



Labor Market Demand & Hiring Practices: Construction and Sustainability

Guiding Questions

Schools and Postsecondary Partners

- How do CTE programs currently prepare students for these practices, and where are opportunities for growth and further alignment?

Industry Partners

- How does your experience and insight add depth and understanding of these trends?
- What resources, skills and opportunities do you have that could help educators stay up-to-date with industry trends?

Analysis: Primary takeaways

- The construction industry has continued to grow steadily in NYC over the past five years, while the size of the utilities industry has remained very steady between 2012-2017.
- This trend is projected to continue through 2024: very little growth or change in utilities, considerable growth in the construction industry.
- Often as a result of union protections, many of the most common jobs in these fields do not require higher education and pay a competitive NYC wage.
- Having a valid driver's license is an extremely desirable and the most commonly-cited licensure/ certification listed by online ads.

How Schools Can Use This Info

- Identify lesson plans where elements of labor market info can be added to expand students' understanding of the industry
- Consider how your work readiness training needs to be improved to align with current hiring practices
- Present this information to your Self Study Group to keep your school apprised of current trends
- Consider how you can continue to grow and stay aware of industry practices through professional development

Past Trends of Unemployment

Unemployment Rate in Nov 2018

3.7% in NYC

3.5% in US

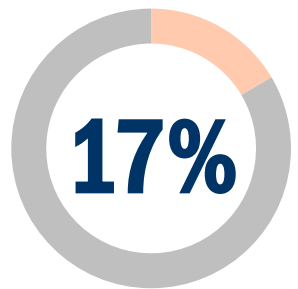
Percentage Point Decline from Nov 2016 to Nov 2018

-1.0% in NYC

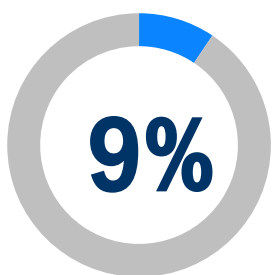
-0.9% in US

NYC Employment Top 6 Sectors, 2017

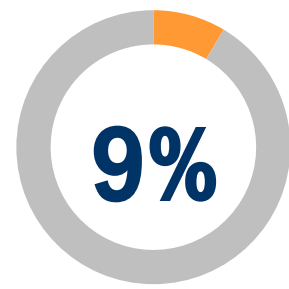
In 2017, there were approximately 4.3 Million NYC Jobs. Over half of these jobs are in the six largest sectors:



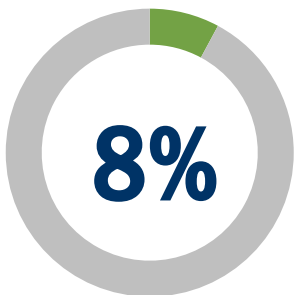
Healthcare



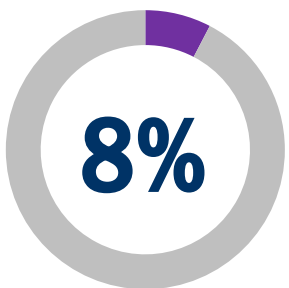
Professional Services



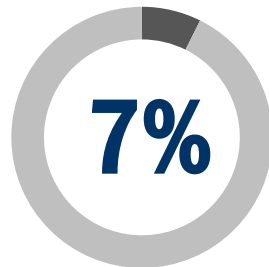
Accommodation & Food Services



Retail Trade



Finance & Insurance



Educational Services

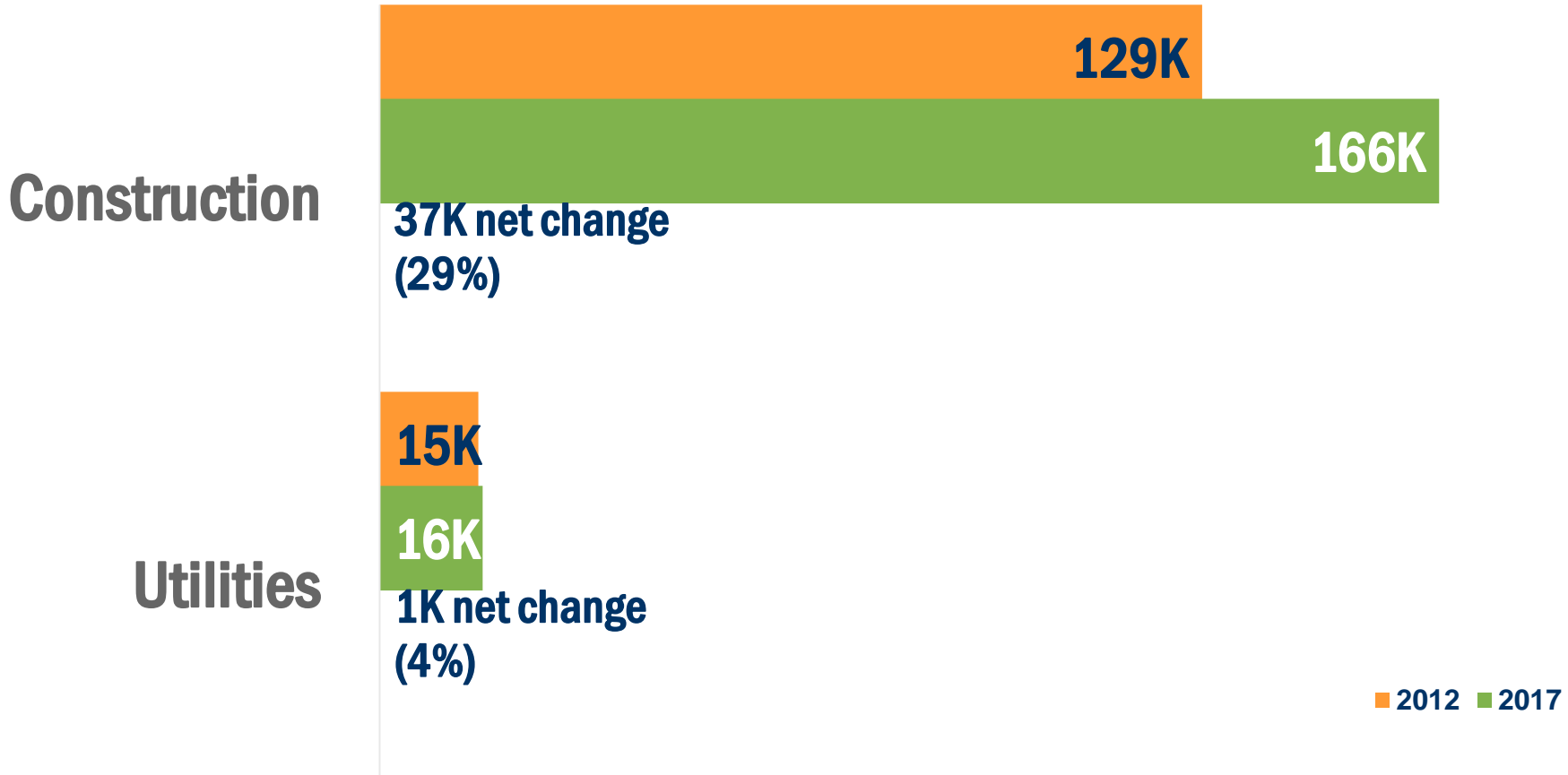
Source | NYCLMIS analysis of 2017 Annual Quarterly Census of Employment and Wages data files from U.S. Bureau of Labor Statistics. Includes all ownership. Per BLS confidentiality policy, some data (~6%) has been suppressed in order to protect the identity of employers and is therefore excluded from employment totals.

Sectors with the Greatest Projected Job Growth in NYC 2014-2024

Sector	Net Change in Job Growth
Health Care & Social Assistance	24%
Professional & Business Services	22%
Accommodation & Food Services	25%
Educational Services	14%
Construction	29%
Other Services	18%
Retail Trade	10%
Financial Actives	7%
Arts, Entertainment & Recreation	22%
Transportation & Warehousing	10%

Source | NYCLMIS analysis of 2017 Annual Quarterly Census of Employment and Wages data files from U.S. Bureau of Labor Statistics. Includes all ownership. Per BLS confidentiality policy, some data has been suppressed in order to protect the identity of employers and is therefore excluded from employment totals.

