JUNE 2026

Making Growth Matter: The Trends Shaping New York City's Future of Work

Prepared for the Association for a Better New York and the New York City Employment & Training Coalition by HR&A Advisors.

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NYC ETC

New York City has long served as a cradle of economic opportunity. A place where the strength of our industries and the creativity of our people create opportunities that allow new and native New Yorkers to improve their economic standing.

Today's affordability crisis, years of mounting competition from other U.S. metros, and shifts related to the pandemic are changing that dynamic. As the city's civic and policy conversations focus on the urgent question of achieving economic justice for all New Yorkers, it is critical to understand the labor market conditions, industry trends, and structural shifts reshaping work. From this starting point, we can understand where the economy is generating opportunity, where it is leaving residents behind, and what it will take to grow family-sustaining jobs, increase the supply of housing, address affordability, and create the conditions for a strong economy that delivers for all New Yorkers.

This report provides a data-driven foundation for a conversation on the economic health of the city to inform how civic leaders and policymakers pursue economic justice and competitiveness. The City and Region face hurdles and potential challenges from a few trends:

WHAT THE DATA SHOWS

- Although the City has surpassed its peak employment prior to the pandemic, the recovery is leaving New Yorkers behind, especially Black New Yorkers and Bronx residents.
- Sun Belt metros are outpacing the New York metro in adding higher wage jobs. For every high-wage job the New York region added in finance, insurance, real estate, and professional services, Dallas added three.
- The industries fueling growth in New York City are relatively accessible, but don't provide stable wages for workers to thrive. Healthcare is driving job growth in the City, but the median wage for those jobs leaves workers unable to afford the median rent – a gap which is wider in New York City than any of the 10 largest metros in the United States. These healthcare jobs are disproportionately held by workers who are Black and female.
- Among the professional services and public administration industries that offer higher wages, the workforce has a greater representation of white workers compared to the citywide workforce.
- New York City's affordability challenges span industries. When we look at median wages compared to median rent across industries and occupations, few industries provide wages to support families.
- Roughly 1.4 million New Yorkers work in jobs where the median wage has declined in real terms since 2019, meaning one third of New Yorkers are earning less today than they were before the pandemic.
- Affordability challenges are steepest for workers in jobs that have traditionally offered a pathway to the middle class. The 65% of occupations that do not require a four-year degree pay a median wage nearly $60,000 less than roles that do require a four-year degree.

The rapid emergence of AI adds a further layer of uncertainty to New York City's labor market outlook. With its potential to displace some jobs, transform others, and create entirely new categories of work, the full scale of AI's impact remains unknown, making long-term economic planning both more urgent and more complex.

For this analysis, we primarily rely on data from American Community Survey and the Bureau of Labor Statistics between 2015 and 2025. This includes BLS QCEW reports through December 2025, released as of June 2, 2026. Analysis in this report focuses on New York City except when comparing trends to other regions, in which case it uses the Metropolitan Statistical Areas. Additional information on methodology is available here.

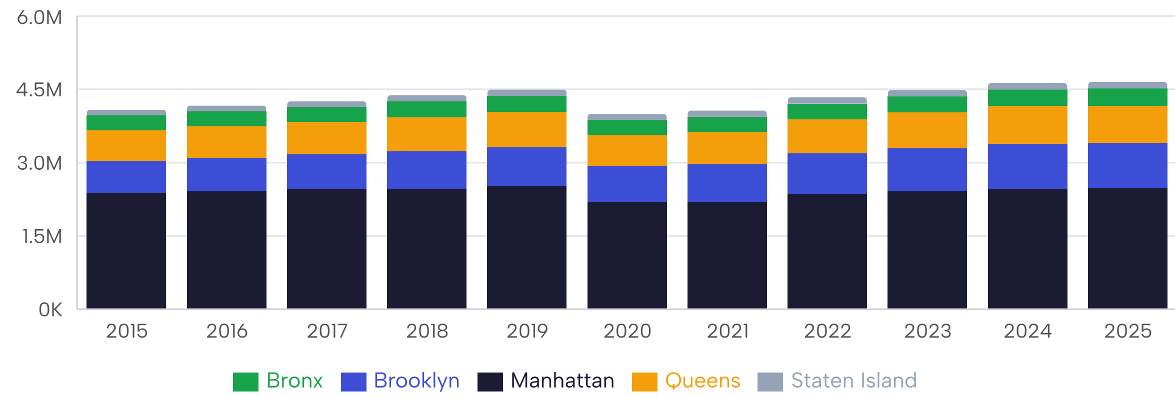
Employment and labor force trends

Where does NYC's labor market stand today?

New York City recovered employment from the pandemic and exceeded its prior peak by 3.6%, reaching 4.65 million jobs in 2025.

Total employment

By borough, annual total employment, 2015–2025



† QCEW data are derived from unemployment insurance records and cover ~95% of all wage and salary employment, making them the most complete jobs count available at the city and county level. Data are published with a five-to-six month lag.

