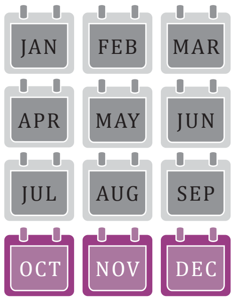
pennsylvania
DEPARTMENT OF LABOR & INDUSTRY

PA QUARTERLY WORKSTATS

EMPLOYMENT • WAGES • NEW HIRES

PA Quarterly WorkStats highlights and discusses data on jobs, industries, and workforce dynamics for both the state and select substate areas. Information herein is based on the most current quarterly labor market information produced in the commonwealth. Additional details and historical information are available at workstats.dli.pa.gov.

2019



1st Quarter 2019 Big Numbers

669,460 ↑ Total New Hires

5,831,283 ↑ Statewide Employment

Note: Gray arrows indicate whether there was an increase or decrease from one year ago.

Sector Highlights:

Accommodation & Food Services
Administrative & Support Services

For additional information and resources, please contact:
Center for Workforce Information & Analysis (CWIA)
1-877-493-3282 | workforceinfo@pa.gov | workstats.dli.pa.gov

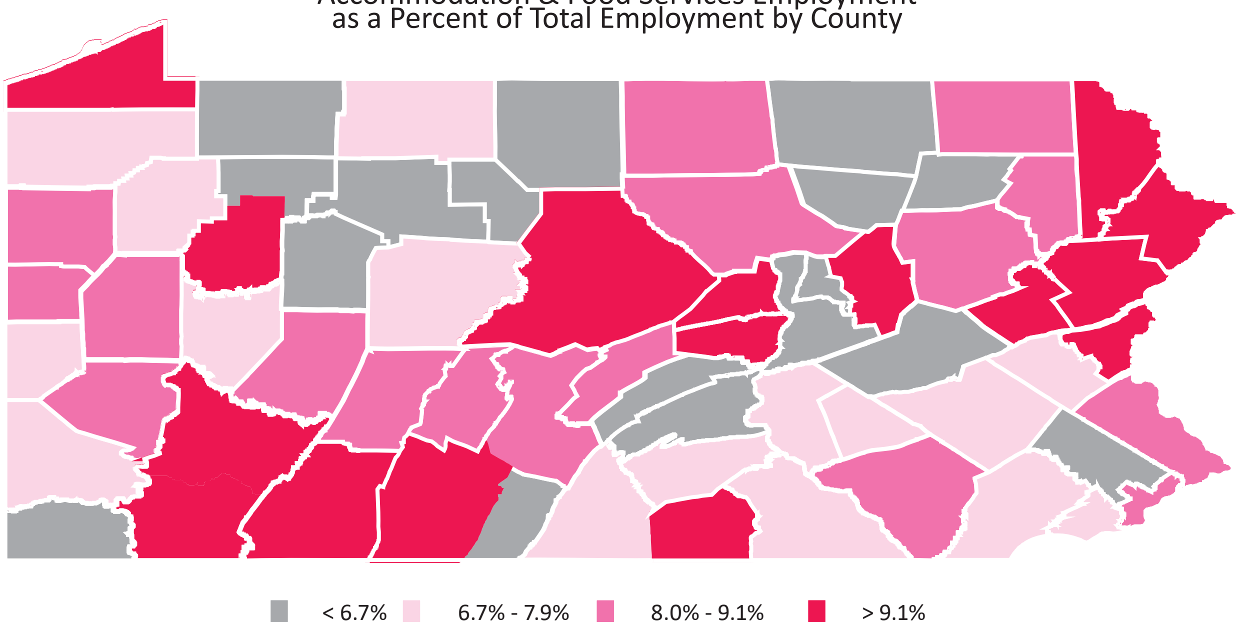
QUARTERLY CENSUS OF EMPLOYMENT & WAGES

STATEWIDE INDUSTRY SECTOR DATA

4th QUARTER 2019 EDITION • 1st QUARTER 2019 (INITIAL) DATA

NAICS	Industry Description	1Q 2019 Establishments	1Q 2019 Employment	1Q 2019 Avg. Weekly Wage	Employment Change 1 Year Ago	Employment Change 5 Years Ago
Goods-Producing Industries						
11	Agriculture, Forestry, Fishing, and Hunting	2,336	22,475	$699	(41)	887
21	Mining, Quarrying, and Oil & Gas Extraction	1,286	28,457	$1,856	1,770	(6,551)
23	Construction	29,322	248,803	$1,250	6,261	35,583
31-33	Manufacturing	14,486	574,747	$1,292	10,591	11,809
Service-Providing Industries						
22	Utilities	1,374	34,485	$2,314	(569)	2,619
42	Wholesale Trade	23,846	215,724	$1,681	1,113	(7,138)
44-45	Retail Trade	41,247	609,503	$571	(8,912)	(15,000)
48-49	Transportation and Warehousing	11,547	311,253	$946	10,560	49,675
51	Information	5,289	89,246	$2,104	735	1,106
52	Finance and Insurance	18,510	265,791	$2,328	4,266	8,615
53	Real Estate and Rental & Leasing	10,963	63,584	$1,402	693	4,668
54	Professional & Technical Services	42,146	364,351	$1,940	5,780	31,664
55	Management of Companies & Enterprises	4,759	135,571	$3,209	(1,015)	3,521
56	Administration & Waste Services	18,194	306,822	$728	3,010	23,328
61	Educational Services	9,071	497,945	$1,079	1,409	(122)
62	Health Care and Social Assistance	53,880	1,080,787	$967	23,766	105,453
71	Arts, Entertainment, and Recreation	5,408	85,760	$660	2,356	9,216
72	Accommodation & Food Services	28,567	463,782	$359	2,739	32,905
