



Department of
Civil Service



State Workforce Diversity Report 2024

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2024 State Workforce Diversity Report

Dear Colleagues,

Diversity is New York State's greatest strength, and under Governor Hochul's leadership, the Department of Civil Service (Department) is committed to continuously improving and implementing policies that value and celebrate our differences to ensure we remain an inspiration for all.

We are keenly focused on eliminating barriers to entry for civil service jobs, meeting jobseekers where they are, and attracting and retaining a pipeline of new diverse talent into the State workforce. Top of mind for all the efforts we are undertaking is ensuring that diversity, inclusion, and equal opportunity are at the forefront of all statewide initiatives. We want to build a workforce that is reflective of the many unique faces, voices, backgrounds, and ideas of those we serve.

As part of this effort, several actions were included in the FY 2024 Budget to modernize and diversify the workforce. In May 2023, Governor Hochul announced the Hiring for Emergency Limited Placement Program to address the statewide workforce shortage in critical health and safety titles across state government. Then, in July 2023, Governor Hochul announced that civil service exam application fees are waived for all New York State civil service exams through December 2025 to help make a public service career more accessible for all.

To build on these initiatives, in May 2024, the Department launched New York Hiring for Emergency Limited Placement Statewide (NY HELPS) to allow New York State and local agencies fill critical vacancies more effectively and a new public awareness campaign to extol the virtues of public service and the benefits and varied opportunities available as a New York State employee. The Department is also launching Centers for Careers in Government across the State this summer to meet jobseekers in the communities where they live and educate them on the many meaningful public service career paths available to them. These programs are the types of solutions the Department is working on to attract a wide array of talent to the workforce.

The State Workforce Diversity Report was established to help provide a means for further analysis and evaluation of diversity trends and help guide 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.

The Department is continuously striving to improve the collection of diversity data to support the overall workforce. This year, updates made to the Master Equal Employment Opportunity Data Collection Form (DPM-100) has 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, direction, and ongoing support to agencies to encourage completion of the DPM-100 at onboarding and is leading robust statewide recanvassing efforts to encourage the completion of the new DPM-100 by the existing state workforce to reduce unknown demographic data.

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 believe as we continue to implement new programs to carry out Governor Hochul's vision, our efforts will have a lasting impact on the make-up of the public sector workforce for future generations. I look forward to your collective feedback and support in these efforts. Should you

2024 State Workforce Diversity Report

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:

available data relating to diversity within executive state agencies, authorities, boards, bureaus, commissions, departments and divisions under executive control.

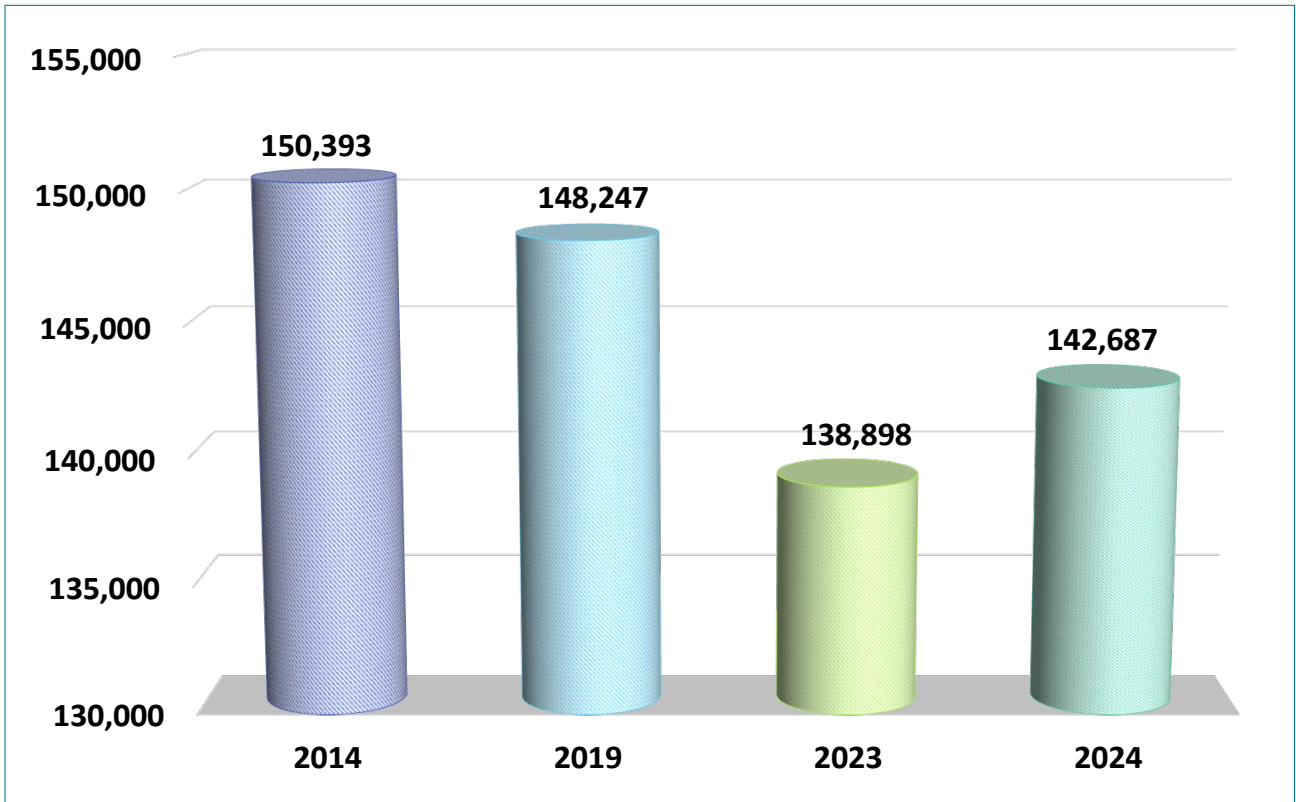
Data Reporting Methodology: The State Workforce Diversity Report is a “snapshot” taken on January 1, 2024, of the demographics of the 142,687 employees in classified service (and certain workers in the unclassified service). The number of employees includes both seasonal and part-time employees. The data tables in the report covering a full year represent calendar year 2023. Data tables on gender and race only reflect employees who have provided that information. There are 137,787 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 percentage unknown, are related 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).