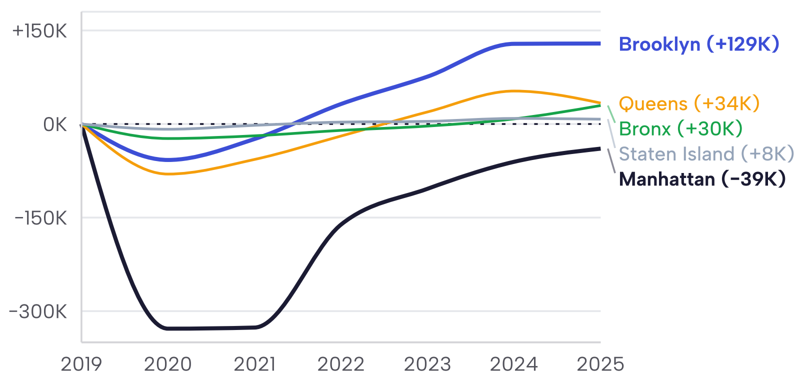
‡ The Current Employment Statistics (CES) program produces monthly employer survey estimates released within weeks of the reference month, but is subject to revision. BLS benchmarks CES annually to QCEW — a process that has produced two consecutive downward revisions of roughly 900,000 jobs nationally (March 2024 and March 2025), among the largest in decades. Monthly CES data for the New York City metro are available here.

SOURCE: BLS QCEW (ANNUAL) & CES (MONTHLY)

While New York City has gained 161K new jobs as compared to 2019, the recovery is not felt uniformly.

Net new jobs since 2019

By borough, cumulative change in employment



Brooklyn has experienced the greatest growth in employment, adding 129K net new jobs since 2019 (from 795K to 924K)

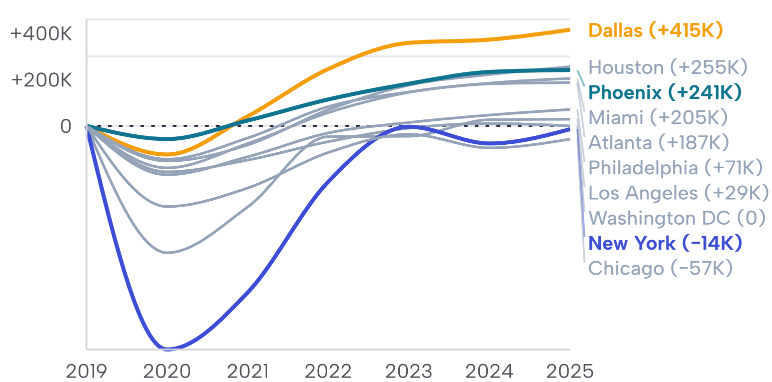
Manhattan is still 39,000 jobs short of where it was before the pandemic, even as the rest of the city has recovered (from 2.53M to 2.49M)

SOURCE: BLS QCEW (ANNUAL) & CES (MONTHLY)

Among the 10 largest U.S. metros, the New York City MSA ranks near the bottom in job growth since 2019, far behind fast-growing Sun Belt peers.

Net new jobs since 2019

By metro area, cumulative change in total employment



Dallas and Phoenix have grown the fastest, each expanding employment by about 11% since 2019 (+415K and +241K jobs)

The NYC MSA has barely moved — down 14,000 jobs since 2019, even as Sun Belt peers surged ahead (from 9.54M to 9.53M)

SOURCE: BLS QCEW (ANNUAL)

CBSAs denoted by primary cities.

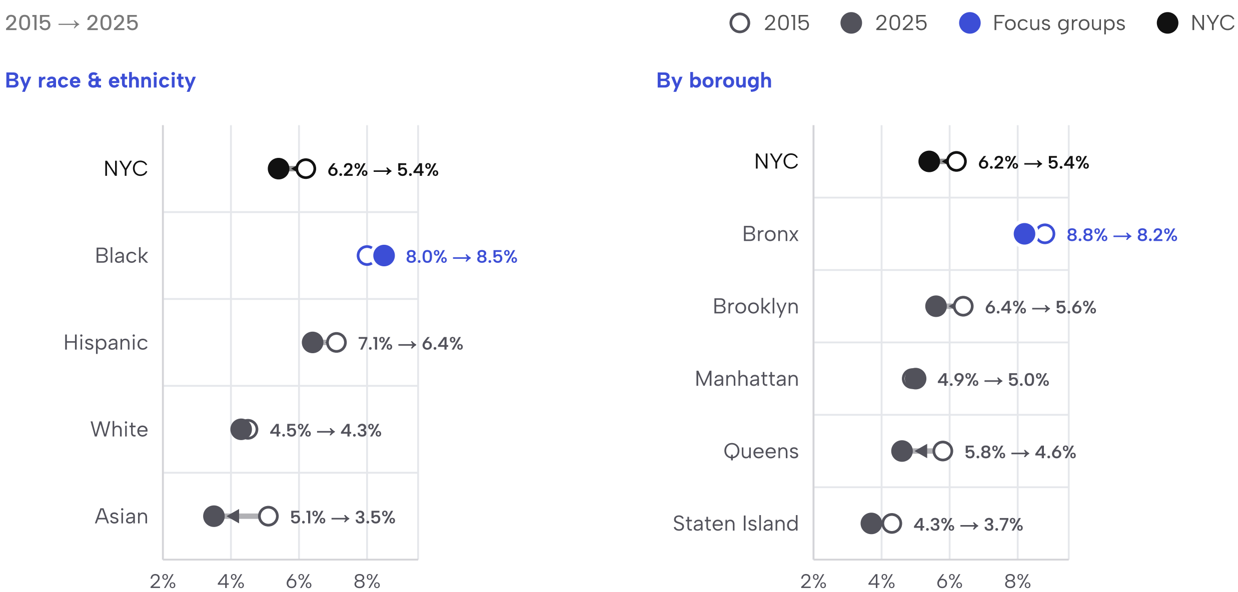
† QCEW data are derived from unemployment insurance records and cover ~95% of all wage and salary employment, making them the most complete jobs count available at the city and county level. Data are published with a five-to-six month lag.