81	Other Services	33,064	199,551	$663	2,293	11,493
92	Public Administration	5,157	232,645	$1,184	1,152	(506)

Accommodation & Food Services Employment as a Percent of Total Employment by County



QUARTERLY CENSUS OF EMPLOYMENT & WAGES

COUNTY LEVEL DATA

4th QUARTER 2019 EDITION • 1st QUARTER 2019 (INITIAL) DATA

County	1Q 2019 Employment	Change from 1Q 2018 Volume	Percent Value	Percent Rank
Adams	34,700	(7)	(0.02%)	44
Allegheny	693,179	3,016	0.44%	34
Armstrong	16,153	(110)	(0.68%)	56
Beaver	53,913	2,835	5.55%	1
Bedford	15,178	(71)	(0.47%)	50
Berks	173,791	2,568	1.50%	15
Blair	57,468	(117)	(0.20%)	47
Bradford	22,703	35	0.15%	41
Bucks	262,839	3,042	1.17%	22
Butler	86,111	1,593	1.88%	6
Cambria	50,017	(319)	(0.63%)	54
Cameron	1,853	(50)	(2.63%)	63
Carbon	16,735	(243)	(1.43%)	61
Centre	67,461	(636)	(0.93%)	60
Chester	249,018	2,506	1.02%	24
Clarion	12,808	(363)	(2.76%)	64
Clearfield	29,730	295	1.00%	25
Clinton	13,323	182	1.38%	17
Columbia	24,725	373	1.53%	14
Crawford	29,527	(21)	(0.07%)	45
Cumberland	134,077	1,778	1.34%	19
Dauphin	182,542	3,321	1.85%	7
Delaware	222,837	1,859	0.84%	29
Elk	14,729	(95)	(0.64%)	55
Erie	120,007	237	0.20%	40
Fayette	38,731	375	0.98%	26
Forest	1,928	7	0.36%	38
Franklin	59,654	1,057	1.80%	9
Fulton	5,880	86	1.48%	16
Greene	12,805	(16)	(0.12%)	46
Huntingdon	12,390	356	2.96%	3
Indiana	29,678	329	1.12%	23
Jefferson	15,705	256	1.66%	11
Juniata	6,705	(26)	(0.39%)	49

County	1Q 2019 Employment	Change from 1Q 2018 Volume	Percent Value	Percent Rank
Lackawanna	96,440	(496)	(0.51%)	53
Lancaster	240,494	3,719	1.57%	13
Lawrence	28,091	446	1.61%	12
Lebanon	50,838	1,214	2.45%	4
Lehigh	191,789	2,472	1.31%	20
Luzerne	142,619	(678)	(0.47%)	51
Lycoming	50,607	(417)	(0.82%)	58
McKean	14,408	(590)	(3.93%)	66
Mercer	45,256	(421)	(0.92%)	59
Mifflin	15,857	269	1.73%	10
Monroe	56,120	522	0.94%	28
Montgomery	496,361	8,820	1.81%	8
Montour	15,617	66	0.42%	37
Northampton	116,652	3,559	3.15%	2
Northumberland	26,792	322	1.22%	21
Perry	7,663	(17)	(0.22%)	48
Philadelphia	689,986	14,088	2.08%	5
Pike	10,879	58	0.54%	32
Potter	5,271	(109)	(2.03%)	62
Schuylkill	49,261	476	0.98%	27
Snyder	15,997	(561)	(3.39%)	65
Somerset	24,347	325	1.35%	18
Sullivan	1,437	(143)	(9.05%)	67
Susquehanna	9,008	62	0.69%	30
Tioga	12,382	17	0.14%	42
Union	17,395	74	0.43%	36
Venango	17,675	20	0.11%	43
Warren	14,338	(72)	(0.50%)	52
Washington	86,351	560	0.65%	31
Wayne	14,363	69	0.48%	33
Westmoreland	131,397	358	0.27%	39
Wyoming	9,371	(71)	(0.75%)	57
York	178,080	768	0.43%	35