Construction & Sustainability Employment Outlook 2014-2024



Source | NYCLMIS analysis of NYS Department of Labor Long-Term Industry Employment Projections 2014-2024

Construction & Sustainability: Common Sub-BA Occupations

Occupation	Education	No. Jobs	Med. Wage
Heating, A/C, and Refrigeration Mechanics & Installers	HS/HSE	87K	\$63K
Elevator Installers and Repairers	HS/HSE	86K	\$86K
Electricians	HS/HSE	74K	\$97K
Sheet Metal Workers	HS/HSE	71K	\$71K
Painters, Construction and Maintenance	Less than HS	71K	\$49K
Helpers--Installation, Maintenance, and Repair Workers	HS/HSE	68K	\$43K
Helpers--Pipelayers, Plumbers, Pipefitters, etc.	Less than HS	57K	\$41K
Plumbers, Pipefitters, and Steamfitters	HS/HSE	53K	\$67K
Helpers--Electricians	Less than HS	49K	\$38K

Source | NYCLMIS analysis of statewide 2018 Q1 Occupational Employment Statistics and 2014-2024 Long-Term Occupational Employment Projections from the New York State Department of Labor.

Job Ads: Employers & Job Titles

Employers with the most ads:
 Share of Total Online Ads 2018
 2K ads (12% of ads did not specify employer)

3.3%	NewYork-Presbyterian Hospital
2.2%	NYU Langone Health
1.5%	Sears
1.3%	Columbia University
1.3%	Northwell Health
1.0%	Amtrak
1.0%	New York State
1.0%	SUNY
0.8%	Johnson Controls Incorporated
0.8%	Homeserve Usa

Most commonly advertised titles:
 Share of Total Online Ads 2018
 2K (all ads specified job titles)

18.4%	HVAC Technician
14.3%	Electrician
10.7%	Painter
10.5%	Mechanic
7.5%	Plumber
3.7%	Maintenance Assistant
2.9%	Journeyman Electrician
1.4%	Steamfitter
1.1%	Estimator
1.1%	Technician

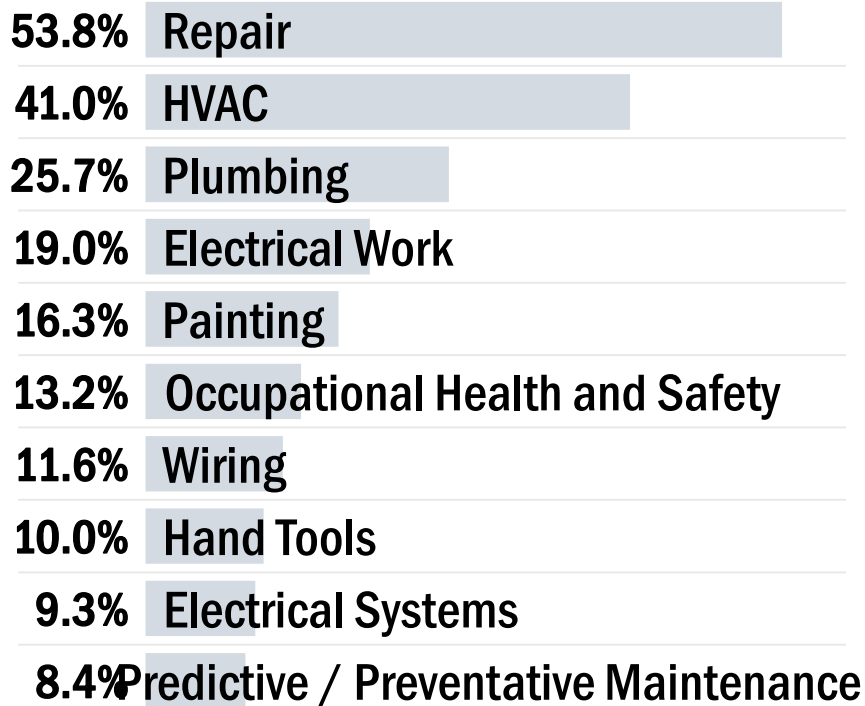
Source | NYCLMIS analysis of Burning Glass Technologies' Labor Insight.

Analysis of Online Job Ads: Skills

Most requested specialized skills:

Share of Total Online Ads 2018

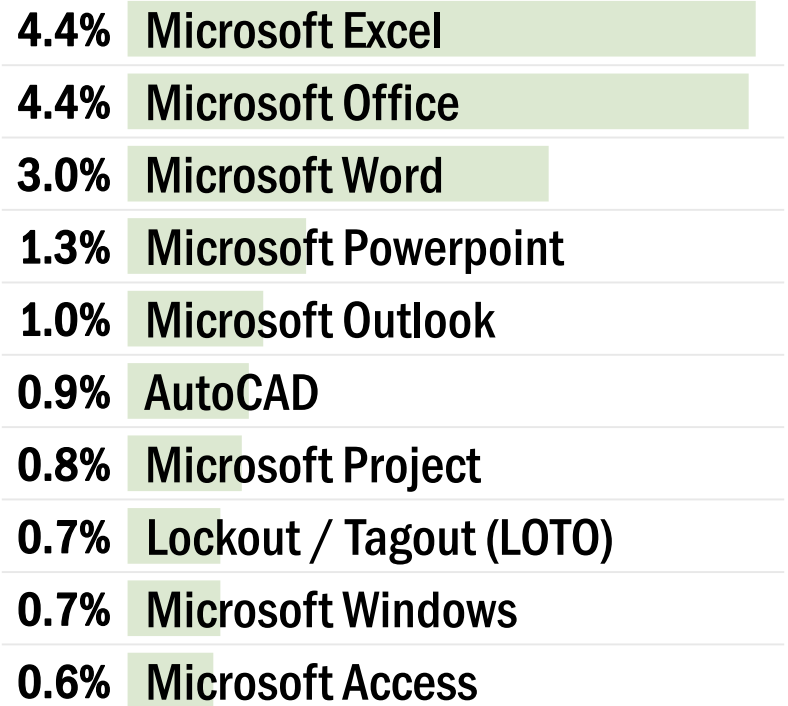
2K ads (21% of ads did not specify specialized skills)



Most requested technical skills:

Share of Total Online Ads 2018

2K ads (21% of ads did not specify technical skills)



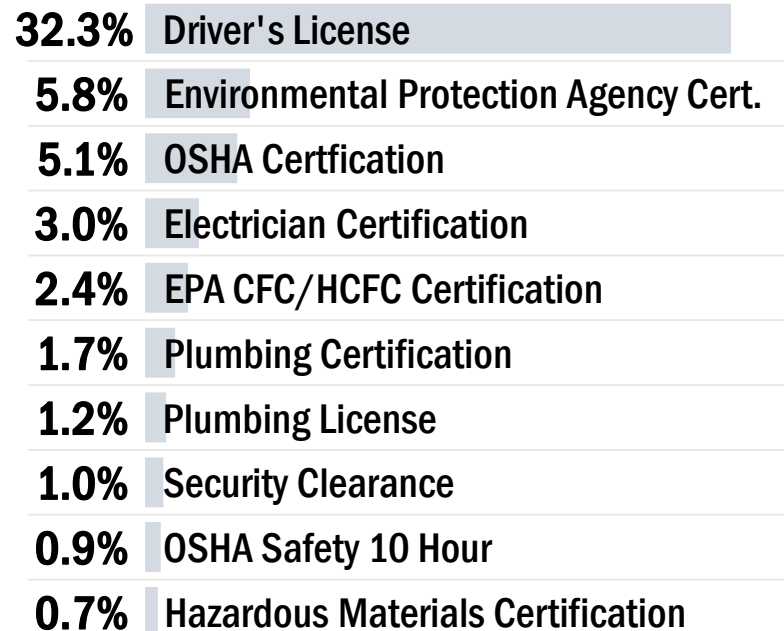
Source | NYCLMIS analysis of Burning Glass Technologies' Labor Insight.

Construction & Sustainability: Job Trend Analysis, CTE Certifications

Most requested certifications:

Share of Total Online Ads 2018

2K ads (54% of ads did not specify certifications)



CTE

- NCCER-Core
- GPRO-Fundamentals of Building Green
- GPRO-Construction Management
- Building Performance Institute-Building Analyst
- ETA-Student Electronic Certification
- OSHA 10 and 30

Source: Labor Insight, Burning Glass Technologies 2018, DOE-CTE School Survey

What entry level job titles do you include in your CTE coursework and career pathway conversations with students that relates to the CTE track?

1. Construction Laborer/General Laborer
2. Electrician
3. Carpenter
4. Maintenance & Repair Worker

Source | CTE-School Survey 2018

How are candidates typically recruited in the Construction & Sustainability industry?

Top Rated:

- Online Ads
- Professional Network
- Sourced Internally

Source | CTE Industry Survey 2018

How are candidates typically screened in the Construction & Sustainability Industry?

1. Resume
2. Certificates/Credentials
3. Portfolio or Screening Call

Source | CTE Industry Survey 2018

Sources | TE Industry Survey 2018

Which of the Business and Financial credentials are valued in entry level candidates in your industry?

1. OSHA 10
2. OSHA 30

How are candidates' certifications typically verified?

1. Request documentation
2. Nothing specific

Source | CTE Industry Survey 2018

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