‡ The Current Employment Statistics (CES) program produces monthly employer survey estimates released within weeks of the reference month, but is subject to revision. BLS benchmarks CES annually to QCEW — a process that has produced two consecutive downward revisions of roughly 900,000 jobs nationally (March 2024 and March 2025), among the largest in decades. Monthly CES data for the New York City metro are available here.

Black New Yorkers and Bronx residents are getting bypassed in the city's economic growth.

Unemployment rate

Change from 2015 to 2025, by race and borough



Black New Yorkers are the only group whose unemployment rose since 2015 — every other group improved (8.0% → 8.5%)

The Bronx still has the city's highest unemployment of any borough, even after improving since 2015 (8.2% vs. 5.4% citywide)

The unemployment rate covers workers age 16+. The hollow dot is 2015, the solid dot is2025. Most groups are shown in dark grey, NYC is black, and focus groups are highlighted in blue. 2025 values are projected.

SOURCE: CENSUS ACS PUMS (HR&A ANALYSIS OF IPUMS USA); BLS LAUS

Industry trends

Which industries are growing, contracting, or at risk?

The jobs growing in New York City are paying too little to live here.

Net new jobs by industry since 2015

Citywide change in employment, 2015–2025, with each industry's 2025 median wage

Industry	Net new jobs, 2015–2025	Median wage
Healthcare & Social Assistance	+351K	$75K
Transportation & Utilities	+89K	$59K
Professional & Business	+76K	$94K
Government	+66K	$80K
Educational	+46K	$79K
Finance, Insurance, Real Estate (FIRE)	+43K	$89K
Information	+35K	$101K
Accommodation & Food	+18K	$45K
Arts & Entertainment	+8K	$60K
Natural Resources, Mining & Construction	0K	$81K
Other Services	-5K	$67K
Manufacturing	-27K	$67K
Trade	-77K	$61K

The city's job growth since 2015 is uneven: healthcare alone added 351K jobs, while retail shed 77K and manufacturing lost 27K.

Growth is concentrated in healthcare, transportation, professional services, and government.
Except for professional services, these are all industries that are more accessible to people without a four-year degree, but without the wages to keep up with the cost of the city.

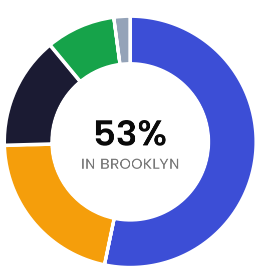
Net jobs are the change in QCEW employment between 2015 and 2025. Median wage is the 2025 occupation-weighted OEWS median for each industry, in 2025 dollars; the wage column is shaded from red (lowest) to green (highest).

SOURCE: BLS QCEW (LODES-BASED BOROUGH ROLLUP) & BLS OEWS

Of the 351K healthcare jobs added between 2015 and 2025, more than half were added in Brooklyn.

Healthcare jobs added by borough since 2015

Citywide change in employment, 2015–2025



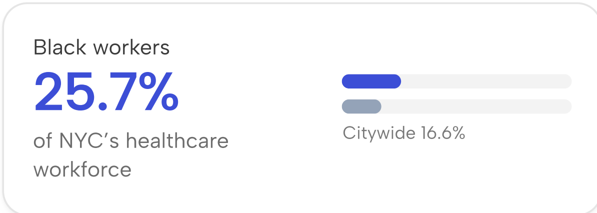
- BK +187K · 53%
- QN +75K · 21%
- MN +51K · 14%
- BX +31K · 9%
- SI +7K · 2%

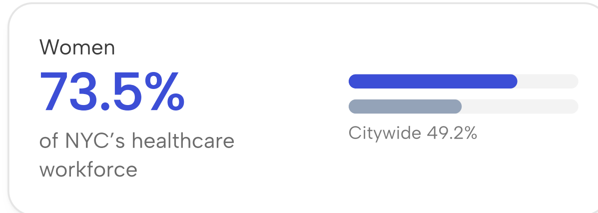
Brooklyn added 187,000 of the 351,000 healthcare jobs created citywide between 2015 and 2025 — 53% of the total.

SOURCE: BLS QCEW (LODES-BASED BOROUGH ROLLUP)

The median wage for healthcare in 2025 was $75,000, just below the citywide median of $77,000.

These healthcare jobs are disproportionately held by Black and female workers.





SOURCE: U.S. CENSUS BUREAU, AMERICAN COMMUNITY SURVEY

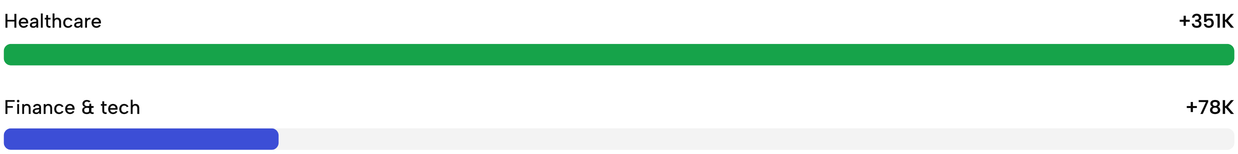
For every new finance or tech job added since 2015, New York City created 4.5 in healthcare — an industry where the median wage can't cover the median rent.

New York City added a combined 78,000 jobs in finance, insurance, real estate, and information between 2015 and 2025, equal to only 22% of the total 351,000 healthcare jobs added over the same period.

Net new jobs since 2015: healthcare vs. finance & tech

Citywide change in employment, 2015–2025

4.5× healthcare jobs added for one new finance or tech job



Finance & Tech refers to finance, insurance, real estate, and information.

SOURCE: BLS QCEW (LODES-BASED BOROUGH ROLLUP)

The three fastest-growing occupations in NYC all share one thing in common: workers in each cannot afford the median rent — and the gap between wages and rent is worse here than in any of the other 10 largest American metros.

