

# **Preliminary Chart Pack**

[do not cite; all data subject to revision and refinement]

## **NYC Social Services Career Ladder Project**

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## Chart 1—NYC Contract Budget for Social Services

- NYC contracts out \$4 billion in social services annually, over one-third of the City's total service contract budget.

Object code	Contract area	# of contracts	FY 2015 amount
616	Community Consultant Contracts	94	\$15,556,138
641	Protective Services for Adults	10	\$19,261,733
642	Childrens Charitable Institutions	70	\$452,558,602
643	Child Welfare Services	341	\$211,144,403
647	Home Care Services	118	\$263,392,280
648	Homemaking Services	9	\$18,485,761
650	Homeless Family Services	285	\$464,444,086
651	Aids Services	117	\$263,157,690
652	Day Care of Children	687	\$745,487,615
653	Head Start	89	\$239,239,624
655	Mental Hygiene Services	472	\$425,643,639
659	Homeless Individual Services	138	\$317,650,770
662	Employment Services	74	\$149,698,229
678	Payments to Delegate Agencies		
	Ofc. For People with Disabilities	2	\$119,512
	Dept. for the Aging	1334	\$207,841,233
	DYCD	393	\$36,563,274
	Small Business Services (WIA)	10	\$21,760,056
695	Education & Recreational for Youth Programs	627	\$203,956,788
	<b>TOTAL Social Services</b>	<b>4,870</b>	<b>\$4,055,961,433</b>
	<b>TOTAL CONTRACT BUDGET</b>	<b>16,796</b>	<b>\$11,776,846,384</b>
OMB, Preliminary Budget FY 2015, Expense Revenue Contract, Feb. 2014.			

## Chart 2—Demographics of Private Social Service Workforce

- There are 116,000 private sector social service workers (not including those working for organizations that are primarily health care).
- People of color are 77% of social service workers vs. 63% overall.
- Social service workers are 82% female and slightly older, and less well-educated. However, 44% have at least a 2- or 4-year college degree.

Social Service Workers in New York City -- demographics											
		All* employed in NYC		Social Service sector							
				Private for-profit & Non-profit		Government		Self-employed		All	
All		3,755,600	100.0%	115,800	100.0%	24,100	100.0%	24,100	100.0%	164,200	100.0%
<b>Gender</b>											
	Males	1,915,100	51%	20,300	18%	5,400	23%	1,200	5%	27,000	16%
	Females	1,840,500	49%	95,500	82%	18,700	77%	22,900	95%	137,100	84%
<b>Race-ethnicity</b>											
	White, non-Hispanic	1,386,900	37%	26,700	23%	4,100	17%	3,100	13%	33,900	21%
	Black, non-Hispanic	787,100	21%	39,600	34%	11,200	47%	7,100	30%	57,900	35%
	Hispanic all races	982,500	26%	36,900	32%	7,100	29%	11,300	47%	55,400	34%
	All others	599,100	16%	12,700	11%	1,700	7%	2,500	10%	16,900	10%
<b>Age</b>											
	18-24	365,300	10%	10,500	9%	1,200	5%	300	1%	12,000	7%
	25-34	1,044,000	28%	27,000	23%	2,900	12%	3,500	15%	33,400	20%
	35-44	869,200	23%	23,800	21%	6,000	25%	5,700	24%	35,500	22%
	45-54	792,200	21%	27,200	24%	6,600	27%	8,100	34%	42,000	26%
	55-64	538,200	14%	22,000	19%	5,900	25%	5,600	23%	33,500	20%
	65 and older	146,900	4%	5,300	5%	1,500	6%	900	4%	7,700	5%
	Median age	40		43		48		48		45	
<b>Educational attainment**</b>											
	Less than high school	463,700	14%	18,500	18%	3,200	14%	6,700	28%	28,500	19%
	High school completion	727,800	21%	25,800	24%	4,800	21%	7,800	33%	38,500	25%
	Some college no degree	517,300	15%	14,900	14%	3,800	17%	3,900	16%	22,600	15%
	Associate's degree	232,700	7%	9,100	9%	1,800	8%	1,200	5%	12,000	8%
	Bachelor's degree	851,000	25%	21,400	20%	5,300	23%	3,000	12%	29,600	19%
	Post-bachelor's degree	597,800	18%	15,800	15%	3,900	17%	1,300	5%	21,000	14%
	* 18 and over										
	**25 and over										

Source: FPI analysis of 2010 - 2012 American Community Survey microdata

## Chart 3—Occupations, Earnings & White Non-Hisp. Share

- According to the ACS, median annual earnings are only \$25,255 in social services.
- Within social services, higher-paying occupations tend to have higher proportions of white non-Hispanic workers, and lower-paying ones have higher proportions of persons of color.