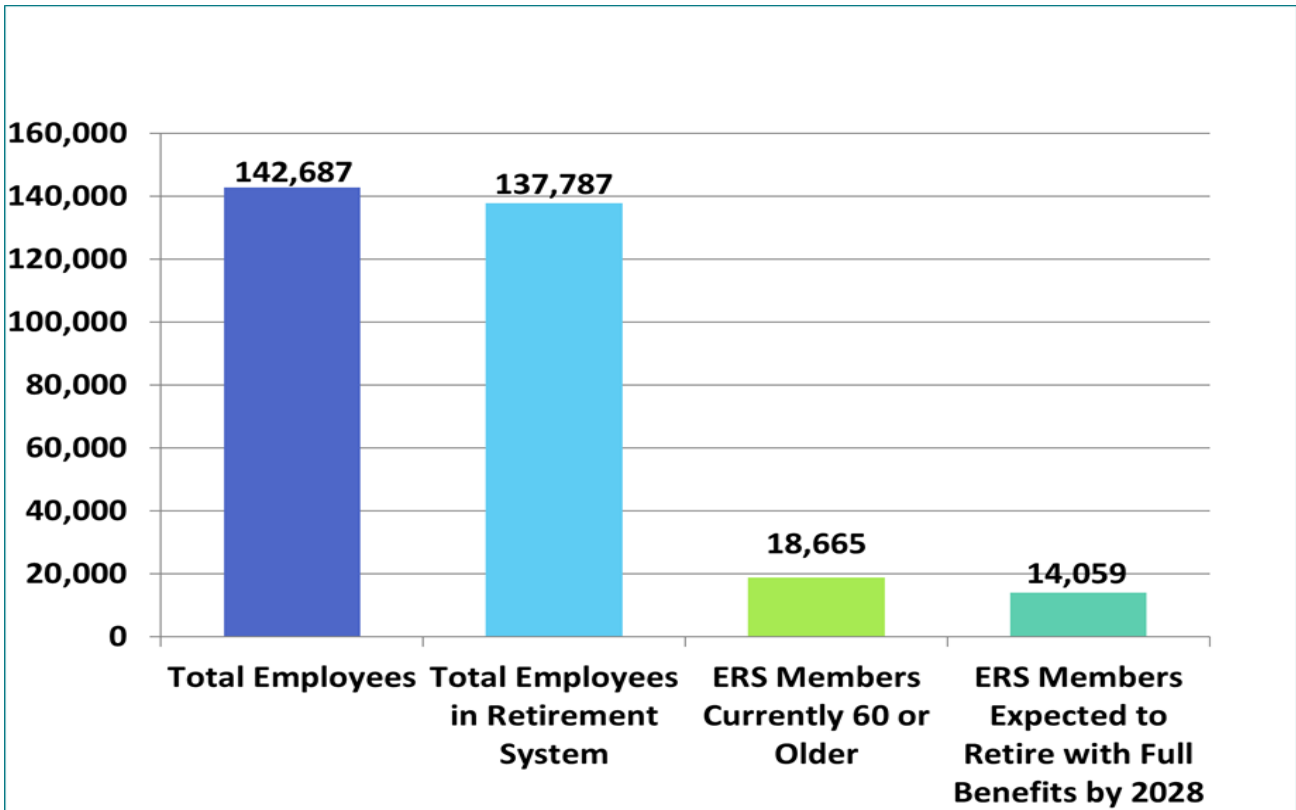
Note that % totals not adding up to 100% are due to rounding.