Net new jobs by occupation since 2015

Citywide change in employment, 2015–2025, with max affordable rent (green = can afford NYC median rent of **$3,223/mo**; red = cannot)

Occupation	Net new jobs, 2015–2025	Max affordable rent	Median wage
Healthcare Practitioners	+109K	$2,720/mo	$109K
Healthcare Support	+103K	$1,002/mo	$40K
Office & Admin Support	+69K	$1,377/mo	$55K
Management	+35K	$4,300/mo	$172K
Business & Financial	+34K	$2,595/mo	$104K
Education & Library	+29K	$1,898/mo	$76K
Computer & Mathematical	+26K	$3,328/mo	$133K
Community & Social Service	+21K	$1,596/mo	$64K
Food Prep & Serving	+19K	$954/mo	$38K
Transportation & Moving	+15K	$1,168/mo	$47K

Net jobs are the change in OEWS employment between 2015 and 2025 (NYC citywide). Median wage is the 2025 OEWS occupation median in 2025 dollars. Max affordable rent is 30% of the median annual wage divided by 12.

SOURCE: BLS OEWS & ZILLOW OBSERVED RENT INDEX

Jobs with higher wages that can support families are relatively stagnant or growing more slowly in the New York region as compared to the 10 largest American metropolitan regions.

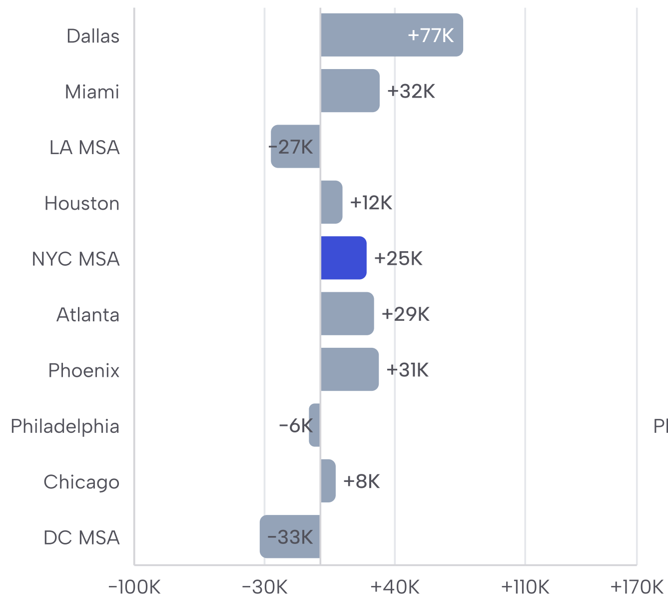
Dallas added 3 jobs in finance, insurance, real estate, and professional and business services for every 1 job added in the New York region (NYC MSA) over the last 10 years.

Employment change in higher-wage industries, 2015–2025

Net jobs added, NYC MSA vs. peer metros

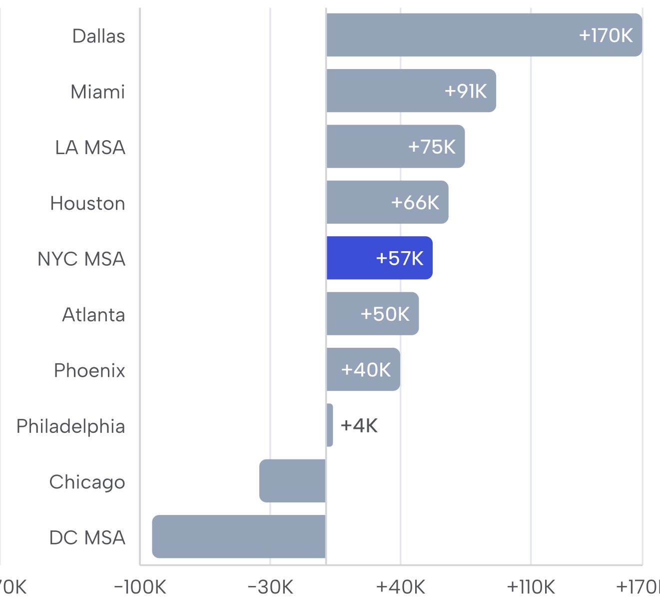
Finance, Insurance & Real Estate (FIRE)

NYC MSA vs. peer metros, 2015–2025



Professional & Business Services

NYC MSA vs. peer metros, 2015–2025



The Dallas metro (Dallas-Fort Worth-Arlington MSA, including Arlington and surrounding counties) added 247,000 jobs in these industries between 2015 and 2025 while the New York metro added 82,000.

