

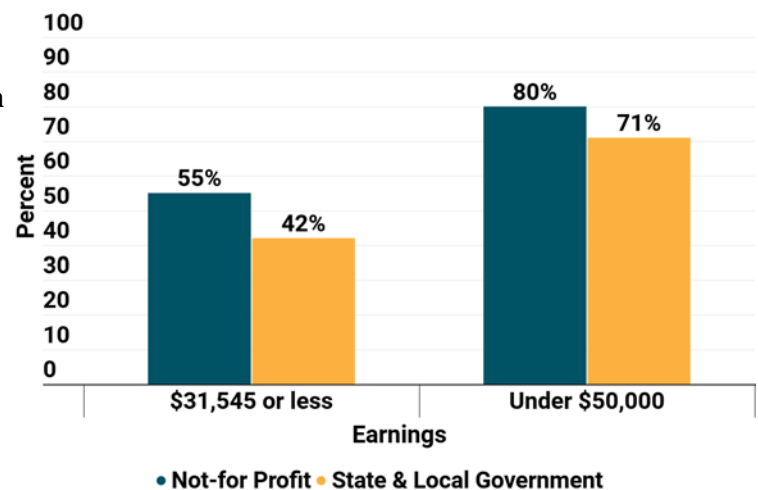
The Social Assistance subsector includes **workers who provide direct and vital social assistance services to consumers, including vulnerable and at-risk populations and communities.** It consists of the following industry groups: Individual and Family Services; Community Food and Housing, and Emergency and Other Relief Services; Vocational Rehabilitation Services; Child Day Care Services.<sup>1</sup>

In 2019, there were nearly 380,000 people estimated to be employed in New York’s social assistance subsector by not-for-profit, government, and private employers, 133,000 of whom (35 percent) were employed by not-for-profits. In New York State, total not-for-profit employment is largest in the Individual and Family Services and Child and Day Care Services industries.

Within the Social Assistance subsector, 2019 **average annual wages were \$31,545, growing only 17 percent from \$26,149 in 2010.**<sup>2</sup> A larger share of not-for-profit Social Assistance workers, when compared with workers employed by state and local government, earn less than the average annual wage.

- 73 percent of all not-for-profit social assistance workers in New York State are women.
- 47 percent of the total not-for-profit social assistance workforce was comprised of people of color, 43,000 women and 19,000 men.
- Of the not-for-profit workers who are women, 55% are white, 21% are Black, 5% are Asian, 2% are Two or More Races, and 16% are Hispanic/Latina.<sup>3</sup>

**Not-for-Profit Workers Earn Less Than Government Workers**



**FIG 1** Source: FPI analysis of ACS 5-Year Estimates – Public Use Microdata Sample (2019)

## Recommendations

- Use federal aid to include the statutory Cost-of-Living-Adjustment (COLA) for human services workers in the final Fiscal Year (FY) 2022 budget to help raise their wages.
- Standardize administrative rates on contracts, and work with not-for-profits to determine fair rates so that they and their services are sustainable.
- Make prompt contracting a priority to avoid service interruptions and provide stability to not-for-profits.
- Provide capital funding for nonprofit infrastructure investments, such as new roofs or HVAC systems. These investments help not-for-profits better serve vulnerable New Yorkers.<sup>4</sup>

<sup>1</sup> U.S. Bureau of Labor Statistics, *Industries at a Glance*. <https://www.bls.gov/iag/tgs/iag624.htm>

<sup>2</sup> New York State Department of Labor, Quarterly Census of Employment and Wages (QCEW), NAICS Industry 624.

<sup>3</sup> Of the 133,000 not-for-profit workers, it is estimated that 77 percent (102,000) worked at least 30 or more hours per week over 12 months.

<sup>4</sup> A \$120 million appropriation was made in FY 2017 and was largely spent by FY 2018 with no new funding since.