WORKFORCE HIGHLIGHTS

Number of New York State Employees in January of Year Shown

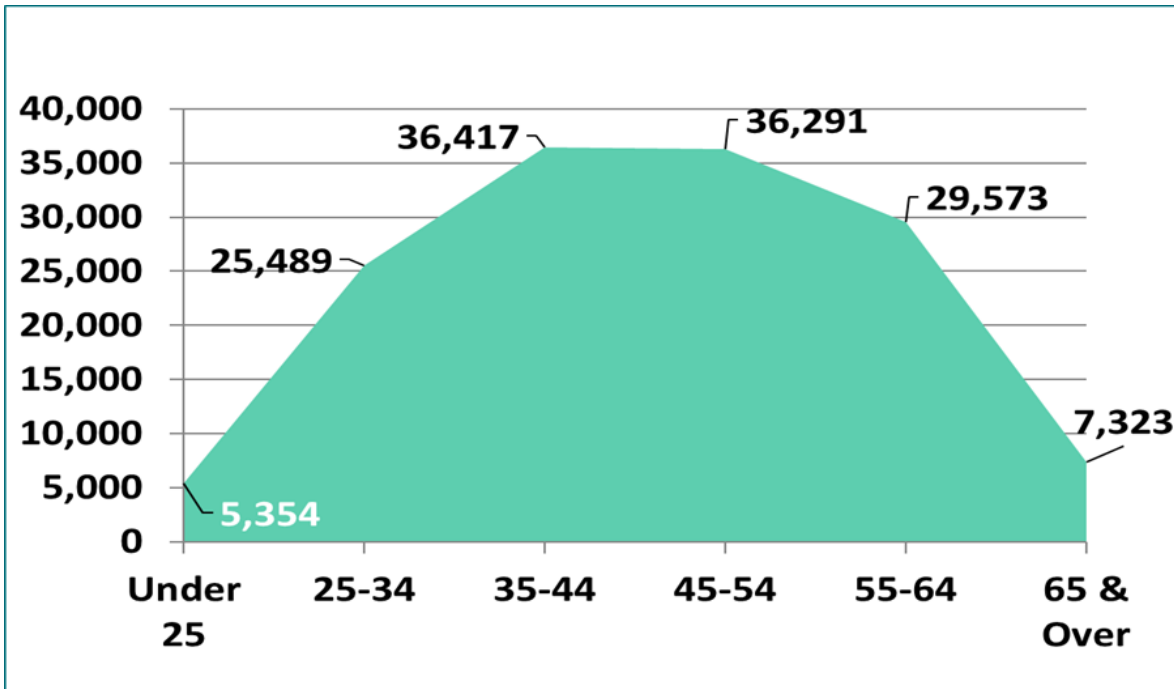


New York State Workforce as of January 2024

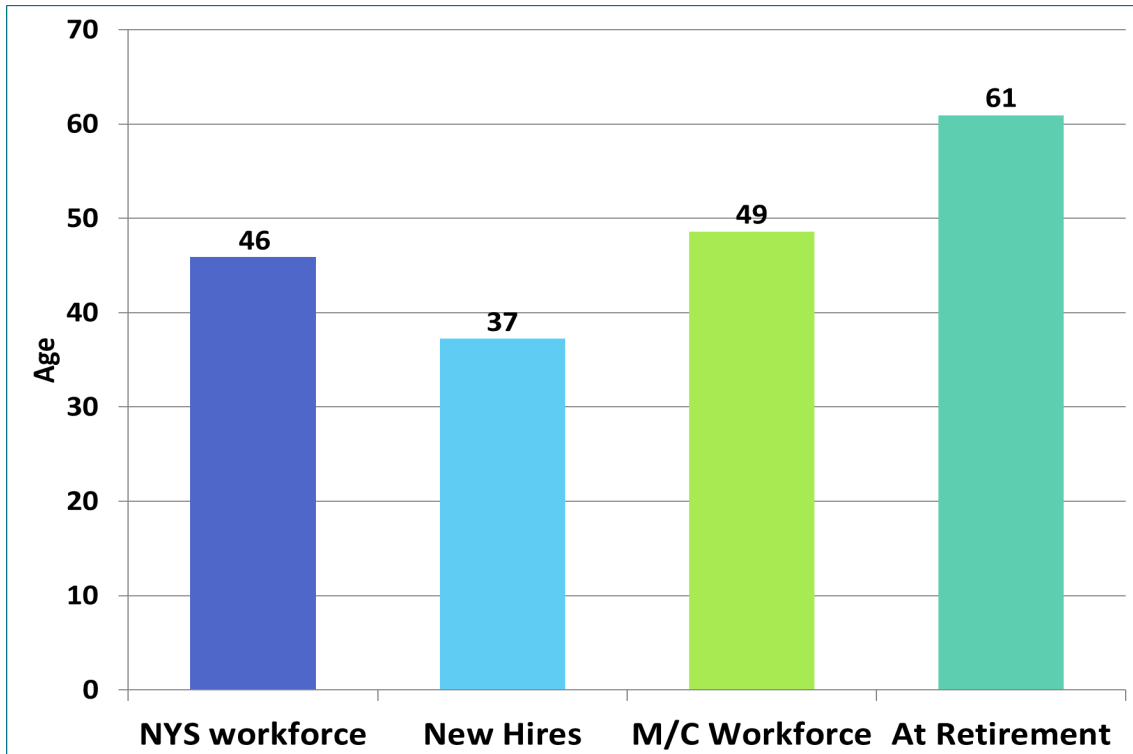


WORKFORCE AGE DISTRIBUTION

Age of the State Workforce as of January 2024



Average Age of the State Workforce as of January 2024



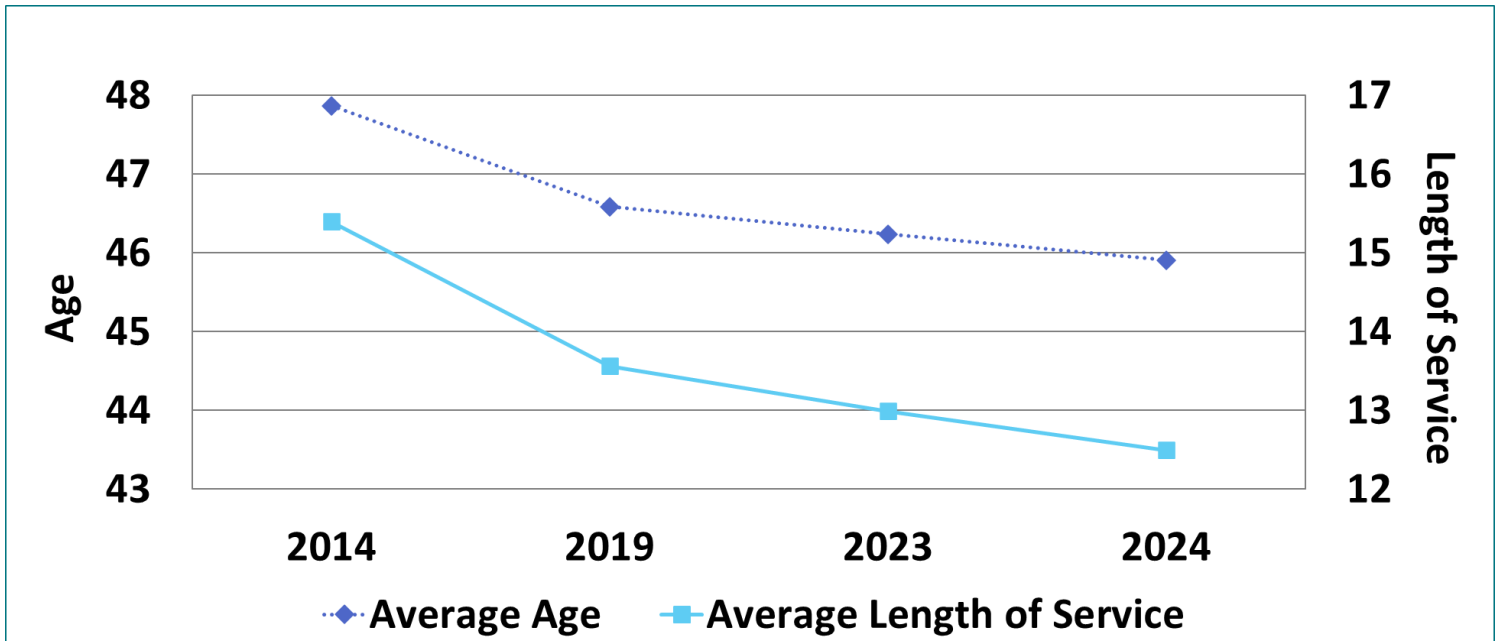
Age Distribution of the State Workforce

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 fewer employees at either end of the age range. The age with the largest cohort is 53.

Age	# of Employees January 2024	Age	# of Employees January 2024
15	0	45	3,603
16	4	46	3,510
17	18	47	3,438
18	87	48	3,496
19	283	49	3,385
20	480	50	3,372
21	667	51	3,441
22	1,003	52	3,854
23	1,372	53	4,154
24	1,440	54	4,038
25	1,504	55	3,615
26	1,811	56	3,581
27	1,939	57	3,457
28	2,198	58	3,309
29	2,450	59	3,419
30	2,802	60	3,251
31	2,952	61	2,867
32	3,075	62	2,377
33	3,341	63	1,934
34	3,417	64	1,763
35	3,478	65	1,400
36	3,521	66	1,092
37	3,558	67	933
38	3,721	68	789
39	3,658	69	630
40	3,646	70	495
41	3,762	Over 70	1,984
42	3,606	Unknown	2,240
43	3,808	Total	142,687
44	3,659		

Workforce Age Distribution Average Age and Length of Service

The State workforce average age continues to decrease along with average length of service.



AGE AND RETIREMENT

Key Facts about Age and Retirement of the Workforce:

- Average age is 46
- Average length of service is 12 years
- Average age at retirement is 61
- Average length of service at retirement is 26 years
- Employees 50 or older — 39% of the workforce (54,113 employees)
- Employees 55 or older — 25.6% of the workforce (35,633 employees)
- Employees younger than 30 — 12.7% of the workforce (18,058 employees)

In terms of retirement, 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, 6,340 State employees enrolled in ERS are 55 or older with 30 years of service (55/30) which represents 4.6% of the total workforce. In addition, 14,069 current employees enrolled in ERS will be 55 or older with 30 years of service over the next five years.

