's Public Information Office at PIO@cs.ny.gov.

Sincerely,
Timothy R. Hogue Commissioner

Introduction

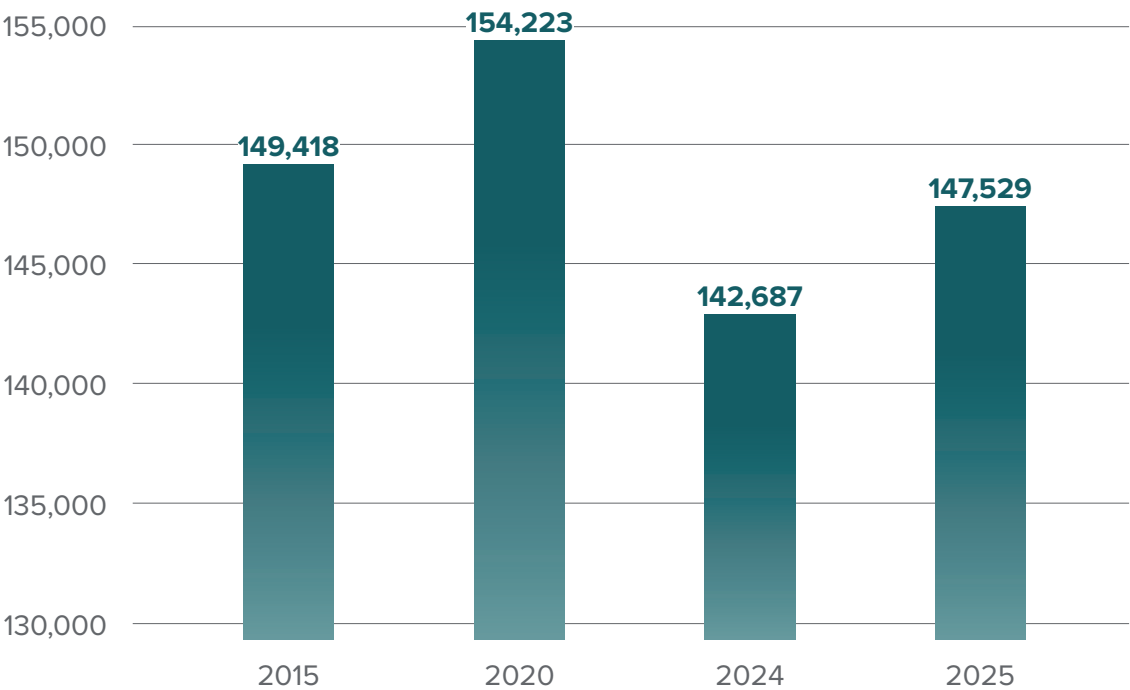
Chapter 615 of the laws of 2021, referred to as State Workforce Diversity Report, charges the New York State Department of Civil Service with annual reporting to include available data relating to diversity within executive state agencies, authorities, boards, bureaus, commissions, departments and divisions under executive control.

Data Reporting Methodology: The State Workforce Diversity Report is a “snapshot” taken on January 1, 2025, of the demographics of the 147,529 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 2024. Data tables on gender and race only reflect employees who have provided that information. There are 142,847 employees who were enrolled in the Employee Retirement System (ERS), and this is the base figure used in calculations related to retirement eligibility. Data throughout the report currently includes information on Gender X and expanded ethnic backgrounds. Please also note that any inconsistencies with previous year’s figures and increases to percentages unknown are due to the Department’s continued efforts to update State workforce demographic data with the implementation of and collection from the updated Master Equal Employment Opportunity Data Collection form (DPM-100).