INDUSTRIES OF INTEREST

GROWING INDUSTRIES

4th QUARTER 2019 EDITION • 1st QUARTER 2019 (INITIAL) DATA

Growing Industries of Interest (IOI) are identified by year-over-year employment growth of at least five percent and a net employment gain of at least 25. The top 18 industries with employment growth of at least 600 are displayed below and ranked by percent growth.

NAICS	Industry Description	1Q 2019	Change from 1Q 2018			
		Employment	Employment	Percent	Employers	Establish-ments
4922	**Local Messengers and Local Delivery**	**3,201**	**771**	**31.7%**	**0**	**(2)**
7224	**Drinking Places (Alcoholic Beverages)**	**15,713**	**3,713**	**30.9%**	**(98)**	**(98)**
4921	**Couriers**	**31,350**	**3,725**	**13.5%**	**14**	**15**
6216	**Home Health Care Services**	**67,266**	**7,035**	**11.7%**	**31**	**38**
2131	**Support Activities for Mining**	**14,268**	**1,409**	**11.0%**	**(7)**	**3**
6239	**Other Residential Care Facilities**	**7,578**	**704**	**10.2%**	**4**	**3**
3121	**Beverage Manufacturing**	**10,136**	**877**	**9.5%**	**58**	**48**
2389	Other Specialty Trade Contractors	26,037	1,919	8.0%	63	62
6116	**Other Schools and Instruction**	**15,547**	**993**	**6.8%**	**91**	**86**
8129	**Other Personal Services**	**13,733**	**823**	**6.4%**	**93**	**94**
6241	**Individual and Family Services**	**164,123**	**9,787**	**6.3%**	**(722)**	**(641)**
2383	**Building Finishing Contractors**	**23,115**	**1,362**	**6.3%**	**78**	**79**
4539	**Other Miscellaneous Store Retailers**	**14,584**	**817**	**5.9%**	**27**	**40**
3329	**Other Fabricated Metal Product Manufacturing**	**12,076**	**669**	**5.9%**	**16**	**19**
5419	**Other Professional, Scientific, and Technical Services**	**31,210**	**1,578**	**5.3%**	**302**	**298**
2361	**Residential Building Construction**	**28,237**	**1,418**	**5.3%**	**217**	**222**
5417	Scientific Research and Development Services	39,089	1,876	5.0%	127	120
3345	**Navigational, Measuring, Electromedical, and Control Instruments Manufacturing**	**15,120**	**721**	**5.0%**	**4**	**4**

* Industries appearing in bold are considered LT-Growth, meaning they have had year-over-year employment gain in at least four consecutive quarters.

NAICS	1Q 2019 U.S. Employment	U.S. LQ
4922	99,099	0.81
7224	387,678	1.01
4921	683,318	1.15
6216	1,494,951	1.13
2131	351,754	1.01
6239	177,727	1.07
3121	259,087	0.98
2389	625,642	1.04
6116	461,026	0.84
8129	350,621	0.98
6241	2,717,114	1.51
2383	808,696	0.72
4539	350,441	1.04
3329	283,381	1.07
5419	742,612	1.05
2361	785,362	0.90
5417	730,986	1.34
3345	415,033	0.91