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

- 4,027 employees (2.9%) are already 55 with 25-29 years of service
- 1,124 employees (0.8%) are currently between the ages of 50 and 54 with 30 years of service
- 2,568 employees (1.9%) are between 50 and 54 with 25 or more years (but less than 30 years) of service

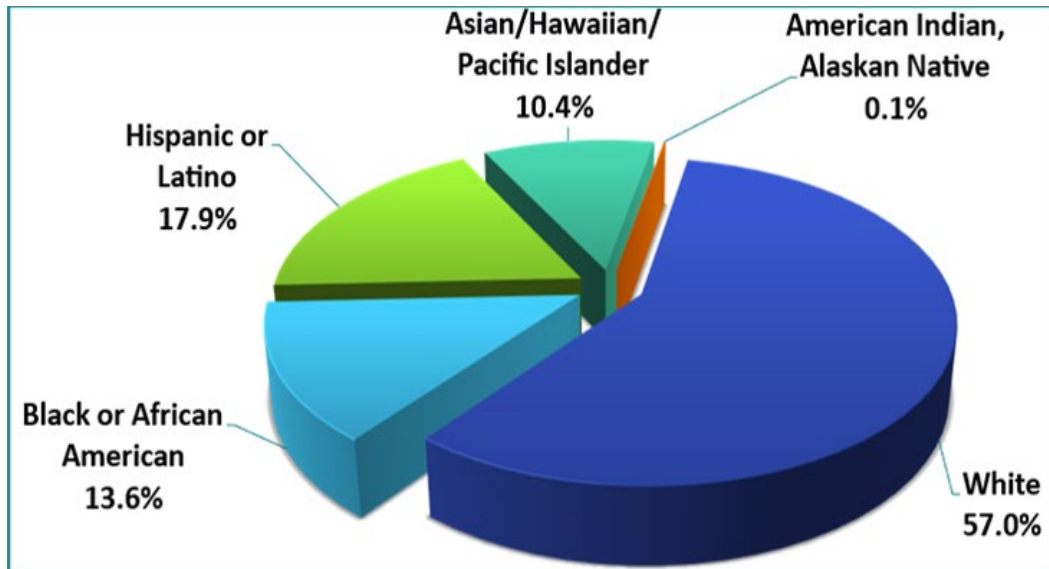
Finally, not all employees serve 30 years before they retire. 9,791 employees (7.1%) are 62 or older with less than 30 years of service. In calendar year 2022, the average age at retirement was 61, with an average length of service of 26 years. Currently, 15,496 (11.2%) employees are at or above the average retirement age. Much 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, 3.8% of the workforce is under 25 and 10.7% of the workforce is under 30 years old. The number of employees under 30 is generally consistent with last year's tally.

WORKFORCE RACE AND 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 2024*

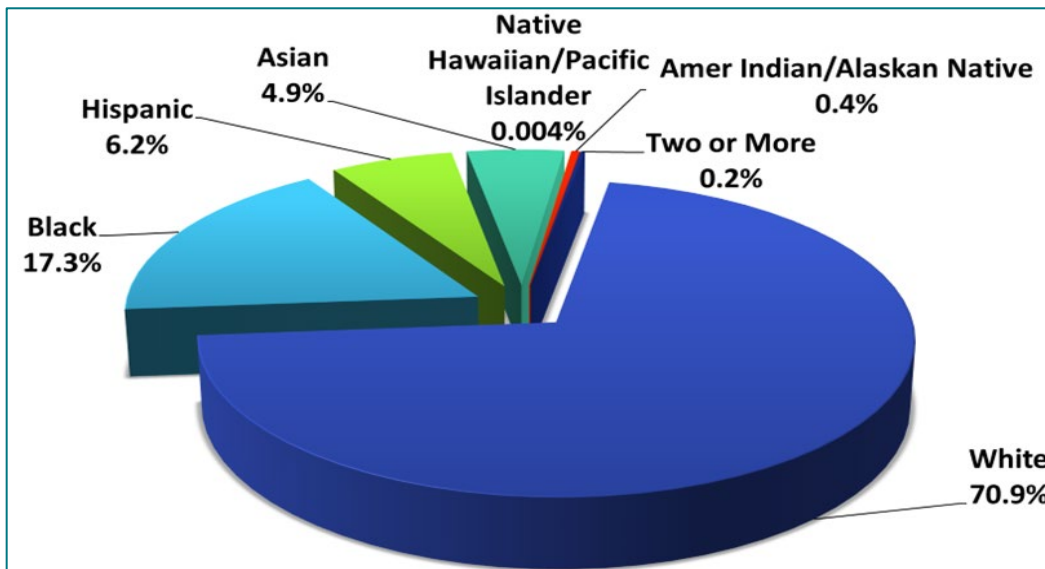


*Prepared by New York State Department of Labor, Division of Research and Statistics.

New York State Government Workforce as of January 2024**

Updates made to the Master Equal Employment Opportunity Data Collection Form (DPM-100) in 2023 (to ensure compliance with legal mandates and to achieve better alignment with federal reporting categories) has contributed to the disruption of historical trendlines and an increase in racial/ethnic unknown data due, in part, to the disaggregation of race and ethnicity categories in our data collection efforts. The Department has provided updated guidance, direction, and ongoing support to agencies to encourage completion of the DPM-100 at onboarding and is leading robust statewide recanvassing efforts to encourage the completion of the new DPM-100 by the existing state workforce to reduce unknown demographic data.

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.



NYS Government Workforce	2014		2019		2023		2024	
White	108,793	74.3%	101,978	72.8%	86,214	71.6%	83,609	70.9%
Black	24,355	16.6%	24,038	17.2%	20,588	17.1%	20,402	17.3%
Hispanic	7,128	4.9%	7,424	5.3%	7,206	6.0%	7,344	6.2%
Asian [†]	5,513	3.8%	5,934	4.2%	5,704	4.7%	5,809	4.9%
Native Hawaiian/Pacific Islander	574	0.4%	576	0.4%	475	0.4%	5	0.004%
Amer Indian/Alaskan Native	-	-	-	-	-	-	263	0.2%
Two or More [†]	-	-	-	-	-	-	-	-
Unknown	3,952	-	8,159	-	18,517	-	24,804	-
Total	150,393		148,247		138,898		142,687	

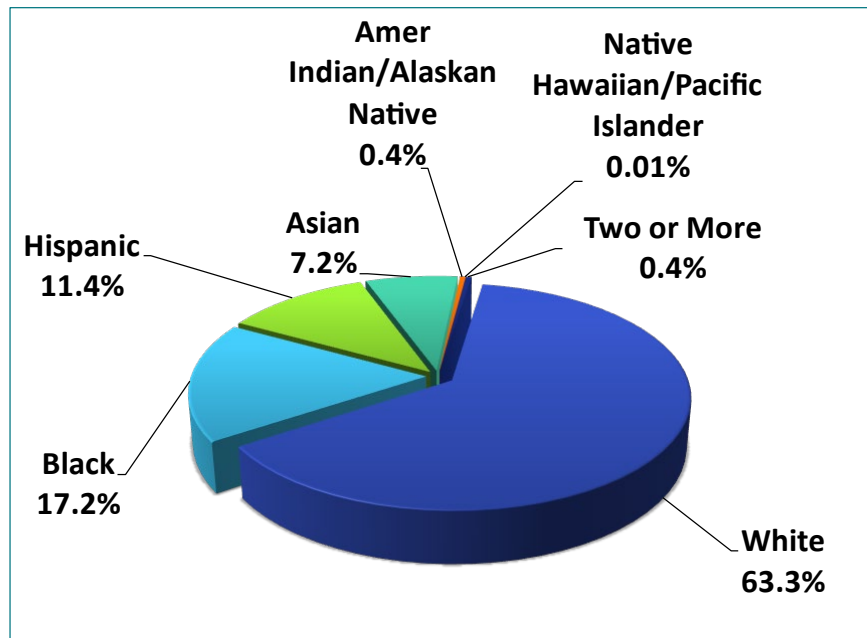
** Percentages in pie chart are calculated based on totals excluding unknowns.