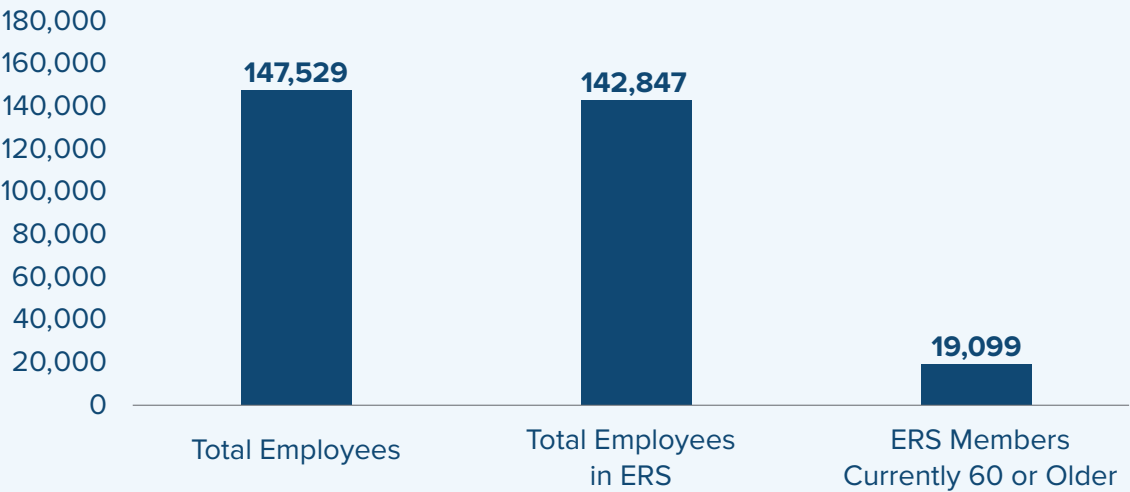


Workforce Highlights

NUMBER OF NEW YORK STATE EMPLOYEES IN JANUARY OF YEAR SHOWN

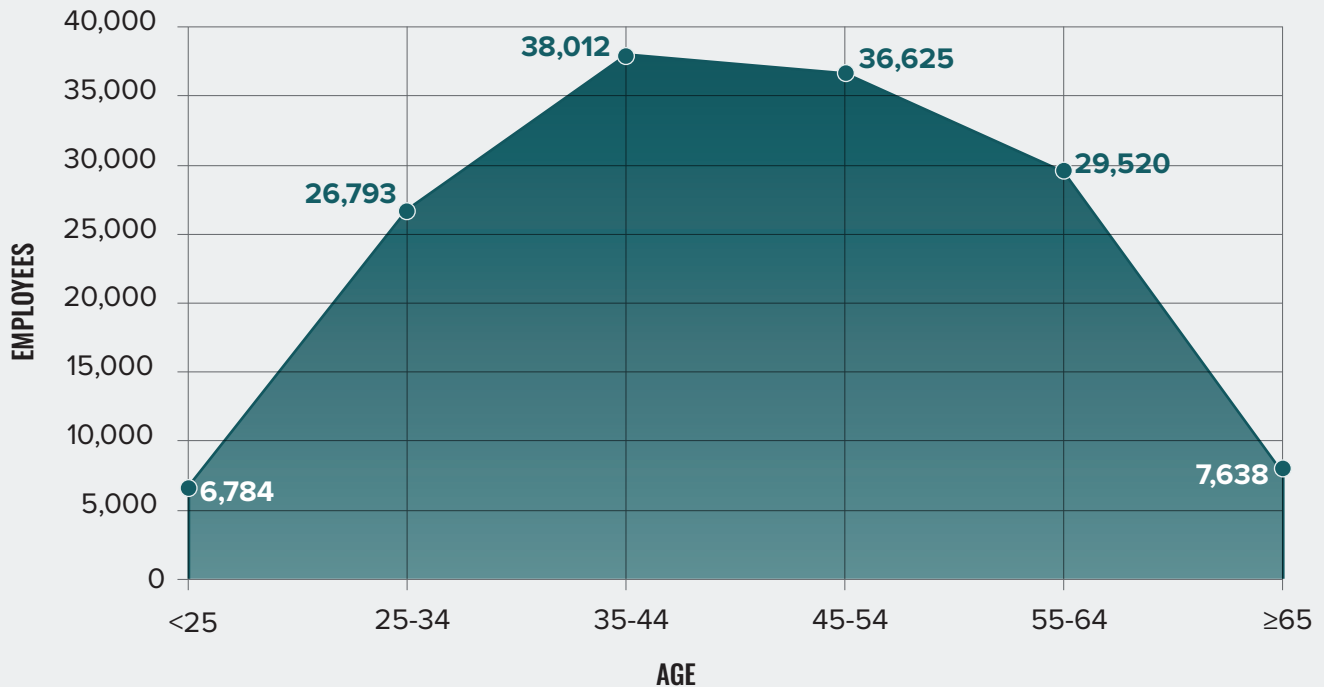


NEW YORK STATE WORKFORCE 2025



Workforce Age Distribution

AGE OF THE STATE WORKFORCE AS OF JANUARY 2025



AVERAGE AGE OF THE STATE WORKFORCE AS OF JANUARY 2025



AGE DISTRIBUTION OF THE STATE WORKFORCE

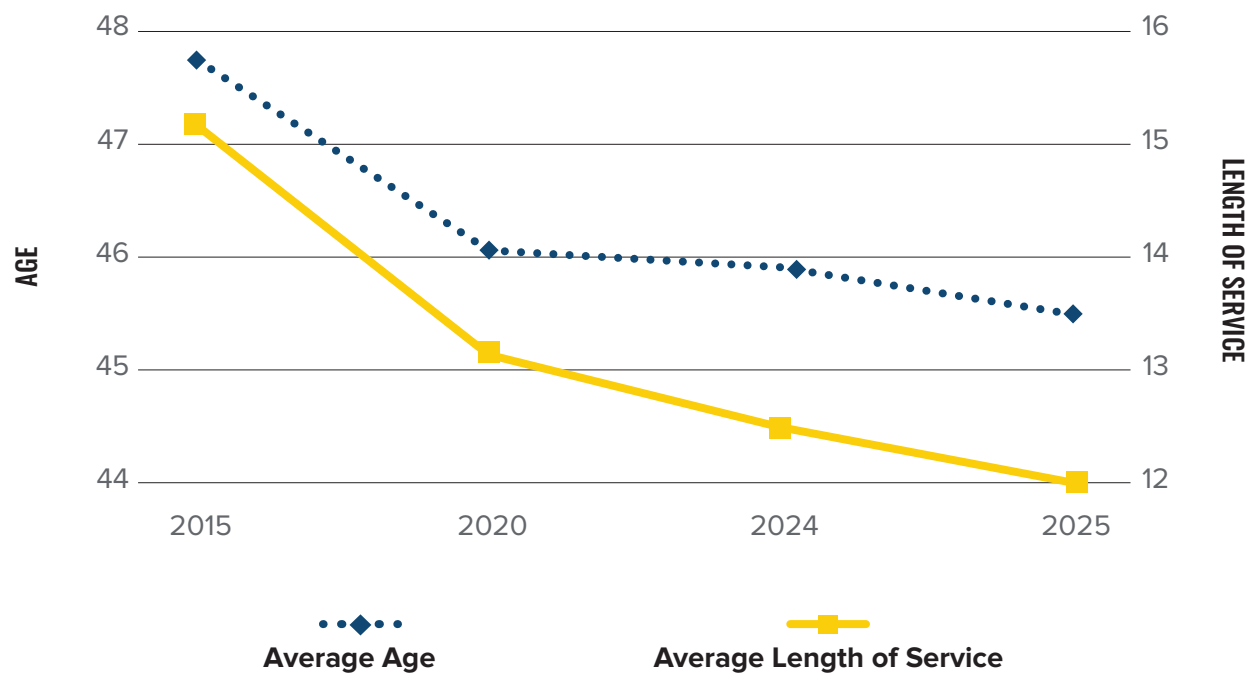
The State workforce includes employees from a range of age groups ranging from high school students who have landed their first summer jobs to senior citizens enjoying a second career. There are fewer employees at either end of the age range, and the age with the largest cohort is 54 years old.

Age	# of Employees as of January 2025	Age	# of Employees as of January 2025
16	1	45	3,786
17	14	46	3,700
18	116	47	3,586
19	310	48	3,584
20	586	49	3,570
21	850	50	3,431
22	1,325	51	3,406
23	1,621	52	3,477
24	1,961	53	3,868
25	1,910	54	4,217
26	1,982	55	3,781
27	2,175	56	3,439
28	2,289	57	3,455
29	2,517	58	3,353
30	2,758	59	3,190
31	3,016	60	3,233
32	3,216	61	3,064
33	3,324	62	2,289
34	3,606	63	1,996
35	3,614	64	1,720
36	3,674	65	1,518
37	3,722	66	1,164
38	3,753	67	884
39	3,915	68	779
40	3,827	69	634
41	3,844	70	515
42	3,947	>70	2,144
43	3,744	Unknown	2,157
44	3,972	Total	147,529

While the average age has remained the same as last year, the age of new hires is down to 36 years old, likely the result of the NY HELPS' impact on new appointments in the State workforce.

AVERAGE AGE AND LENGTH OF SERVICE

The State workforce average age continues to show a downward trend, along with the average length of service.



Age and Retirement

Key Facts about Age and Retirement of the Workforce:

- Average age is 46 years old
- Average length of service is 12 years
- Average age at retirement is 61 years old
- Average length of service at retirement is 25 years
- Employees 50 or older — 37.7% of the workforce (55,557 employees)
- Employees 55 or older — 25.2% of the workforce (37,158 employees)
- Employees younger than 30 — 12.0% of the workforce (17,657 employees)

In terms of retirement, age combined with length of service has traditionally been a good indicator of an employee's ability to retire because the State's defined benefit pension tiers generally tied eligibility for retirement without diminution of benefits to age or a combination of age and significant service time.

Tiers 3 and 4, for example, generally allow retirement without diminution of benefits at age 62 or at age 55 with 30 years of service. At the end of 2024, 11,701 ERS Tier 3 and 4 employees were eligible to retire without a reduction in benefits. This represents 21.4% of the ERS Tier 3 and 4 employees, or 7.9% of the total workforce. In the next 5 years, another 6,135 current Tier 3 and 4 employees, or 4.2% of the workforce, will be eligible to retire without a reduction in benefits.