Industry Detail Highlights

- Beginning with this edition, the Hi-Growth IOI category has been replaced by the LT-Growth IOI category. When an industry meets the growing IOI criteria (in terms of both volume and percentage change in employment) for four consecutive quarters, it is considered an LT-Growth IOI, where "LT" stands for long term. As opposed to the Hi-Growth definition which considered four consecutive quarters of growth, the LT-Growth definition looks at four consecutive quarters of year-over-year growth. Consequently, cyclical industries which hardly, if ever, were classified as Hi-Growth IOI, will find it easier to be classified as LT-Growth IOI.
- Overall there were 39 four-digit growing IOI of which 32 were LT-Growth. Goods-producing industries accounted for only 17 of the growing IOI and 12 of the LT-Growth industries. Manufacturing accounted for 11 of the growing and seven of the LT-Growth IOI. Trade, transportation & utilities also contributed four growing IOI, all of which were LT-Growth IOI.
- Despite a relatively small increase in employment, support activities for forestry had the largest over-the-year percentage increase in employment among the 39 growing IOI, due to its small initial employment level. Local messengers & local delivery had the second largest percentage over-the-year increase in jobs overall and the largest among the listed growing IOI.
- Like in past quarters, individual & family services again had the largest over-the-year employment volume increase among the growing IOI, but due to also having the largest employment among them was towards the bottom of the pack in percentage terms. The vast majority (over 88 percent) of its employment gains were in services for the elderly & persons with disabilities. Both individual & family services and its component industry, services for the elderly & persons with disabilities were LT-Growth IOI. Notwithstanding their growth in employment, both were accompanied by decreases in the number of employers and establishments.
- A Location Quotient (LQ) of 1.00 implies that the industry's share of employment in Pennsylvania equals that of the nation. The LQs of the 18 listed growing IOI were relatively close to 1.00, with 13 having LQs ranging from 0.90 to 1.15. All seven of the listed goods producing IOI were in that group, with their highest LQ being 1.07. Overall, the LQs of the listed growing IOI ranged from a low of 0.72 in building finishing contractors to a high of 1.51 in individual & family services. This implies that employment concentration among the listed growing IOI ranged from roughly three quarters of the nation's concentration to about one and a half times the nation's concentration.

INDUSTRIES OF INTEREST

DECLINING INDUSTRIES

4th QUARTER 2019 EDITION • 1st QUARTER 2019 (INITIAL) DATA

Declining IOI are identified by year-over-year employment decline of at least five percent and a net employment loss of at least 25. The bottom 18 industries with employment decline of at least 35 are displayed below and ranked by percent decline.

NAICS	Industry Description	1Q 2019	Change from 1Q 2018			
		Employment	Employment	Percent	Employers	Establish-ments
3346	**Manufacturing and Reproducing Magnetic and Optical Media**	**101**	**(146)**	**(59.1%)**	**0**	**0**
3122	**Tobacco Manufacturing**	**371**	**(146)**	**(28.2%)**	**0**	**0**
3151	**Apparel Knitting Mills**	**145**	**(42)**	**(22.5%)**	**0**	**0**
3343	Audio and Video Equipment Manufacturing	362	(77)	(17.5%)	0	0
8131	**Religious Organizations**	**8,959**	**(1,653)**	**(15.6%)**	**31**	**37**
2371	Utility System Construction	21,611	(2,739)	(11.2%)	(9)	(9)
8114	Personal and Household Goods Repair and Maintenance	1,915	(208)	(9.8%)	13	13
3379	**Other Furniture Related Product Manufacturing**	**892**	**(91)**	**(9.3%)**	**(2)**	**(2)**
5111	**Newspaper, Periodical, Book, and Directory Publishers**	**13,574**	**(1,332)**	**(8.9%)**	**(15)**	**(16)**
4532	**Office Supplies, Stationery, and Gift Stores**	**8,161**	**(791)**	**(8.8%)**	**(31)**	**(24)**
4522	**Department Stores (New 2017)**	**43,850**	**(4,209)**	**(8.8%)**	**2**	**(63)**
3351	**Electric Lighting Equipment Manufacturing**	**1,564**	**(133)**	**(7.8%)**	**2**	**2**
3341	**Computer and Peripheral Equipment Manufacturing**	**1,317**	**(99)**	**(7.0%)**	**2**	**2**
1113	**Fruit and Tree Nut Farming**	**1,146**	**(83)**	**(6.8%)**	**5**	**5**
5614	**Business Support Services**	**28,084**	**(1,933)**	**(6.4%)**	**(4)**	**9**
4431	**Electronics and Appliance Stores**	**16,684**	**(1,041)**	**(5.9%)**	**(17)**	**(8)**
4852	Interurban and Rural Bus Transportation	1,012	(61)	(5.7%)	(2)	(7)
1112	Vegetable and Melon Farming	815	(46)	(5.3%)	3	3

* Industries appearing in bold are considered LT-Decline, meaning they have had year-over-year employment loss in at least four consecutive quarters.