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

Race and 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.

Following previous years' methodology, the following chart depicts the composition of test applicants based on those who chose to report race and ethnicity for calendar year 2023.



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

Race and Ethnicity of New Hires**

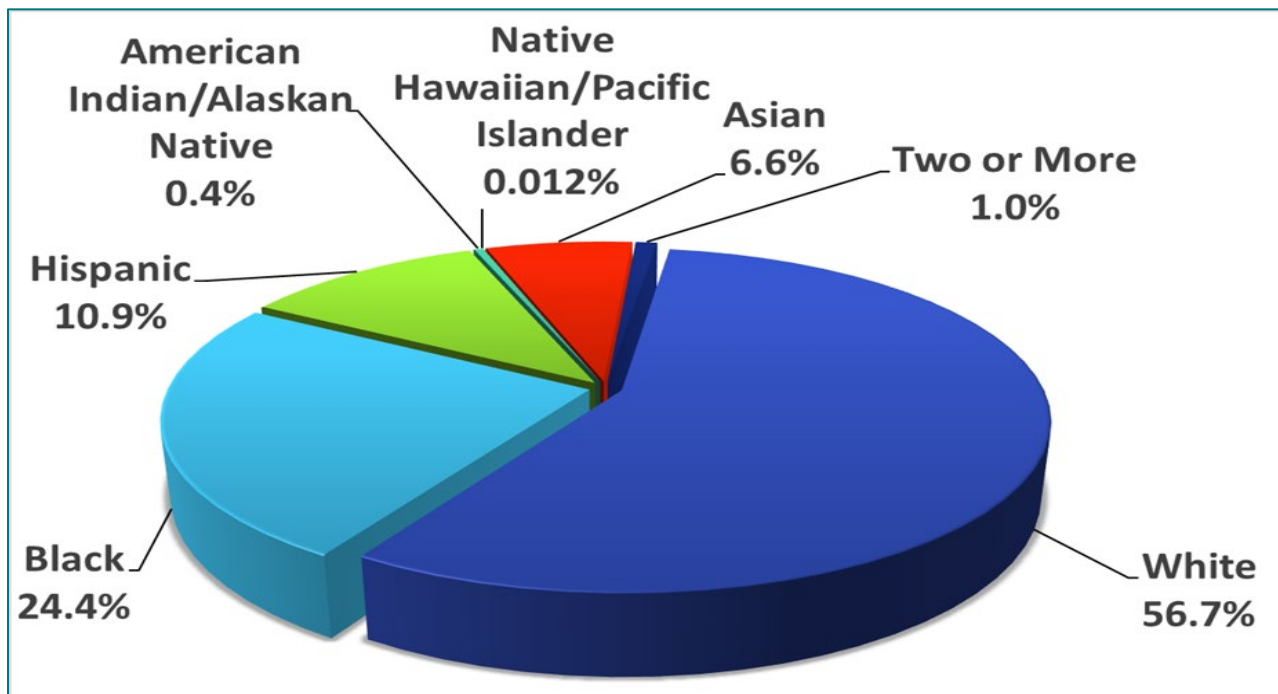
The graph and table below follow previous years' methodology and calculate percentages by excluding unknowns. As a result, the race and ethnicity of only those choosing to report are displayed.

Of the new employees hired in calendar year 2023 who provided their race and ethnicity, 56.7% were White; 24.4% were Black; 10.9% were Hispanic; 6.6% were Asian, 0.012% were Native Hawaiian/Pacific Islander, 0.4% were American Indian/Alaskan Native, and 1.0% identified as two or more races. Over the past ten years, the percentage of non-white new hires, who reported race, ethnicity, and gender, has increased from 30.4% to 43.3%, demonstrating the progress the State has made toward meeting its targeted recruitment and retention objectives.

NYS Government New Hires	2014		2019		2023		2024	
White	5,874	69.6%	7,088	67.6%	4,530	58.7%	4,611	56.7%
Black	1,635	19.4%	2,254	21.5%	2,015	26.1%	1,988	24.4%
Hispanic	599	7.1%	641	6.1%	714	9.2%	886	10.9%
American Indian/Alaskan Native	38	0.5%	51	0.5%	38	0.5%	32	0.4%
Native Hawaiian/Pacific Islander	297	3.5%	458	4.4%	424	5.5%	1	0.012%
Asian ⁺	-	-	-	-	-	-	535	6.6%
Two or More ⁺	-	-	-	-	-	-	78	1.0%
Unknown	1,555		2,807		7,290		9,373	
Total	9,998		13,299		15,011		17,504	