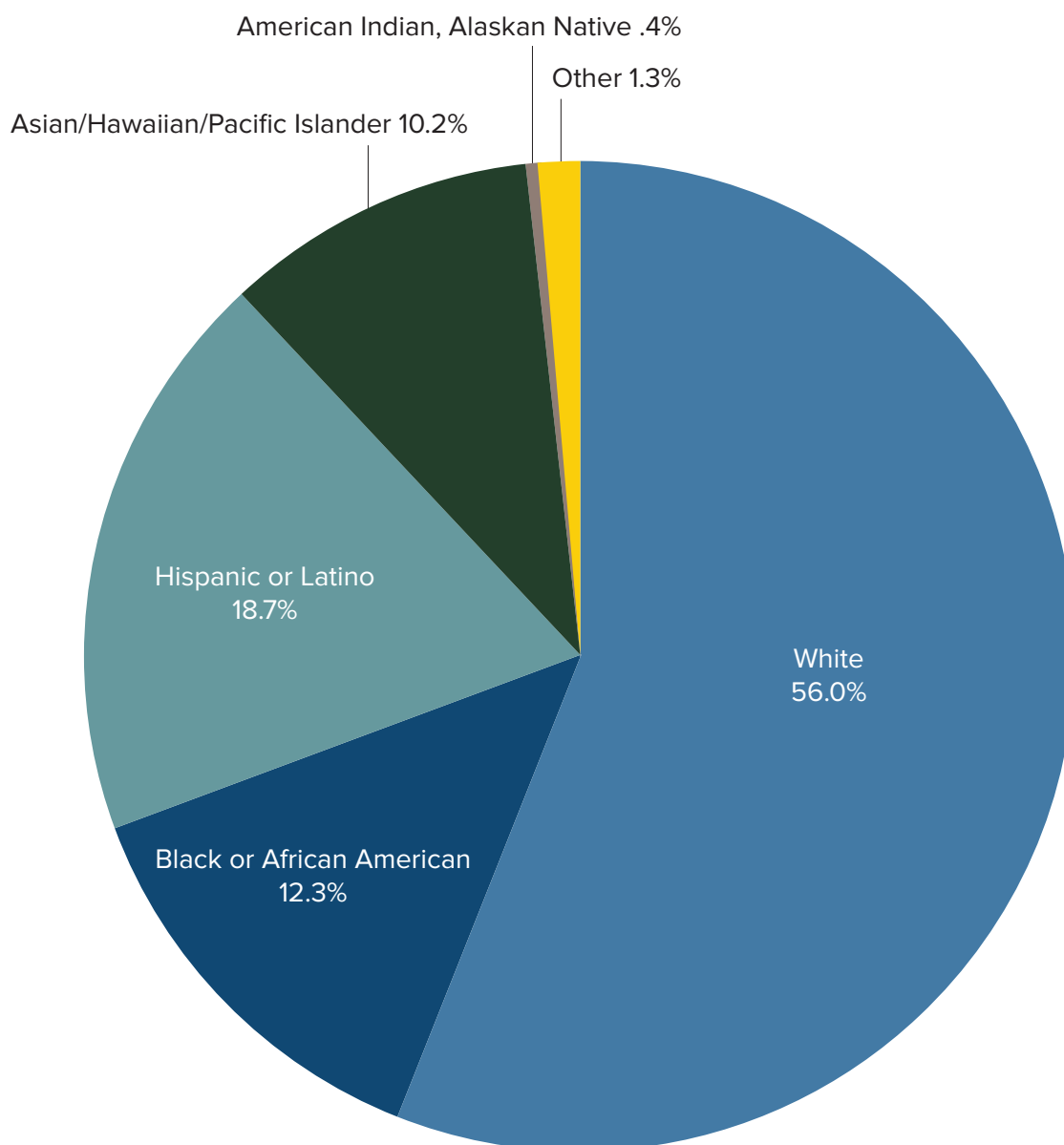
The eligibility for retirement without a reduction in benefits changed significantly with ERS Tiers 5 and 6, which require 62 years old plus 5 years of service and 63 years old plus 5 years of service respectively. Of these employees, which represent 58.6% of the total workforce, only 2,257 ERS Tier 5 and 6 employees met the requirement for retirement without a reduction in benefits by the end of 2024. However, with a quarter of the workforce at 55 years or older, succession planning remains a top priority for agencies.

As far as the younger end of the spectrum, 4.6% of the workforce is under 25 years old and 12.0% is under 30, which represent slight increase in percentages over previous years.

Workforce Race and Ethnicity

New York State's population is one of the most diverse in the country. As recruiting and retaining a diverse and inclusive workforce is an essential component for a strong organization, the State continues its programs to attract and retain workers of all backgrounds.