NAICS	1Q 2019 U.S. Employment	U.S. LQ
3346	11,948	0.21
3122	11,202	0.83
3151	9,963	0.36
3343	20,415	0.44
8131	201,086	1.11
2371	537,956	1.01
8114	76,145	0.63
3379	34,633	0.64
5111	304,488	1.12
4532	236,348	0.86
4522	1,105,992	0.99
3351	46,395	0.84
3341	160,063	0.21
1113	136,558	0.21
5614	880,723	0.80
4431	481,917	0.87
4852	22,928	1.10
1112	72,726	0.28

Industry Detail Highlights

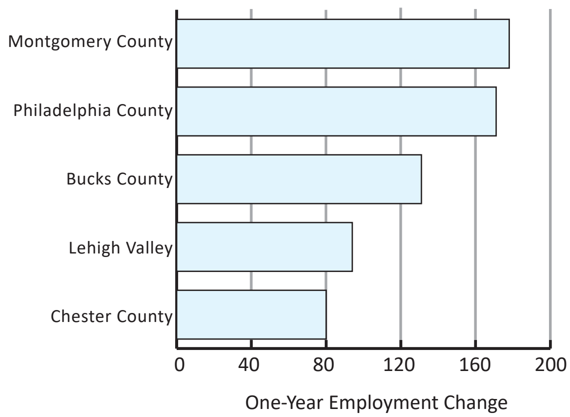
- Beginning with this edition, the Hi-Decline IOI category has been replaced by the LT-Decline IOI category. When an industry meets the declining IOI criteria (in terms of both volume and percentage change in employment) for four consecutive quarters, it is considered an LT-Decline IOI, where "LT" stands for long term. As opposed to the Hi-Decline definition which considered four consecutive quarters of decline, the LT-Decline definition looks at four consecutive quarters of year-over-year decline. Consequently, cyclical industries which hardly, if ever, were classified as Hi-Decline IOI, will find it easier to be classified as LT-Decline IOI.
- There were only 19 industry groups that satisfied the criteria for declining IOI, of which 13 were classified as LT-Decline industries. The declining IOI were almost evenly split between goods-producing industries (10 out of 19) and service-providing industries (nine out of 20). Manufacturing alone accounted for seven of the industry groups that were declining IOI and retail trade was responsible for an additional three declining IOI.
- The declining IOI came from eight different sectors, of which six had industries represented in the growing IOI. It is not uncommon for sectors that are generally growing to have industry groups that are declining or for generally declining sectors to have growing industry groups. Manufacturing had the largest number of industry groups that were growing IOI (11) as well as the largest representation in the declining IOI (seven).
- The trade, transportation & utilities supersector was like "a tale of two cities". Generally, the trade sectors (particularly retail) have been declining, while the transportation (and warehousing) sectors have been growing. It was therefore not unexpected that retail trade, which has been struggling for a while, had three representatives on the declining IOI list. More surprising was that transportation & warehousing which has been generally expanding had two declining IOI even as it also had four growing IOI.
- The LQs of the listed declining industries were lower and tended to have a larger range than those of the growing industries, going from a low of 0.21 in three IOI (computer & peripheral equipment manufacturing, fruit & tree nut farming, and manufacturing & reproducing magnetic & optical media) to 1.12 (newspaper, periodical, book, & directory publishers).
- Among the 18 listed declining industries, 14 (including all those from manufacturing and retail trade) had LQs that were less than one, and only 10 had an LQ of 0.80 or greater. Low LQs in declining industries implies that the state is less concentrated in those industries than is the nation. However, the economic consequences of concentration in declining industries, is likely to be felt more acutely at a sub-state level, rather than at the state level.