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

New Hires as of January 1, 2024



** 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 New York State - January 2024

Agency	Number of Employees	White		Black		Hispanic		Asian		American Indian/Alaskan Native		Native Hawaiian/Pacific Islander		2 or More		Unknown	
		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Adirondack Park Agency	55	48	87.3%	1	1.8%	2	3.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	4	7.3%
Aging, Office for the	90	75	83.3%	3	3.3%	5	5.6%	2	2.2%	1	1.1%	0	0.0%	0	0.0%	4	4.4%
Agriculture & Markets, Dept of	644	439	68.2%	33	5.1%	17	2.6%	28	4.0%	5	0.8%	0	0.0%	0	0.0%	124	19.3%
Alcoholic Beverage Control Board	148	83	56.1%	27	18.2%	10	6.8%	2	1.4%	0	0.0%	0	0.0%	2	1.4%	24	16.2%
Arts, Council on The	27	13	48.1%	2	7.4%	2	7.4%	1	3.7%	0	0.0%	0	0.0%	0	0.0%	9	33.3%
Authorities Budget Office	14	13	92.9%	0	0.0%	0	0.0%	1	7.1%	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Bridge Authority	83	61	73.5%	4	4.8%	3	3.6%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	15	18.1%
Budget, Division of the	293	194	66.2%	6	2.0%	7	2.4%	9	3.1%	0	0.0%	0	0.0%	3	1.0%	74	25.3%
Canal Corporation	496	410	82.7%	5	1.0%	18	3.6%	1	0.2%	0	0.0%	0	0.0%	0	0.0%	62	12.5%
Cannabis Management, Office of	160	77	48.1%	18	11.3%	7	4.4%	5	3.1%	0	0.0%	0	0.0%	1	0.6%	52	32.5%
Children & Family Svcs, Off of	3,009	1,592	52.9%	708	23.5%	190	6.3%	49	1.6%	12	0.4%	0	0.0%	11	0.4%	447	14.9%
Civil Service, Department of	364	281	77.1%	39	10.7%	23	6.3%	12	3.3%	3	0.8%	0	0.0%	2	0.5%	24	6.6%
Comptroller, Office of	2,809	1,876	71.9%	205	7.9%	102	3.9%	158	6.1%	3	0.1%	0	0.0%	2	0.1%	283	10.1%
Correction, Commission of	44	35	79.5%	5	11.4%	3	6.8%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	2.3%
Corrections and Community Supervision	23,234	16,598	71.4%	3,069	13.2%	1,632	7.0%	258	1.1%	82	0.4%	0	0.0%	16	0.1%	1,579	6.8%
Criminal Justice Services, Div of	446	342	76.7%	41	9.2%	24	5.4%	12	2.7%	3	0.7%	0	0.0%	1	0.2%	23	5.2%
Economic Development, Dept of	128	75	58.6%	23	18.0%	7	5.5%	3	2.3%	0	0.0%	0	0.0%	0	0.0%	20	15.6%
Education	3,037	2,028	66.8%	254	8.4%	109	3.6%	98	3.2%	10	0.3%	0	0.0%	7	0.2%	533	17.6%
Elections, Board of	144	67	46.5%	9	6.3%	3	2.1%	8	5.6%	0	0.0%	0	0.0%	0	0.0%	57	39.6%
Employee Relations, Office of	76	50	65.8%	12	15.8%	4	5.3%	3	3.9%	0	0.0%	0	0.0%	0	0.0%	7	9.2%
Environmental Conservation, Dept of	3,403	2,623	77.1%	77	2.3%	74	2.2%	113	3.3%	12	0.4%	0	0.0%	13	0.4%	491	14.4%
Ethics and Lobbying in Government, Commission on	60	23	38.3%	5	8.3%	5	8.3%	1	1.7%	0	0.0%	0	0.0%	0	0.0%	26	43.3%
Executive Chamber	145	43	29.7%	7	4.8%	10	6.9%	3	2.1%	0	0.0%	0	0.0%	1	0.7%	81	55.9%
Financial Control Board For NYC	12	3	25.0%	0	0.0%	2	16.7%	2	16.7%	0	0.0%	0	0.0%	0	0.0%	5	41.7%
Financial Services, Department of	1,292	489	37.8%	289	22.4%	64	5.0%	272	21.1%	0	0.0%	0	0.0%	0	0.0%	178	13.8%
General Services, Office of	1,920	1,293	67.3%	192	10.0%	78	4.1%	69	3.6%	2	0.1%	1	0.1%	7	0.4%	278	14.5%
Health	5,258	2,988	56.8%	642	12.2%	267	5.5%	348	6.6%	17	0.3%	0	0.0%	7	0.1%	969	18.4%
Higher Education Services Corp	96	50	52.1%	16	16.7%	6	6.3%	5	5.2%	0	0.0%	0	0.0%	1	1.0%	18	18.8%
Homeland Scrt'y and Emerg Svcs	772	579	75.0%	22	2.8%	18	2.3%	9	1.2%	1	0.1%	0	0.0%	2	0.3%	141	18.3%
Housing & Comm Renewal, Div of	576	220	38.2%	154	26.7%	59	10.2%	84	14.6%	3	0.5%	0	0.0%	0	0.0%	56	9.7%
Housing Finance Agency	31	16	51.6%	10	32.3%	3	9.7%	1	3.2%	0	0.0%	0	0.0%	0	0.0%	1	3.2%
Human Rights, Division of	171	58	33.9%	37	21.6%	37	21.6%	7	4.1%	1	0.6%	0	0.0%	1	0.6%	30	17.5%
Indigent Legal Services, Office of	50	25	50.0%	7	14.0%	1	2.0%	3	6.0%	0	0.0%	0	0.0%	0	0.0%	14	28.0%
Justice Center	499	339	67.9%	49	9.8%	28	5.6%	10	2.0%	2	0.4%	0	0.0%	4	0.8%	67	13.4%
Labor Management Committee	67	47	70.1%	9	13.4%	3	4.5%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	8	11.9%
Labor, Department of	2,753	1,793	65.1%	279	10.1%	298	10.8%	180	6.5%	15	0.5%	0	0.0%	10	0.4%	180	6.5%
Lake George Park Comm	10	9	90.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	10.0%
Law, Department of	1,678	618	36.8%	150	8.9%	94	5.6%	53	3.2%	3	0.2%	0	0.0%	2	0.1%	758	45.2%
Lieutenant Governor, Office of the	4	1	25.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	3	75.0%
Med Fraud Contrl, Dep Att Gen for	257	109	42.4%	15	5.8%	7	2.7%	10	3.9%	1	0.4%	0	0.0%	1	0.4%	114	44.4%
Medicaid Inspector General, Office of	464	321	69.2%	43	9.3%	21	4.5%	35	7.5%	0	0.0%	0	0.0%	5	1.1%	39	8.4%
Motor Vehicles, Department of	3,277	1,380	42.1%	934	28.5%	440	13.4%	197	6.0%	12	0.4%	0	0.0%	20	0.6%	294	9.0%
NYS Gaming Commission	380	258	67.9%	21	5.5%	23	6.1%	26	6.8%	3	0.8%	0	0.0%	0	0.0%	49	12.9%
OASAS	910	381	41.9%	189	20.8%	52	5.7%	34	3.7%	0	0.0%	0	0.0%	4	0.4%	250	27.5%
OMH	14,596	5,619	38.5%	3,762	25.8%	934	6.4%	1,075	7.4%	38	0.3%	1	0.0%	18	0.1%	3,149	21.6%
OPWDD	18,768	8,424	44.9%	4,948	26.4%	653	3.5%	365	1.9%	63	0.3%	1	0.0%	23	0.1%	4,291	22.9%
Parks and Recreation	3,455	2,188	63.3%	193	5.6%	222	6.4%	30	0.9%	16	0.5%	0	0.0%	4	0.1%	800	23.2%
Prevent of Domestic Violence, Off of	34	25	73.5%	3	8.8%	2	5.9%	1	2.9%	0	0.0%	0	0.0%	0	0.0%	3	8.8%
Public Employment Relations Brd	34	18	52.9%	0	0.0%	1	2.9%	2	5.9%	0	0.0%	0	0.0%	0	0.0%	13	38.2%
Public Service, Department of	488	344	70.5%	47	9.6%	10	2.0%	32	6.6%	0	0.0%	0	0.0%	4	0.8%	51	10.5%
Renewable Energy Siting, Office of	42	22	52.4%	1	2.4%	1	2.4%	3	7.1%	0	0.0%	0	0.0%	0	0.0%	15	35.7%
SUNY	16,140	8,422	52.2%	1,746	10.8%	481	3.0%	468	2.9%	60	0.4%	0	0.0%	4	0.0%	4,959	30.7%
State Inspector General, Off of	109	66	60.6%	5	4.6%	1	0.9%	1	0.9%	0	0.0%	0	0.0%	0	0.0%	36	33.0%
State Insurance Fund	1,962	1,125	57.3%	358	18.2%	101	5.1%	275	14.0%	10	0.5%	1	0.1%	5	0.3%	87	4.4%
State Police, Division Of	5,959	3,920	65.8%	158	2.7%	278	4.7%	62	1.0%	11	0.2%	0	0.0%	13	0.2%	1,517	25.5%
State, Department of	626	375	59.9%	79	12.6%	39	6.2%	20	3.2%	0	0.0%	0	0.0%	1	0.2%	112	17.9%
Statewide Financial System	136	94	69.1%	5	3.7%	2	1.5%	20	14.7%	0	0.0%	0	0.0%	0	0.0%	15	11.0%
Tax Department	3,911	2,693	68.9%	298	7.6%	176	4.5%	293	7.5%	12	0.3%	1	0.0%	11	0.3%	427	10.9%
Teachers Retirement System	293	243	82.9%	17	5.8%	6	2.0%	10	3.4%	0	0.0%	0	0.0%	0	0.0%	17	5.8%
Technology, Office for	3,638	2,188	60.1%	178	4.9%	98	2.7%	547	15.0%	14	0.4%	0	0.0%	15	0.4%	598	16.4%
Temp & Disability Asst, Office of	1,957	1,227	62.7%	310	15.8%	159	8.1%	97	5.0%	5	0.3%	0	0.0%	10	0.5%	149	7.6%
Thruway Authority	1,705	1,383	81.1%	155	9.1%	98	5.7%	34	2.0%	9	0.5%	0	0.0%	0	0.0%	26	1.5%
Transportation	8,484	6,441	75.9%	357	4.2%	224	2.6%	315	3.7%	16	0.2%	0	0.0%	21	0.2%	1,110	13.1%
Veterans Services, Division Of	90	56	62.2%	14	15.6%	9	10.0%	0	0.0%	2	2.2%	0	0.0%	0	0.0%	9	10.0%
Victim Services, Office of	90	52	57.8%	18	20.0%	7	7.8%	2	2.2%	1	1.1%	0	0.0%	1	1.1%	9	10.0%
Welfare Inspector Gen, Off of	7	4	57.1%	1	14.3%	1	14.3%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	1	14.3%
Workers Compensation Board	977	667	68.3%	130	13.3%	59	6.0%	48	4.9%	2	0.2%	0	0.0%	3	0.3%	68	7.0%
All Agencies	142,687	83,599		20,394		7,338		5,808		452		5		256		24,835	