NEW YORK STATE CIVILIAN WORKFORCE AS OF JANUARY 2025*

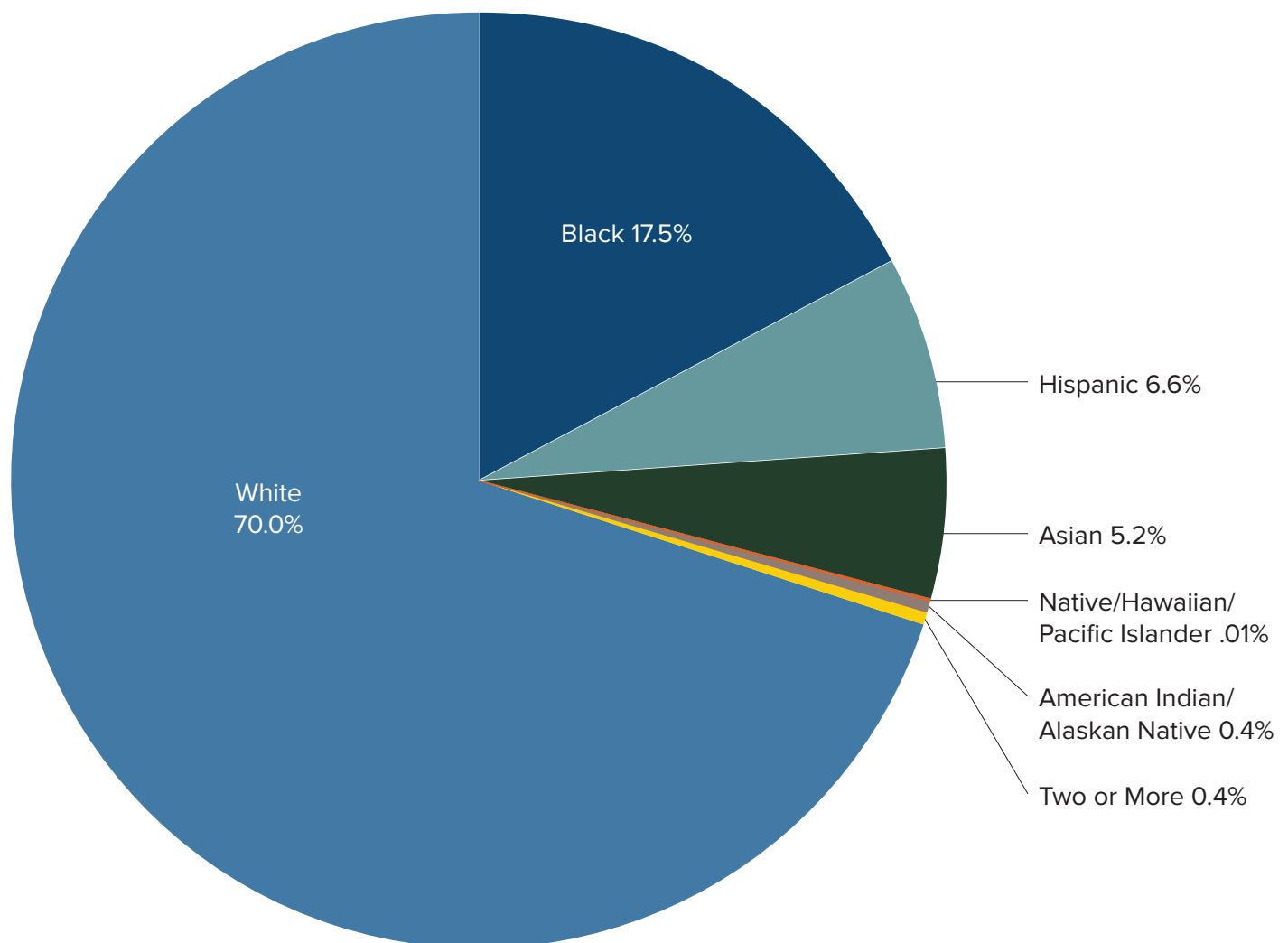


* Prepared by the New York State Department of Labor, Division of Research and Statistics

The Department updated the DPM-100 in 2023 to ensure compliance with legal mandates and to better align with federal reporting categories. The Department has provided updated guidance, direction and ongoing support to agencies to encourage completion of the DPM-100 at onboarding. Robust statewide recanvassing efforts to encourage the completion of the new DPM-100 by the existing state workforce to reduce unknown demographic data are now underway.

The chart and table below follow previous years' methodology and calculate percentages by excluding unknowns. As a result, the race and ethnicity of only those choosing to report are displayed.

NEW YORK STATE GOVERNMENT WORKFORCE AS OF JANUARY 2025**



** Percentages are calculated based on totals excluding unknowns.

NYS Government Workforce	January 2015		January 2020		January 2024		January 2025	
White	105,647	74.3%	103,201	70.1%	83,609	70.9%	82,086	70.0%
Black	23,598	16.6%	23,830	16.9%	20,402	17.3%	20,522	17.5%
Hispanic	6,957	4.9%	7,634	5.4%	7,344	6.2%	7,741	6.6%
Asian	5,367	3.8%	5,971	4.2%	5,809	4.9%	6,083	5.2%
Native Hawaiian/ Pacific Islander					5	0.004%	10	0.01%
Amer Indian/ Alaskan Native	573	0.4%	584	0.4%	451	0.4%	448	0.4%
Two or More ⁺					263	0.2%	447	0.4%
Unknown	7,276		13,003		24,804		30,192	
Total	149,418		154,223		142,687		147,529	

⁺ Represents ethnicity categories that were not included before the 2024 DPM-100



Section 170-e of Executive Law requires the reporting of subcategories within the Asian and Native Hawaiian/Pacific Islander groups. Employees may report in more than one sub-category.

For employees reporting as Asian, the results are displayed to the right:

Asian Sub-category	# of Employees reporting in the sub-category	% of total number of employees reporting as Asian
Bangladeshi	172	12.8%
Burmese	13	1.0%
Cambodian	3	0.2%
Chinese	253	18.9%
Filipino	96	7.2%
Hmong	0	0.0%
Indian	511	38.1%
Indonesian	9	0.7%
Japanese	9	0.7%
Korean	67	5.0%
Laotian	3	0.2%
Malaysian	7	0.5%
Nepalese	32	2.4%
Other	50	3.7%
Pakistani	83	6.2%
Sri Landan	17	1.3%
Taiwanese	22	1.6%
Thai	7	0.5%
Tibetan	2	0.1%
Vietnamese	22	1.6%
Unknown	4,741	
Total	6,083	

Section 170-e of Executive Law also requires the reporting of language spoken at home. Due to the significant amount of unknown data in this area (86%), the table below calculates percentages by excluding unknowns.

As a result, the primary language of only those choosing to report are displayed below:

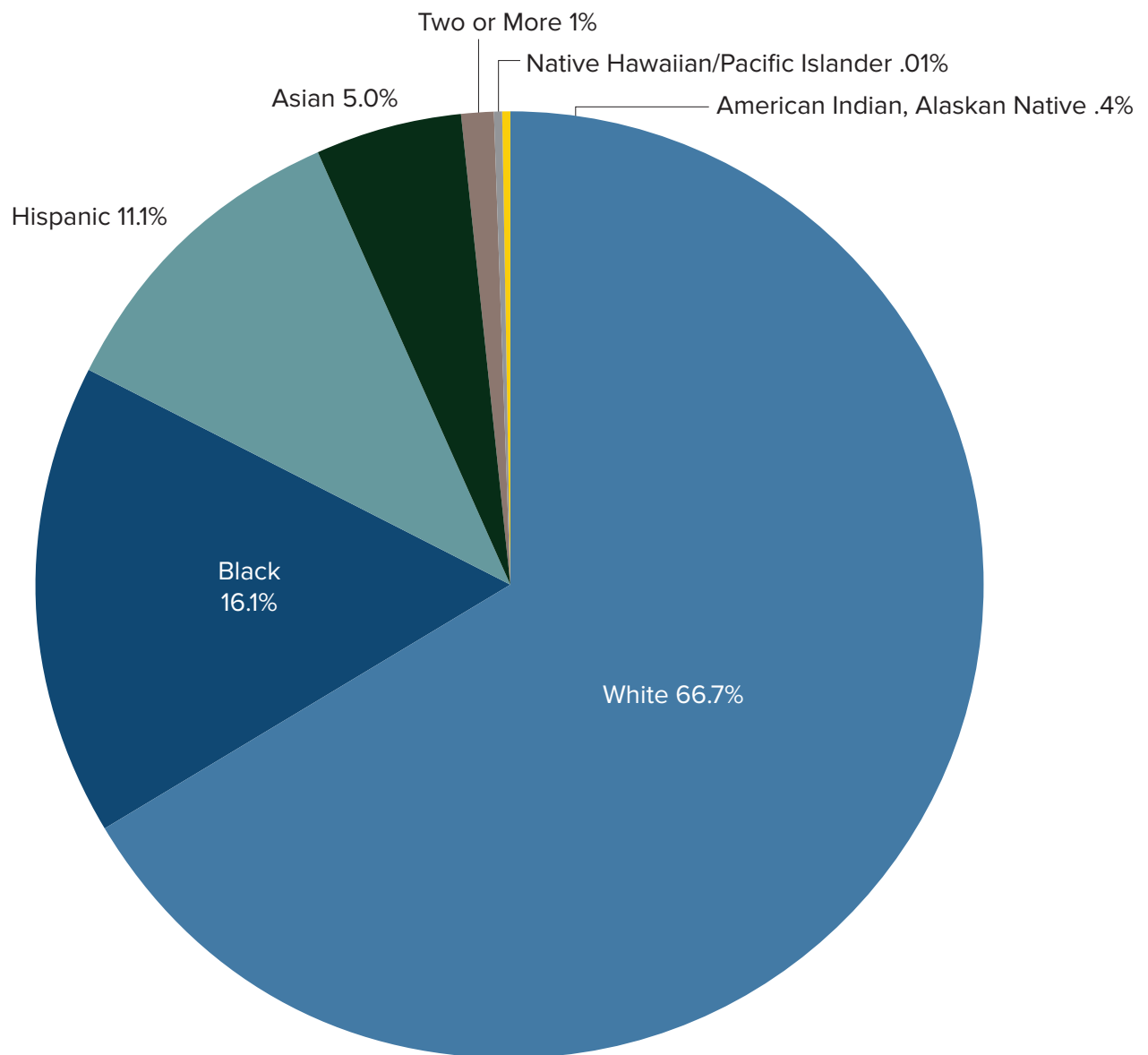
Language	# of Employees	% of Employees
American Sign Language	9	0.05%
Arabic	45	0.23%
Bengali	166	0.83%
Chinese	163	0.81%
English	18,453	92.18%
French	32	0.16%
Haitian Creole	86	0.43%
Italian	5	0.03%
Korean	25	0.12%
Other	507	2.53%
Polish	26	0.13%
Russian	55	0.27%
Spanish	386	1.93%
Urdu	59	0.29%
Yiddish	2	0.01%
Unknown	127,510	
Total	147,529	