**NYC Social Services Sector: Annual Earnings by Occupation, 2010-2012**

	Mean	Median	Count	Share	different data run (need to re-run to verify) % white
<b>All occupations in social services</b>	<b>\$30,935</b>	<b>\$25,255</b>	<b>115,826</b>	<b>100%</b>	23.1%
Child care workers	\$18,325	\$14,553	18,211	15.7%	13.9%
Nursing, psychiatric, and home health aides	\$23,005	\$20,790	17,960	15.5%	17.8%
Personal and home care aides	\$20,114	\$16,978	12,318	10.6%	10.4%
Social workers	\$41,965	\$41,418	11,456	9.9%	25.4%
Preschool and kindergarten teachers	\$32,957	\$26,715	6,050	5.2%	32.7%
Social and community service managers	\$68,028	\$60,291	5,984	5.2%	43.6%
Teacher assistants	\$19,629	\$16,978	5,036	4.3%	21.8%
Counselors	\$33,091	\$30,665	4,006	3.5%	14.8%
Secretaries and administrative assistants	\$28,411	\$29,106	2,670	2.3%	35.7%
Social and human service assistants	\$42,761	\$33,337	1,851	1.6%	23.2%
Janitors and building cleaners	\$21,648	\$19,699	1,655	1.4%	3.3%
Education administrators	\$53,201	\$55,561	1,642	1.4%	38.6%
Misc. community and social service specialists	\$32,206	\$22,920	1,494	1.3%	25.0%
Office clerks, general	\$23,536	\$22,765	1,337	1.2%	26.1%
Other teachers and instructors	\$27,666	\$20,790	1,273	1.1%	29.1%
Cooks	\$23,244	\$23,909	1,089	0.9%	5.3%
Office and administrative support workers, inc. desktop publishers	\$41,137	\$34,953	1,048	0.9%	15.7%
Security guards and gaming surveillance officers	\$26,890	\$23,909	841	0.7%	0.0%
Accountants and auditors	\$63,836	\$60,612	838	0.7%	50.1%
Receptionists and information clerks	\$21,338	\$17,174	706	0.6%	18.7%
No occupation specified	\$39,459	\$32,895	18,175	15.7%	

Source: FPI analysis of American Community Survey 2010-2012 data. Earnings reported in 2012 dollars.

## Chart 4—Wages and Hours

- The median hourly wage in private social services is only \$13.49, nearly one quarter less than the \$17.79 hourly median for NYC resident workers overall.
- 24% of social service workers are paid less than \$10 an hour, and 40% make less than \$12 an hour.
- White workers have a median hourly wage of \$18.19, 42% greater than the \$12.79 median wage for persons of color working in social services.

Social Service Workers in New York City -- wages and hours											
	Number	Median hourly wage (2013\$)	Mean weekly hours	Below \$10 per hour		Below \$12 per hour		Below \$14 per hour			
All NYC employed*	3,311,234	\$17.79	39.4	544,557	15.0%	910,440	25.0%	1,207,700	33.2%		
Social service sector											
Private (for-profit & non-profit)	109,947	\$13.49	37.0	26,671	24.0%	44,147	39.8%	57,547	51.9%		
Government	20,765	\$17.59	36.5	1,977	9.5%	5,917	28.5%	7,297	35.1%		
Self-employed	19,769		34.8								
Among privately employed social service workers:											
Sex											
Males	15,533	\$16.00	35.7	2,889	17.8%	6,029	37.2%	7,052	43.5%		
Females	94,414	\$13.48	37.2	23,782	25.1%	38,118	40.3%	50,495	53.3%		
Race-ethnicity											
White, non-Hispanics	27,745	\$18.19	37.0	4,548	16.2%	6,691	23.9%	9,095	32.5%		
All others	82,202	\$12.79	37.0	22,123	26.7%	37,456	45.2%	48,452	58.5%		
Educational attainment**											
High school or less	41,506	\$10.70	37.2	16,045	38.4%	24,578	58.8%	30,735	73.6%		
Some college, including AA	16,980	\$13.93	36.3	2,641	15.3%	6,056	35.1%	8,579	49.8%		
Bachelor's or more	42,755	\$23.44	38.8	4,456	10.4%	7,476	17.5%	10,208	23.9%		
*18 years of age and over											
**25 years of age and over											
Source: FPI analysis of 2010-2013 Current Population Survey.											

## Chart 5—Family Income and poverty

- Across all industries in NYC, 24% of workers have family incomes that place them below 200% of the federal poverty line; in social services, 34% of workers have family incomes below 200% of federal poverty.

Social Service Workers in New York City -- family income relative to poverty status											
		Social Service sector									
Family incomes for employed workers		All* employed in NYC		Private (for-profit & non-profit)		Government		Self-employed		All Social Service	
Percent of federal poverty level											
Below 50%		90,900	2%	5,100	4%	500	2%	3,600	15%	9,200	6%
50% - 99%		217,900	6%	10,500	9%	1,400	6%	4,200	17%	16,200	10%
100% - 199%		589,200	16%	24,200	21%	4,600	19%	6,300	26%	35,100	21%
200% - 299%		580,400	15%	23,300	20%	4,700	20%	3,600	15%	31,600	19%
300% - 399%		498,600	13%	16,500	14%	3,800	16%	2,500	10%	22,800	14%
400% - 499%		394,900	11%	12,700	11%	2,800	12%	1,400	6%	16,800	10%
500% and above		1,373,500	37%	23,400	20%	6,200	26%	2,600	11%	32,300	20%
<b>All</b>		<b>3,745,400</b>	<b>100%</b>	<b>115,700</b>	<b>100%</b>	<b>24,100</b>	<b>100%</b>	<b>24,100</b>	<b>100%</b>	<b>164,000</b>	<b>100%</b>
All below 200%		898,000	24%	<b>39,800</b>	<b>34%</b>	6,500	27%	14,100	59%	60,500	<b>37%</b>
*18 years old and over											
Source: FPI analysis of 2010-2012 ACS											