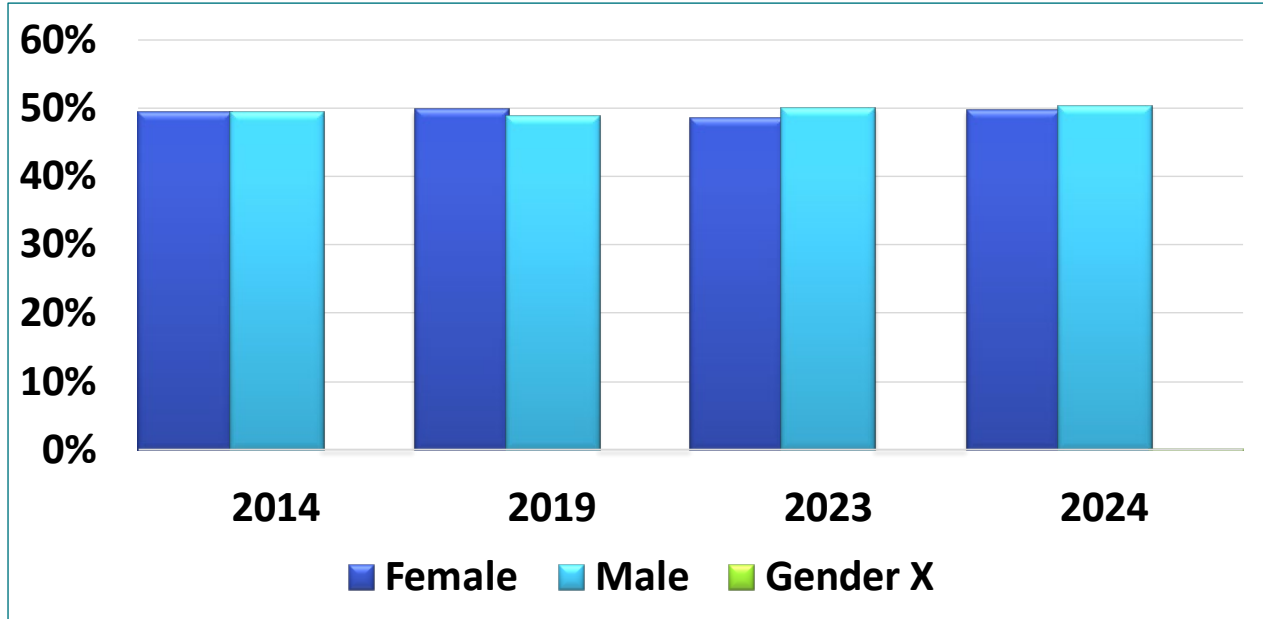
WORKFORCE GENDER**

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.

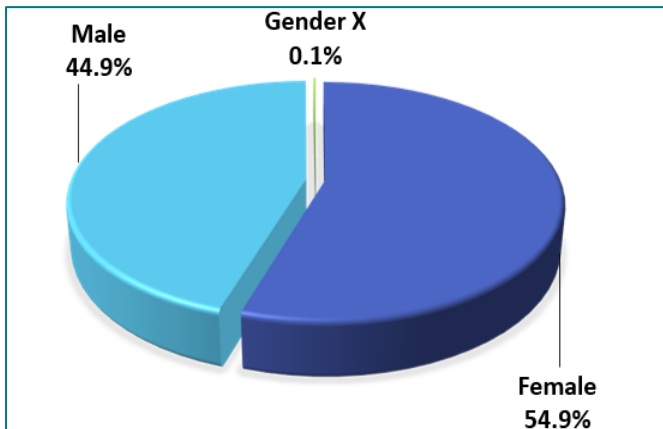
	2014		2019		2023		2024	
Female	75,183	50.0%	74,599	50.4%	67,872	49.2%	69,861	49.6%
Male	75,088	50.0%	73,347	49.6%	69,943	50.7%	70,808	50.3%
Gender X	-	-	-	-	-	-	126	0.1%
Unknown	100		257		994		1,892	
Total	150,393		148,247		138,898		142,687	

^Unknown gender data is due to the Department's continued efforts to update state workforce demographic data with the implementation of, and collection from, the updated DPM-100.

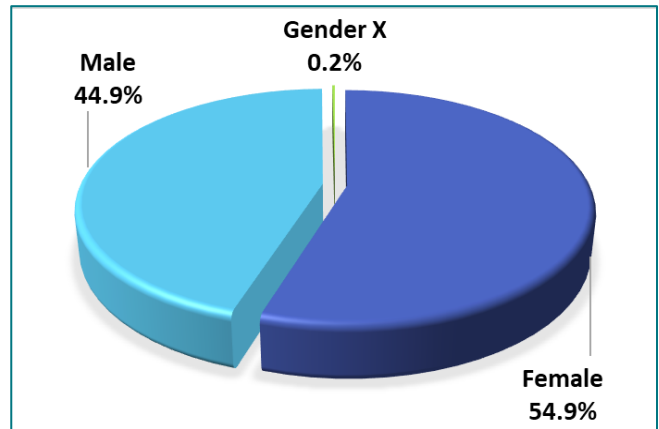


Calendar Year 2023

Gender of Exam Applicants



Gender of New Hires



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

GENDER BY AGENCY

Work Force in State Government by Agency and Gender New York State - January 2024