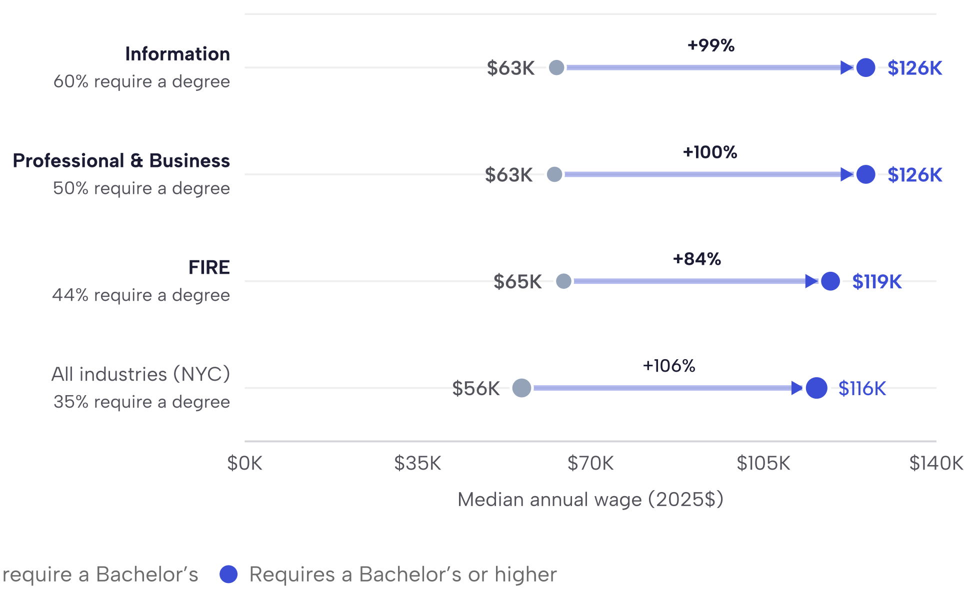
SOURCE: BLS QCEW

Professional services are among the highest-paying industries — and the hardest to enter without a four-year degree.

Citywide, only 35% of jobs require a four-year degree, but workers with the credential earn about twice as much as those without. The finance and professional-services industries pay among the city's highest wages, but they are also some of the least accessible to people without a college degree. In Information, 60% of jobs require a four-year degree and degree-holders earn a median wage of $126,000 – 99% more than the job that does not require a 4-year degree. In Professional & Business Services, 50% of jobs require a 4-year degree, and the median wage increases from $63,000 to $126,000 for workers with a 4-year degree; in FIRE, 44% require one and pay runs from $65,000 to $119,000.

Median wage by degree requirement, Information & Professional services vs. all industries

NYC median annual wage (2025$) for jobs that do and don't require a Bachelor's degree, with the share of each industry's jobs requiring one



SOURCE: BLS OEWS MAY 2025 (NYC-AREA WAGES) · BLS EMPLOYMENT PROJECTIONS 2024 OCCUPATION-EDUCATION CROSSWALK · BLS QCEW 2024 NYC INDUSTRY EMPLOYMENT WEIGHTS

Economic shifts since the pandemic

What structural changes since the pandemic are reshaping work, wages, and opportunity in the city?

Wages in New York aren't keeping up with the rising cost of living. 1.4 million workers in New York are making less in 2025 than they did in 2019 when accounting for inflation.

Wages grew across every occupation except construction between 2015 and 2020.

However, between 2020 and 2025, real wages only increased among the highest and lowest earning occupation groups. Among middle-income jobs, wages have remained flat since 2020. None of the occupations earning between $50K and $100K saw any real wage growth (adjusted for inflation) over the last five years.

Each row shows one occupation's median annual real wage at the start and end of each period (hollow dot = start year, solid dot = end year). Green segments mark periods where real pay rose; red segments mark periods where it fell. Wages are in 2025 dollars (BLS CPI-U NY Metro, CUURS12ASA0). Occupations sorted by 2025 wages, highest to lowest.

SOURCE: BLS OCCUPATIONAL EMPLOYMENT AND WAGE STATISTICS (OEWS) · REAL SERIES DEFLATED WITH CPI-U NY METRO (CUURS12ASA0)

Very few jobs in NYC pay enough to raise a child alone, and many dual-income families with children struggle as well.

While peer MSAs are growing jobs that families can live on, New York's affordability crisis is becoming a reason for families to consider moving elsewhere

New jobs by living wage

Citywide change in employment 2015–2025, with living wage comparison by household type

Occupation	Net new jobs, 2015–2025	Single parent, 1 child Need $113K/yr	2 adults, 2 children Need $77K/yr each
Healthcare Practitioners	+109K	✗	✓
Healthcare Support	+103K	✗	✗
Office & Admin Support	+69K	✗	✗
Management	+35K	✓	✓
Business & Financial	+34K	✗	✓
Education & Library	+29K	✗	✗
Computer & Mathematical	+26K	✓	✓
Community & Social Service	+21K	✗	✗
Food Prep & Serving	+19K	✗	✗
Transportation & Moving	+15K	✗	✗

Meets living wage   Below living wage

Net jobs are the change in OEWS employment between 2015 and 2025 (NYC citywide). Living wage thresholds are from MIT's Living Wage Calculator for the NYC-Newark-Jersey City MSA (2026 edition), which estimates the minimum income needed to cover basic expenses without public assistance. For two-earner households, MIT splits the requirement across both earners; each adult must individually meet the per-earner threshold.

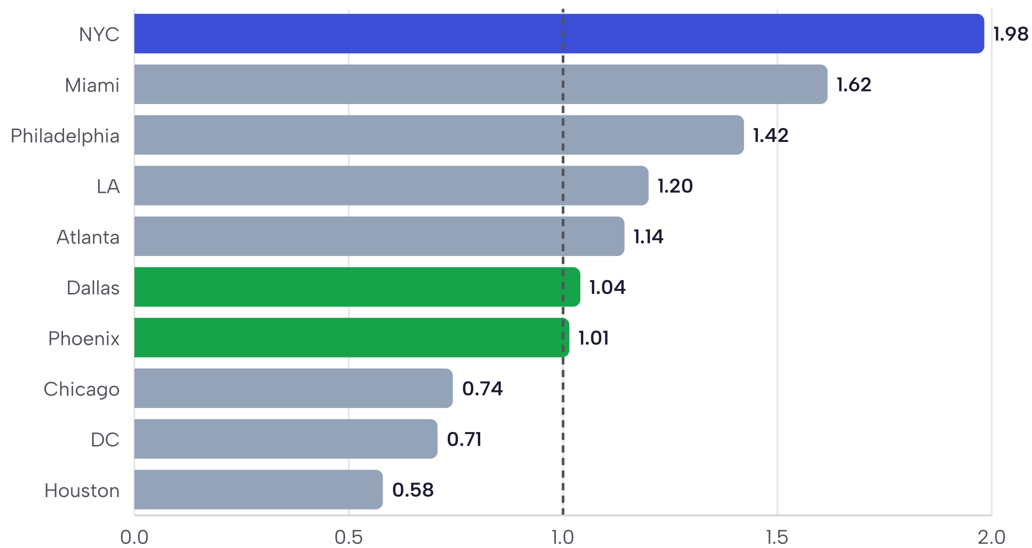
SOURCE: BLS OEWS · MIT LIVING WAGE CALCULATOR (NYC-NEWARK-JERSEY CITY MSA, 2026) · U.S. CENSUS BUREAU, POPULATION ESTIMATES PROGRAM (PEP), COMPONENTS OF CHANGE, 2020–2025