For employees who identified as Native Hawaiian/Pacific Islander, 60% reported a subcategory of "Other," while 30% identified as Hawaiian and 10% identified as Tongan.

RACE AND ETHNICITY OF EXAM APPLICANTS

The temporary NY HELPS program has changed the profile of exam applicants, as they have been primarily promotional candidates in calendar year 2024. The appointments are the result of examinations, and the establishment of eligible lists based on exam scores.

Following previous years' methodology, the chart below depicts the composition of test applicants based on those who chose to report race and ethnicity for calendar year 2024.



** Percentages in pie chart are calculated based on totals excluding unknowns.

RACE AND ETHNICITY OF NEW HIRES

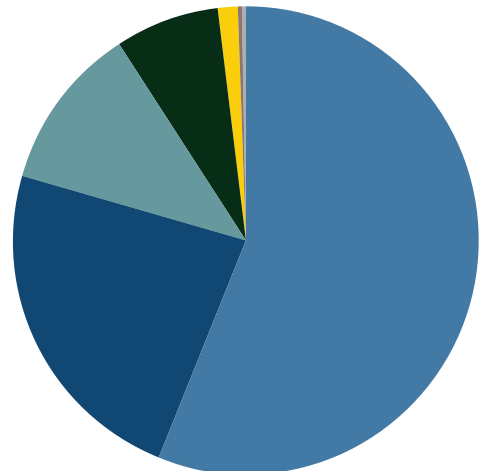
The graph and table below follow previous years' methodology and calculate percentages by excluding unknowns. As a result, the race and ethnicity of only those choosing to report are displayed.

Of the new employees hired in calendar year 2024 who provided their race and ethnicity, 56.3% were White; 23.4% were Black; 11.2% were Hispanic; 11.2% were Asian, 0.04% were Native Hawaiian/Pacific Islander, 0.4% were American Indian/Alaskan Native, and 1.5% identified as two or more races.

NYS Government New Hires	January 2015		January 2020		January 2024		January 2025	
White	7,118	71.0%	6,259	64.0%	4,611	56.7%	5,060	56.3%
Black	1,954	19.5%	2,250	23.0%	1,988	24.4%	2,099	23.4%
Hispanic	550	5.5%	727	7.4%	886	10.9%	1,006	11.2%
American Indian/ Alaskan Native	48	0.5%	52	0.5%	32	0.4%	34	0.4%
Native Hawaiian/ Pacific Islander					1	0.012%	4	0.04%
Asian	358	3.6%	487	5.0%	535	6.6%	647	7.2%
Two or More ⁺	-		-		78	1.0%	132	1.5%
Unknown	1,643		3,282		9,373		9,569	
Total	11,671		13,057		17,504		18,551	

⁺ Represents ethnicity categories that were not included in the DPM-100 prior to calendar year 2024.

NEW HIRES AS OF JANUARY 1, 2025



** Percentages in pie chart are calculated based on totals excluding unknowns.

Race and Ethnicity By Agency

WORK FORCE IN STATE GOVERNMENT BY AGENCY AND ETHNICITY (JAN 2025)