Agency	Number of Employees	Male		Female		Gender X		Unknown	
		#	%	#	%	#	%	#	%
Adirondack Park Agency	55	29	52.7	26	47.3%	0	0.0%	0	0.0%
Aging, Office for the	90	26	28.9	62	68.9%	0	0.0%	2	2.2%
Agriculture & Markets, Dept of	644	292	45.3	318	49.4%	0	0.0%	34	5.3%
Alcoholic Beverage Control Board	148	61	41.2	72	48.6%	1	0.7%	14	9.5%
Arts, Council on The	27	7	25.9	16	59.3%	0	0.0%	4	14.8%
Authorities Budget Office	14	5	35.7	9	64.3%	0	0.0%	0	0.0%
Bridge Authority	83	54	65.1	24	28.9%	0	0.0%	5	6.0%
Budget, Division of the	293	152	51.9	136	46.4%	1	0.3%	4	1.4%
Canal Corporation	496	417	84.1	77	15.5%	0	0.0%	2	0.4%
Cannabis Management, Office of	160	51	31.9	92	57.5%	0	0.0%	17	10.6%
Children & Family Svcs, Off of	3,009	1,213	40.3	1,783	59.3%	1	0.0%	12	0.4%
Civil Service, Department of	364	131	36.0	228	62.6%	2	0.5%	3	0.8%
Comptroller, Office of	2,609	1,125	43.1	1,471	56.4%	4	0.2%	9	0.3%
Correction, Commission of	44	23	52.3	21	47.7%	0	0.0%	0	0.0%
Corrections and Community Supervision	23,234	16,196	69.7	7,018	30.2%	8	0.0%	12	0.1%
Criminal Justice Services, Div of	446	163	36.5	271	60.8%	1	0.2%	11	2.5%
Economic Development, Dept of	128	56	43.8	61	47.7%	0	0.0%	11	8.6%
Education	3,037	1,029	33.9	1,874	61.7%	3	0.1%	131	4.3%
Elections, Board of	144	70	48.6	72	50.0%	0	0.0%	2	1.4%
Employee Relations, Office of	78	24	31.6	52	68.4%	0	0.0%	0	0.0%
Environmental Conservation, Dept of	3,403	2,124	62.4	1,263	37.1%	10	0.3%	6	0.2%
Ethics and Lobbying in Government, Commission on	60	20	33.3	39	65.0%	0	0.0%	1	1.7%
Executive Chamber	145	34	23.4	86	59.3%	1	0.7%	24	16.6%
Financial Control Board For NYC	12	3	25.0	9	75.0%	0	0.0%	0	0.0%
Financial Services, Department of	1,292	655	50.7	636	49.2%	0	0.0%	1	0.1%
General Services, Office of	1,920	1,064	55.4	765	39.8%	1	0.1%	90	4.7%
Health	5,258	1,559	29.7	3,628	69.0%	2	0.0%	69	1.3%
Higher Education Services Corp	96	31	32.3	61	63.5%	1	1.0%	3	3.1%
Homeland Scrtcy and Emerg Svcs	772	500	64.8	221	28.6%	0	0.0%	51	6.6%
Housing & Comm Renewal, Div of	576	253	43.9	321	55.7%	0	0.0%	2	0.3%
Housing Finance Agency	31	14	45.2	17	54.8%	0	0.0%	0	0.0%
Human Rights, Division of	171	56	32.7	114	66.7%	0	0.0%	1	0.6%
Indigent Legal Services, Office of	50	11	22.0	29	58.0%	1	2.0%	9	18.0%
Justice Center	499	135	27.1	346	69.3%	0	0.0%	18	3.6%
Labor Management Committee	67	21	31.3	46	68.7%	0	0.0%	0	0.0%
Labor, Department of	2,753	1,095	39.8	1,539	55.9%	3	0.1%	116	4.2%
Lake George Park Comm	10	8	80.0	2	20.0%	0	0.0%	0	0.0%
Law, Department of	1,678	708	42.2	935	55.7%	2	0.1%	33	2.0%
Lieutenant Governor, Office of the	4	1	25.0	2	50.0%	0	0.0%	1	25.0%
Med Fraud Contrl, Dep Att Gen for	257	123	47.9	131	51.0%	0	0.0%	3	1.2%
Medicaid Inspector General, Office of	464	180	38.8	260	56.0%	1	0.2%	23	5.0%
Motor Vehicles, Department of	3,277	1,082	33.0	2,179	66.5%	11	0.3%	5	0.2%
NYS Gaming Commission	380	226	59.5	148	38.9%	1	0.3%	5	1.3%
OASAS	910	307	33.7	600	65.9%	1	0.1%	2	0.2%
OMH	14,596	5,472	37.5	8,590	58.9%	5	0.0%	529	3.6%
OPWDD	18,768	5,830	31.1	12,778	68.1%	11	0.1%	149	0.8%
Parks and Recreation	3,455	2,301	66.6	1,148	33.2%	4	0.1%	2	0.1%
Prevnt of Domestic Violence, Off of	34	3	8.8	28	82.4%	0	0.0%	3	8.8%
Public Employment Relations Brd	34	8	23.5	25	73.5%	0	0.0%	1	2.9%
Public Service, Department of	488	282	57.8	199	40.8%	2	0.4%	5	1.0%
Renewable Energy Siting, Office of	42	21	50.0	9	21.4%	0	0.0%	12	28.6%
SUNY	16,140	6,077	37.7	10,010	62.0%	2	0.0%	51	0.3%
State Inspector General, Off of	109	52	47.7	47	43.1%	0	0.0%	10	9.2%
State Insurance Fund	1,962	858	43.7	1,097	55.9%	2	0.1%	5	0.3%
State Police, Division of	5,959	4,735	79.5	1,204	20.2%	18	0.3%	2	0.0%
State, Department of	626	229	36.6	326	52.1%	2	0.3%	69	11.0%
Statewide Financial System	136	79	58.1	56	41.2%	0	0.0%	1	0.7%
Tax Department	3,911	1,754	44.8	2,150	55.0%	3	0.1%	4	0.1%
Teachers Retirement System	293	116	39.6	177	60.4%	0	0.0%	0	0.0%
Technology, Office for	3,638	2,186	60.1	1,213	33.3%	6	0.2%	233	6.4%
Temp & Disability Asst, Office of	1,957	592	30.3	1,310	66.9%	2	0.1%	53	2.7%
Thruway Authority	1,705	1,427	83.7	277	16.2%	1	0.1%	0	0.0%
Transportation	8,484	7,048	83.1	1,422	16.8%	9	0.1%	5	0.1%
Veterans Services, Department of	90	55	61.1	30	33.3%	0	0.0%	5	5.6%
Victim Services, Office of	90	14	15.6	68	75.6%	1	1.1%	7	7.8%
Welfare Inspector Gen, Off of	7	2	28.6	5	71.4%	0	0.0%	0	0.0%
Workers Compensation Board	977	333	34.1	634	64.9%	0	0.0%	10	1.0%
All Agencies	142,687	70,808	49.6%	69,863	49.0%	124	0.09%	1,892	1.3%

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