New York is creating jobs 2X faster than housing units, which underscores the need to increase housing development.

Between 2015 and 2025, the city added two new jobs for every housing unit permit pulled, further constraining supply. A healthy city that is expanding economic opportunity needs housing to be growing at the same rate as jobs. Among the 10 largest metros in the United States – Dallas and Phoenix have a healthy balance between housing and job growth – leading to affordability and becoming a more desirable place to live.

Jobs per housing permit by metro, 2015–2025

Cumulative net new jobs divided by residential permits issued, 10 largest US metros

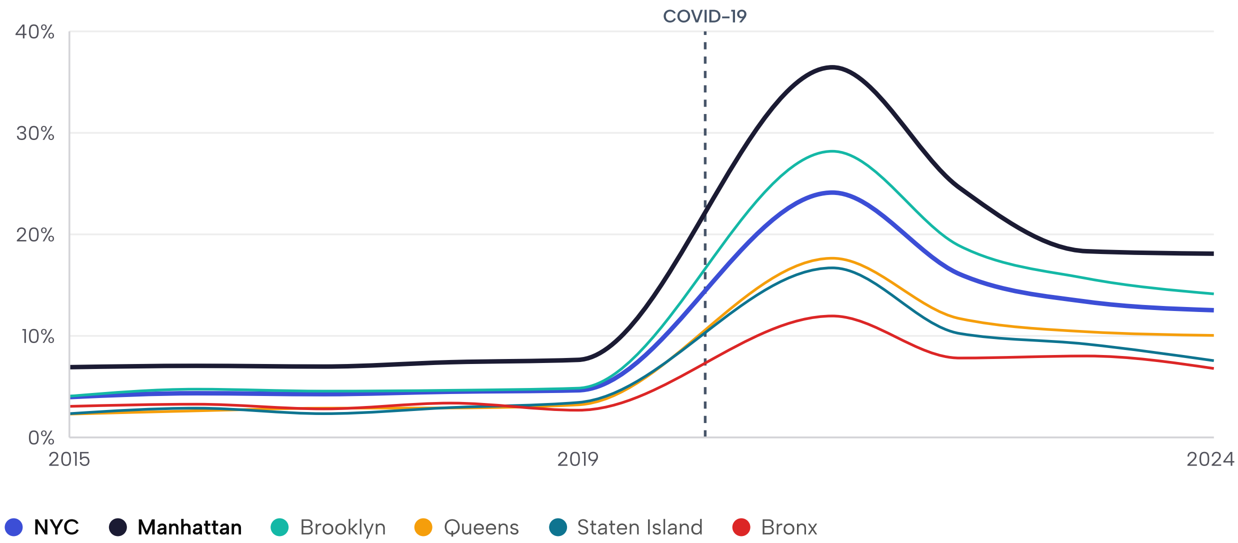


SOURCE: BLS QCEW (EMPLOYMENT) · CENSUS BUILDING PERMITS SURVEY (RESIDENTIAL PERMITS)

New Yorkers are commuting less – and it's reshaping the City's economic geography.

Hybrid work has become the norm: 12.5% of New Yorkers work from home at least part of the week, rising to 18.1% in Manhattan.

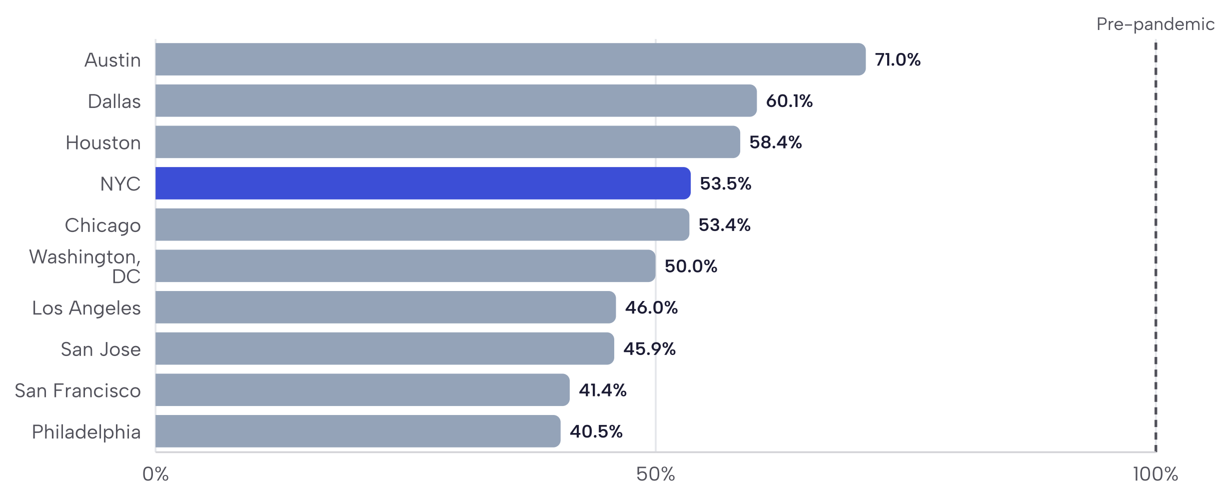
Work-from-home share of resident workers by borough, 2015–2024