Agency	# of Employees	White		Black		Hispanic		
Adirondack Park Agency	57	47	82.5%	1	1.8%	2	3.5%	
Aging, Office for the	101	85	84.2%	3	3.0%	4	4.0%	
Agriculture & Markets, Dept of	642	438	68.2%	30	4.7%	14	2.2%	
Alcoholic Beverage Control Board	170	89	52.4%	31	18.2%	9	5.3%	
Arts, Council On The	30	12	40.0%	2	6.7%	2	6.7%	
Authorities Budget Office	16	14	87.5%	0	0.0%	0	0.0%	
Bridge Authority	61	40	65.6%	4	6.6%	2	3.3%	
Budget, Division of the	310	215	69.4%	8	2.6%	10	3.2%	
Canal Corporation	507	396	78.1%	5	1.0%	14	2.8%	
Cannabis Management, Office of	226	115	50.9%	26	11.5%	12	5.3%	
Children&Family Svcs, Off of	3,231	1,626	50.3%	697	21.6%	222	6.9%	
Civil Service, Department of	440	302	68.6%	47	10.7%	25	5.7%	
Comptroller, Office of	2,782	1,880	67.6%	235	8.4%	108	3.9%	
Correction, Commission of	47	38	80.9%	5	10.6%	2	4.3%	
Corrections and Community Supervision	22,238	15,414	69.3%	3,045	13.7%	1,615	7.3%	
Criminal Justice Services, Div of	487	376	77.2%	42	8.6%	30	6.2%	
Economic Development, Dept of	128	74	57.8%	23	18.0%	8	6.3%	
Education	3,181	1,979	62.2%	251	7.9%	123	3.9%	
Elections, Board of	164	74	45.1%	7	4.3%	2	1.2%	
Employee Relations, Office of	82	52	63.4%	10	12.2%	4	4.9%	
Environmental Conservation, Dept of	3,623	2,630	72.6%	77	2.1%	81	2.2%	
Ethics and Lobbying in Government, Commission on	62	27	43.5%	5	8.1%	5	8.1%	
Executive Chamber	161	48	29.8%	7	4.3%	13	8.1%	
Financial Control Board For NYC	10	3	30.0%	0	0.0%	2	20.0%	
Financial Services, Department of	1,367	484	35.4%	293	21.4%	80	5.9%	
General Services, Office of	1,963	1,308	66.6%	209	10.6%	92	4.7%	
Health	5,790	3,135	54.1%	674	11.6%	327	5.6%	
Higher Education Services Corp	125	75	60.0%	18	14.4%	5	4.0%	
Homeland Scrty and Emerg Svcs	916	698	76.2%	28	3.1%	19	2.1%	
Housing & Comm Renewal, Div of	658	227	34.5%	170	25.8%	62	9.4%	
Housing Finance Agency	31	16	51.6%	10	32.3%	3	9.7%	
Human Rights, Division of	194	66	34.0%	42	21.6%	39	20.1%	
Indigent Legal Services, Office of	46	23	50.0%	8	17.4%	0	0.0%	
Justice Center	524	351	67.0%	46	8.8%	30	5.7%	
Labor Management Committee	69	47	68.1%	9	13.0%	2	2.9%	
Labor, Department of	3,020	1,837	60.8%	307	10.2%	323	10.7%	
Lake George Park Comm	18	14	77.8%	0	0.0%	0	0.0%	
Law, Department of	1,800	630	35.0%	151	8.4%	99	5.5%	
Lieutenant Governor, Office of the	6	1	16.7%	0	0.0%	0	0.0%	
Med Fraud Contrl, Dep Att Gen for	265	106	40.0%	16	6.0%	10	3.8%	
Medicaid Inspector General, Office of	537	356	66.3%	55	10.2%	24	4.5%	
Motor Vehicles, Department of	3,365	1,425	42.3%	971	28.9%	457	13.6%	
NYS Gaming Commission	417	263	63.1%	24	5.8%	26	6.2%	
OASAS	953	383	40.2%	186	19.5%	54	5.7%	
OMH	15,034	5,689	37.8%	3,837	25.5%	993	6.6%	
OPWDD	19,701	8,173	41.5%	4,914	24.9%	686	3.5%	
Parks and Recreation	3,721	2,274	61.1%	204	5.5%	251	6.7%	
Prevnt of Domestic Violence, Off of	38	23	60.5%	4	10.5%	2	5.3%	
Prosecutorial Conduct, Commission on	2	0	0.0%	0	0.0%	0	0.0%	
Public Employment Relations Brd	38	21	55.3%	2	5.3%	2	5.3%	
Public Service, Department of	572	391	68.4%	55	9.6%	18	3.1%	
SUNY	16,521	7,800	47.2%	1,610	9.7%	450	2.7%	
State Inspector General, Off of	108	61	56.5%	4	3.7%	1	0.9%	
State Insurance Fund	2,051	1,135	55.3%	350	17.1%	126	6.1%	
State Police, Division of	6,073	3,899	64.2%	165	2.7%	289	4.8%	
State, Department of	692	405	58.5%	91	13.2%	44	6.4%	
Statewide Financial System	150	96	64.0%	7	4.7%	2	1.3%	
Tax Department	4,008	2,573	64.2%	292	7.3%	179	4.5%	
Teachers Retirement System	334	244	73.1%	18	5.4%	10	3.0%	
Technology,Office for	3,993	2,211	55.4%	199	5.0%	115	2.9%	
Temp&Disability Asst, Office of	1,994	1,230	61.7%	307	15.4%	164	8.2%	
Thruway Authority	1,768	1,371	77.5%	163	9.2%	108	6.1%	
Transportation	8,650	6,249	72.2%	353	4.1%	244	2.8%	
Veterans Services, Department of	100	64	64.0%	16	16.0%	10	10.0%	
Victim Services, Office of	101	59	58.4%	14	13.9%	13	12.9%	
Welfare Inspector Gen, Off of	7	3	42.9%	2	28.6%	1	14.3%	
Workers Compensation Board	1,053	689	65.4%	138	13.1%	71	6.7%	
All Agencies	147,529	82,079		20,523		7,740		

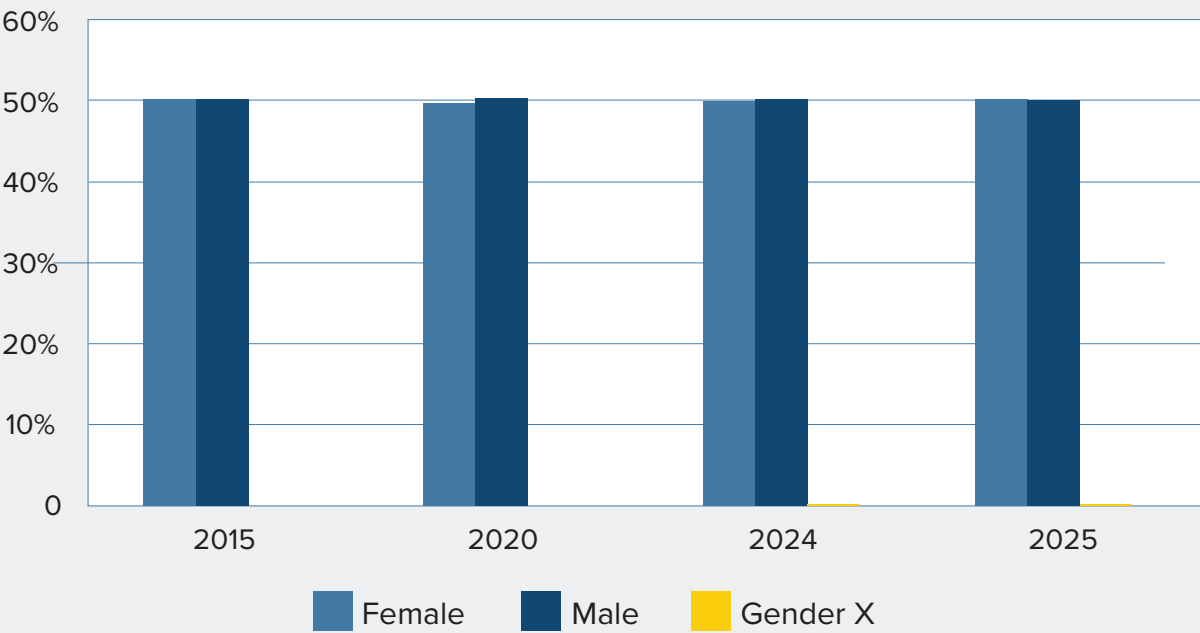
	Asian		Alaskan Native		Pacific Islander		2 or More		Unknown	
	0	0.0%	0	0.0%	0	0.0%	1	1.8%	6	10.5%
	2	2.0%	1	1.0%	0	0.0%	1	1.0%	5	5.0%
	24	3.7%	4	0.6%	0	0.0%	3	0.5%	129	20.1%
	2	1.2%	0	0.0%	0	0.0%	3	1.8%	36	21.2%
	1	3.3%	0	0.0%	0	0.0%	0	0.0%	13	43.3%
	1	6.3%	0	0.0%	0	0.0%	0	0.0%	1	6.3%
	0	0.0%	0	0.0%	0	0.0%	0	0.0%	15	24.6%
	9	2.9%	0	0.0%	0	0.0%	2	0.6%	66	21.3%
	1	0.2%	0	0.0%	0	0.0%	0	0.0%	91	17.9%
	6	2.7%	0	0.0%	0	0.0%	3	1.3%	64	28.3%
	54	1.7%	11	0.3%	0	0.0%	20	0.6%	601	18.6%
	18	4.1%	3	0.7%	0	0.0%	4	0.9%	41	9.3%
	160	5.8%	3	0.1%	0	0.0%	2	0.1%	394	14.2%
	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	4.3%
	267	1.2%	73	0.3%	1	0.0%	33	0.1%	1,790	8.0%
	15	3.1%	2	0.4%	0	0.0%	2	0.4%	20	4.1%
	3	2.3%	1	0.8%	0	0.0%	2	1.6%	17	13.3%
	102	3.2%	10	0.3%	0	0.0%	7	0.2%	709	22.3%
	11	6.7%	0	0.0%	0	0.0%	3	1.8%	67	40.9%
	2	2.4%	0	0.0%	0	0.0%	0	0.0%	14	17.1%
	120	3.3%	11	0.3%	0	0.0%	16	0.4%	688	19.0%
	1	1.6%	0	0.0%	0	0.0%	0	0.0%	24	38.7%
	5	3.1%	0	0.0%	0	0.0%	3	1.9%	85	52.8%
	2	20.0%	0	0.0%	0	0.0%	0	0.0%	3	30.0%
	276	20.2%	0	0.0%	0	0.0%	1	0.1%	233	17.0%
	82	4.2%	2	0.1%	1	0.1%	11	0.6%	258	13.1%
	366	6.3%	18	0.3%	0	0.0%	17	0.3%	1,253	21.6%
	7	5.6%	0	0.0%	0	0.0%	2	1.6%	18	14.4%
	14	1.5%	1	0.1%	0	0.0%	5	0.5%	151	16.5%
	97	14.7%	3	0.5%	0	0.0%	2	0.3%	97	14.7%
	1	3.2%	0	0.0%	0	0.0%	0	0.0%	1	3.2%
	11	5.7%	1	0.5%	0	0.0%	2	1.0%	33	17.0%
	3	6.5%	0	0.0%	0	0.0%	0	0.0%	12	26.1%
	12	2.3%	2	0.4%	0	0.0%	6	1.1%	77	14.7%
	0	0.0%	0	0.0%	0	0.0%	0	0.0%	11	15.9%
	204	6.8%	14	0.5%	0	0.0%	11	0.4%	324	10.7%
	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	22.2%
	54	3.0%	2	0.1%	0	0.0%	6	0.3%	858	47.7%
	0	0.0%	0	0.0%	0	0.0%	0	0.0%	5	83.3%
	9	3.4%	1	0.4%	0	0.0%	2	0.8%	121	45.7%
	43	8.0%	2	0.4%	0	0.0%	4	0.7%	53	9.9%
	202	6.0%	11	0.3%	0	0.0%	24	0.7%	275	8.2%
	24	5.8%	3	0.7%	0	0.0%	1	0.2%	76	18.2%
	36	3.8%	1	0.1%	0	0.0%	9	0.9%	284	29.8%
	1,118	7.4%	36	0.2%	2	0.0%	50	0.3%	3,309	22.0%
	379	1.9%	65	0.3%	2	0.0%	41	0.2%	5,441	27.6%
	34	0.9%	21	0.6%	0	0.0%	9	0.2%	928	24.9%
	1	2.6%	0	0.0%	0	0.0%	0	0.0%	8	21.1%
	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	100.0%
	1	2.6%	0	0.0%	0	0.0%	0	0.0%	12	31.6%
	36	6.3%	0	0.0%	0	0.0%	6	1.0%	66	11.5%
	439	2.7%	63	0.4%	0	0.0%	3	0.0%	6,156	37.3%
	1	0.9%	0	0.0%	0	0.0%	0	0.0%	41	38.0%
	289	14.1%	10	0.5%	1	0.0%	11	0.5%	129	6.3%
	65	1.1%	10	0.2%	0	0.0%	20	0.3%	1,625	26.8%
	22	3.2%	0	0.0%	0	0.0%	7	1.0%	123	17.8%
	21	14.0%	0	0.0%	0	0.0%	0	0.0%	24	16.0%
	298	7.4%	12	0.3%	1	0.0%	13	0.3%	640	16.0%
	11	3.3%	0	0.0%	0	0.0%	0	0.0%	51	15.3%
	606	15.2%	14	0.4%	0	0.0%	24	0.6%	824	20.6%
	98	4.9%	5	0.3%	0	0.0%	11	0.6%	179	9.0%
	33	1.9%	8	0.5%	1	0.1%	2	0.1%	82	4.6%
	332	3.8%	18	0.2%	0	0.0%	29	0.3%	1,425	16.5%
	0	0.0%	2	2.0%	0	0.0%	0	0.0%	8	8.0%
	3	3.0%	0	0.0%	0	0.0%	2	2.0%	10	9.9%
	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	14.3%
	47	4.5%	3	0.3%	0	0.0%	7	0.7%	98	9.3%
	6,081		447		9		443		30,207	

Workforce Gender

EMPLOYEE GENDER COMPOSITION AS OF JANUARY OF YEAR SHOWN

The graph and table below follow previous years’ methodology and calculate percentages by excluding unknowns. As a result, the gender of only those choosing to report are displayed.

	2015		2020		2024		2025	
Female	74,571	50.0%	75,814	49.2%	69,861	49.6%	72,274	50.0%
Male	74,627	50.0%	78,047	50.6%	70,808	50.3%	72,065	49.9%
Gender X	-	-	-	-	126	0.1%	214	0.1%
Unknown	220		362		1,892		2,976	
Total	149,418		154,223		142,687		147,529	