SOURCE: ACS B08301 ANNUAL ESTIMATES · RESIDENCE-BASED COMMUTE MODE (NO 2020 1-YEAR RELEASE)

New Yorkers are visiting the office on par with other cities, just not as frequently as we used to.

Average weekly office occupancy over the last six months, as a percent of each metro's pre-pandemic baseline



Over the last six months, NYC office occupancy averaged 53.5%of its pre-pandemic baseline – trailing only Austin (71.0%), Dallas (60.1%), Houston (58.4%).

SOURCE: KASTLE SYSTEMS — BACK TO WORK BAROMETER · WEEKLY OFFICE OCCUPANCY INDEXED TO THE PRE-PANDEMIC (FEB 2020) BASELINE

Project Partners

Association for a Better New York (ABNY)

The Association for a Better New York (ABNY) is a nonprofit organization that convenes, mobilizes, and activates the region's public and private sectors for the continuous growth and renewal of New York City's people, communities, and businesses.

For over 50 years, ABNY has united a broad coalition of 250+ business, nonprofit, and labor leaders to tackle New York City's biggest challenges. ABNY strengthens the civic fabric of New York City by coalition building around key policies, convening our network through events, cultivating the next generation of civic talent through ABNY Young Professionals and ABNY Women, and celebrating New York City, all to create a stronger, more inclusive, more engaged city.

New York City Employment and Training Coalition (NYCETC)

As the leading voice for workforce development in New York City, the New York City Employment and Training Coalition (NYCETC) — founded in 1997 — is the largest city-based workforce association in the nation. Our network of more than 220 member organizations empowers over 200,000 New Yorkers every year with comprehensive education, training, and employment opportunities, helping residents secure quality jobs and advance their economic mobility.

NYCETC advances policies, partnerships, and investments that expand economic opportunity and strengthen New York City's economy. Working at the intersection of workforce development, education, business, labor, and economic development, our members connect New Yorkers — especially those from historically marginalized communities — to quality jobs, career pathways, and the supports needed to succeed. Together with employers and industry partners, we help build a more inclusive, competitive, and equitable economy that benefits all New Yorkers.

HR&A Advisors

HR&A Advisors, Inc. helps cities tackle their most pressing challenges. For over 50 years, HR&A has guided public, private, and nonprofit leaders through high-stakes decisions that create impact. HR&A combines rigorous analysis with creative problem-solving to unlock investment, expand opportunity, and bring communities to life.

Dashboard Methodology

Overview

The State of the NYC Economy dashboard draws on federal labor statistics, Census microdata, and private-sector data to describe New York City's economy across three dimensions: employment and labor force participation, industry composition and wages, and post-pandemic structural change. This page documents the data sources used, the analytic choices made, and the conventions applied throughout.

Geography

Two geographies appear throughout the dashboard. **NYC** refers to the five-borough city (Manhattan, Brooklyn, Queens, the Bronx, and Staten Island). The **NYC Metropolitan Statistical Area (NYC MSA)** is the approximately 23-county Census-defined metro region extending into New Jersey and Connecticut. The two are kept in separate comparison groups and never combined on the same axis.

Peer metro comparisons use the 10 most populous U.S. Metropolitan Statistical Areas as of 2024:

- Atlanta-Sandy Springs-Roswell, GA
- Chicago-Naperville-Elgin, IL-IN-WI
- Dallas-Fort Worth-Arlington, TX
- Houston-The Woodlands-Sugar Land, TX
- Los Angeles-Long Beach-Anaheim, CA
- Miami-Fort Lauderdale-West Palm Beach, FL
- New York-Newark-Jersey City, NY-NJ-PA
- Philadelphia-Camden-Wilmington, PA-NJ-DE-MD
- Phoenix-Mesa-Chandler, AZ
- Washington-Arlington-Alexandria, DC-VA-MD-WV

Most time series begin in 2015. Where 2025 data are not yet available (notably the American Community Survey), the most recent available year is used and noted on the chart.

Data Sources

Bureau of Labor Statistics (BLS)

Quarterly Census of Employment and Wages (QCEW). The primary jobs count for NYC and peer metros, derived from state unemployment-insurance administrative records. QCEW covers approximately 95% of all wage and salary employment, making it the most complete jobs count available at the city and county level. This analysis uses QCEW reports through December 2025, released June 2, 2026, which may be subject to further revision. Data are reported on a workplace basis and published with a five-to-six-month lag.

Current Employment Statistics (CES). A monthly establishment survey released within weeks of the reference month. CES is benchmarked annually to QCEW, a process that produced two consecutive downward national revisions of roughly 900,000 jobs each (March 2024 and March 2025), among the largest in decades. This dashboard uses QCEW as the authoritative employment count; CES is referenced only for directional signal where timeliness matters.

Occupational Employment and Wage Statistics (OEWS). Median annual wages by occupation and place, using the May 2025 release. OEWS counts jobs by what workers do rather than by their employer's industry, using its own sampling frame separate from QCEW. Because BLS does not publish occupation-level wages for individual NYC boroughs, borough-level wage figures are derived (see Analysis below).

Local Area Unemployment Statistics (LAUS). Sub-state unemployment rates and labor force participation rates for NYC, the boroughs, and peer metros, using annual county averages.

Employment Projections (EP) industry-occupation matrix. A national BLS crosswalk distributing occupation employment across industries. Used to derive industry-level wage estimates and to distribute borough sector employment into occupation groups where direct measurements are not available.

Consumer Price Index, NY Metro (CPI-U, series CUURS12ASA0). Used to deflate nominal wages to constant 2025 dollars for real-pay comparisons. The NYC metro series is used rather than the national CPI because NYC inflation has consistently run above the national average. Cumulative inflation from 2015 to 2025 in the NYC metro was 32.6%.

U.S. Census Bureau

American Community Survey (ACS). Three ACS products are used in this dashboard. The five-year Public Use Microdata Sample (PUMS, 2020–2024 release, labeled 2024 throughout) provides worker-level demographic data for workforce-composition charts; records are weighted using PWGTP and analyzed via IPUMS USA. ACS one-year estimates supplement LAUS for participation and unemployment rates by demographic group. ACS Table B08301 provides annual residence-based commute mode shares from 2010 to 2024, with 2020 bridged due to no 1-year release that year. All ACS demographic figures are residence-based, counting workers by home borough rather than job location. Hispanic or Latino ethnicity takes precedence over RAC1P race classification; cells with weighted employment under 100 are suppressed.

Building Permits Survey. Residential permits issued, used in chart 3.3 to compare housing supply against job growth.

LEHD Origin-Destination Employment Statistics (LODES). Workplace- and residence-linked employment at the census-block level, 2023 vintage. Used for the commuting Venn diagrams in chart 3.4.

Private-Sector Data

Zillow Observed Rent Index (ZORI). Market-rate asking rents by place. ZORI is used rather than ACS median rent because it reflects what new movers actually pay; ACS median rent pools rent-stabilized and longer-tenure leases and understates current market conditions.

MIT Living Wage Calculator. Per-working-adult living-wage thresholds for the NYC-Newark-Jersey City MSA, 2026 release. For two-earner households, MIT apportions the household threshold across both earners.

Kastle Systems Back to Work Barometer. Weekly office-occupancy index for select metros, normalized to the pre-pandemic February 2020 baseline. Used in chart 3.6.

Analysis

Industry Classification

Industry charts use a consistent 13-industry grouping applied to 2-digit NAICS codes (2022 NAICS system). The grouping is consistent across every industry chart.

DASHBOARD INDUSTRY	NAICS CODE(S)
Accommodation & Food	72
Arts & Entertainment	71
Educational	61
FIRE (Finance, Insurance, Real Estate)	52, 53
Government	92
Healthcare & Social Assistance	62
Information	51
Manufacturing	31–33
Natural Resources, Mining & Construction	11, 21, 23
Other Services	81
Professional & Business	54, 55, 56
Trade	42, 44–45
Transportation & Utilities	22, 48–49

Four groupings combine multiple NAICS supersectors: FIRE, Professional & Business, Trade, and Transportation & Utilities. All others map one-to-one. Industry classification has changed over time, particularly through the 2001 SIC-to-NAICS transition and the reclassification of public-sector education between NAICS 61 and 92. Interpret pre-2005 Educational and Government figures with caution.

Occupation Classification

Occupational analysis uses the 2018 Standard Occupational Classification (SOC) system at the major group level, as published by BLS. The 22 major groups are the finest grain at which OEWS publishes reliable wage estimates for sub-national geographies.

SOC CODE	OCCUPATION GROUP
11-0000	Management
13-0000	Business & Financial Operations
15-0000	Computer & Mathematical
17-0000	Architecture & Engineering
19-0000	Life, Physical & Social Science
21-0000	Community & Social Service
23-0000	Legal
25-0000	Educational Instruction & Library
27-0000	Arts, Design, Entertainment, Sports & Media
29-0000	Healthcare Practitioners & Technical
31-0000	Healthcare Support
33-0000	Protective Service
35-0000	Food Preparation & Serving
37-0000	Building & Grounds Cleaning & Maintenance
39-0000	Personal Care & Service
41-0000	Sales & Related
43-0000	Office & Administrative Support
45-0000	Farming, Fishing & Forestry
47-0000	Construction & Extraction
49-0000	Installation, Maintenance & Repair
51-0000	Production
53-0000	Transportation & Material Moving

Industry-Level Wages

Industry wages are not directly measured. They are derived from OEWS occupation medians using the national BLS Employment Projections industry-occupation matrix. For each 2-digit NAICS industry, occupation employment shares from the EP matrix are applied to OEWS median annual wages to produce an occupation-weighted median wage. These are then rolled up to the 13-industry grouping using each place's QCEW employment as weights. OEWS medians are preferred over QCEW average wages because medians are not skewed by very high earners.

Borough-Level Occupation Employment

OEWS does not publish occupation employment for individual NYC boroughs. Borough occupation employment is derived by distributing each borough's QCEW industry employment across occupations using the national EP matrix. As a result, borough-level wage figures reflect differences in occupational mix, not borough-specific pay rates. The OEWS wage anchor is the NYC MSA, applied uniformly across all five boroughs.

Real vs. Nominal Wages

Wages are shown in constant 2025 dollars unless otherwise noted, deflated using CPI-U NY Metro (CUURS12ASA0). Nominal figures are available in toggle views where noted. Real figures should be used for any cross-year comparison.

Affordable Rent

Calculated using the federal HUD standard: 30% of gross annual wage divided by 12 months.