GENDER OF EXAM APPLICANTS**

FEMALE	MALE	GENDER X
56.1%	43.8%	0.2%

GENDER OF NEW HIRES**

FEMALE	MALE	GENDER X
54.4%	45.3%	0.3%

** Percentages are calculated based on totals excluding unknowns.

Gender by Agency

WORK FORCE IN STATE GOVERNMENT BY AGENCY AND GENDER NEW YORK STATE - JANUARY 2025

Agency	# Employees	Male		Female		Gender X		Unknown	
Adirondack Park Agency	57	28	49.1%	29	50.9%	0	0.0%	0	0.0%
Aging, Office for the	101	28	27.7%	71	70.3%	0	0.0%	2	2.0%
Agriculture & Markets, Dept of	642	286	44.5%	303	47.2%	0	0.0%	53	8.3%
Alcoholic Beverage Control Board	170	65	38.2%	80	47.1%	1	0.6%	24	14.1%
Arts, Council On The	30	7	23.3%	15	50.0%	0	0.0%	8	26.7%
Authorities Budget Office	16	7	43.8%	8	50.0%	0	0.0%	1	6.3%
Bridge Authority	61	41	67.2%	11	18.0%	0	0.0%	9	14.8%
Budget, Division of the	310	161	51.9%	144	46.5%	2	0.6%	3	1.0%
Canal Corporation	507	429	84.6%	76	15.0%	0	0.0%	2	0.4%
Cannabis Management, Office of	226	76	33.6%	115	50.9%	1	0.4%	34	15.0%
Children&Family Svcs, Off of	3,231	1,264	39.1%	1,946	60.2%	7	0.2%	14	0.4%
Civil Service, Department of	440	160	36.4%	272	61.8%	1	0.2%	7	1.6%
Comptroller, Office of	2,782	1,214	43.6%	1,549	55.7%	6	0.2%	13	0.5%
Correction, Commission of	47	25	53.2%	21	44.7%	0	0.0%	1	2.1%
Corrections and Community Supervision	22,238	15,294	68.8%	6,915	31.1%	10	0.0%	19	0.1%
Criminal Justice Services, Div of	487	176	36.1%	297	61.0%	3	0.6%	11	2.3%
Economic Development, Dept of	128	53	41.4%	65	50.8%	0	0.0%	10	7.8%
Education	3,181	1,057	33.2%	1,869	58.8%	4	0.1%	251	7.9%
Elections, Board of	164	77	47.0%	81	49.4%	0	0.0%	6	3.7%
Employee Relations, Office of	82	25	30.5%	51	62.2%	0	0.0%	6	7.3%
Environmental Conservation, Dept of	3,623	2,186	60.3%	1,390	38.4%	18	0.5%	29	0.8%
Ethics and Lobbying in Government, Commission on	62	18	29.0%	42	67.7%	0	0.0%	2	3.2%
Executive Chamber	161	42	26.1%	86	53.4%	2	1.2%	31	19.3%
Financial Control Board For NYC	10	3	30.0%	7	70.0%	0	0.0%	0	0.0%
Financial Services, Department of	1,367	708	51.8%	652	47.7%	2	0.1%	5	0.4%
General Services, Office of	1,963	1,074	54.7%	793	40.4%	6	0.3%	90	4.6%
Health	5,790	1,671	28.9%	3,953	68.3%	9	0.2%	157	2.7%
Higher Education Services Corp	125	43	34.4%	75	60.0%	2	1.6%	5	4.0%
Homeland Scrtty and Emerg Svcs	916	581	63.4%	264	28.8%	0	0.0%	71	7.8%
Housing & Comm Renewal, Div of	658	284	43.2%	365	55.5%	1	0.2%	8	1.2%
Housing Finance Agency	31	14	45.2%	17	54.8%	0	0.0%	0	0.0%
Human Rights, Division of	194	60	30.9%	123	63.4%	1	0.5%	10	5.2%
Indigent Legal Services, Office of	46	10	21.7%	29	63.0%	1	2.2%	6	13.0%
Justice Center	524	131	25.0%	361	68.9%	0	0.0%	32	6.1%
Labor Management Committee	69	22	31.9%	45	65.2%	0	0.0%	2	2.9%
Labor, Department of	3,020	1,119	37.1%	1,633	54.1%	4	0.1%	264	8.7%
Lake George Park Comm	18	13	72.2%	4	22.2%	0	0.0%	1	5.6%
Law, Department of	1,800	754	41.9%	973	54.1%	3	0.2%	70	3.9%
Lieutenant Governor, Office of the	6	2	33.3%	2	33.3%	0	0.0%	2	33.3%
Med Fraud Contrl, Dep Att Gen for	265	125	47.2%	136	51.3%	0	0.0%	4	1.5%
Medicaid Inspector General, Office of	537	199	37.1%	299	55.7%	1	0.2%	38	7.1%
Motor Vehicles, Department of	3,365	1,141	33.9%	2,211	65.7%	9	0.3%	4	0.1%
NYS Gaming Commission	417	237	56.8%	171	41.0%	2	0.5%	7	1.7%
OASAS	953	309	32.4%	637	66.8%	3	0.3%	4	0.4%
OMH	15,034	5,666	37.7%	8,725	58.0%	11	0.1%	632	4.2%
OPWDD	19,701	6,338	32.2%	13,194	67.0%	21	0.1%	148	0.8%
Parks and Recreation	3,721	2,449	65.8%	1,255	33.7%	11	0.3%	6	0.2%
Prevnt of Domestic Violence, Off of	38	3	7.9%	28	73.7%	0	0.0%	7	18.4%
Prosecutorial Conduct, Commission on	2	0	0.0%	2	100.0%	0	0.0%	0	0.0%
Public Employment Relations Brd	38	8	21.1%	30	78.9%	0	0.0%	0	0.0%
Public Service, Department of	572	320	55.9%	228	39.9%	5	0.9%	19	3.3%
SUNY	16,521	6,270	38.0%	10,195	61.7%	3	0.0%	53	0.3%
State Inspector General, Off of	108	49	45.4%	46	42.6%	0	0.0%	13	12.0%
State Insurance Fund	2,051	901	43.9%	1,124	54.8%	7	0.3%	19	0.9%
State Police, Division of	6,073	4,757	78.3%	1,294	21.3%	17	0.3%	5	0.1%
State, Department of	692	252	36.4%	347	50.1%	4	0.6%	89	12.9%
Statewide Financial System	150	89	59.3%	59	39.3%	0	0.0%	2	1.3%
Tax Department	4,008	1,770	44.2%	2,215	55.3%	8	0.2%	15	0.4%
Teachers Retirement System	334	128	38.3%	205	61.4%	0	0.0%	1	0.3%
Technology,Office for	3,993	2,258	56.5%	1,227	30.7%	11	0.3%	497	12.4%
Temp&Disability Asst, Office of	1,994	590	29.6%	1,314	65.9%	3	0.2%	87	4.4%
Thruway Authority	1,768	1,460	82.6%	305	17.3%	1	0.1%	2	0.1%
Transportation	8,650	7,115	82.3%	1,518	17.5%	10	0.1%	7	0.1%
Veterans Services, Department of	100	60	60.0%	35	35.0%	0	0.0%	5	5.0%
Victim Services, Office of	101	16	15.8%	74	73.3%	1	1.0%	10	9.9%
Welfare Inspector Gen, Off of	7	4	57.1%	3	42.9%	0	0.0%	0	0.0%
Workers Compensation Board	1,053	344	32.7%	665	63.2%	0	0.0%	44	4.2%
All Agencies	147,529	72,066	48.8%	72,274	49.0%	212	0.14%	2,977	2.0%



Department of Civil Service

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