INDUSTRIES OF INTEREST

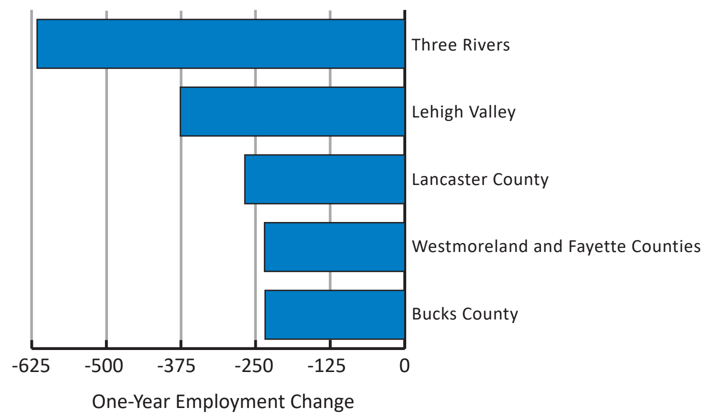
SELECT LOCAL HIGHLIGHTS

4th QUARTER 2019 EDITION • 1st QUARTER 2019 (INITIAL) DATA

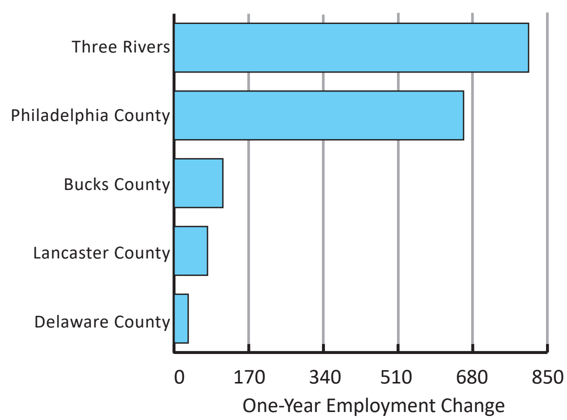
2361 - Residential Building Construction



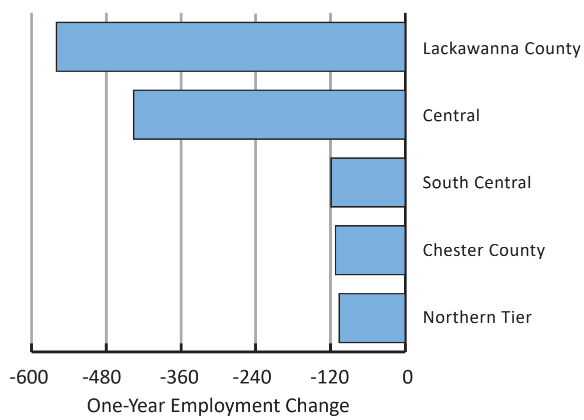
4522 - Department Stores (New 2017)



5417 - Scientific Research & Development Services



2371 - Utility System Construction



Local Highlights

Residential building construction, which was an LT-Growth IOI for the state was a growing IOI in six WDAs and an LT-Growth IOI in three of them. The West Central WDA had the smallest volume increase in employment, but the largest percentage increase, while the Philadelphia County WDA ranked second among the six WDAs both in volume and percentage increases. New single-family housing construction and residential remodelers were the two industries within this industry group that were IOI in multiple WDAs. Both were LT-Growth IOI in the Lehigh Valley WDA, while being a growing IOI in the Montgomery County WDA. Residential remodelers was a growing IOI in 10 WDAs and an LT-Growth IOI in six of them.

The scientific research & development (R&D) services industry group had the sixth largest increase in employment over the year among the 18 listed statewide growing IOI. There were six WDAs for which this industry group was a growing IOI of which four were LT-Growth IOI. Among the six WDAs, the largest increase in employment was in the Three Rivers WDA followed by the Philadelphia County WDA. In general, one would expect that scientific R&D would take place in institutions of higher learning or in firms which would locate near them. This was clearly the case in terms of the WDAs in which this industry group was a growing IOI. In terms of percentage increase in employment over the year, the Philadelphia County WDA ranked first with the Three Rivers WDA in third place, however, it was an LT-Growth IOI in both WDAs.

While on a statewide level, utility system construction was a declining IOI, on the WDA level the story was mixed. In fact, there were more WDAs in which utility system construction was a growing or LT-Growth IOI than those in which it was a declining or LT-Decline IOI. There were six WDAS in which utility system construction was a declining IOI of which two were LT-Decline IOI. The two WDAs with the largest volume declines in employment were the Lackawanna and Central WDAs, which each lost almost half of their jobs over the year. The Northern Tier WDA had the largest percentage decrease in employment since its employment base was much smaller. This industry group is prone to large increases in employment in an area when a project begins only to return to its “normal” level upon completion.

The general decline in the retail sector was manifested in employment decreases in department stores, which was a declining IOI in eight WDAs across the state and was an LT-Decline IOI in six of them. Among WDAs with disclosable data for this industry group, the Three Rivers WDA had the largest employment and largest volume decline in employment over the year, but was amongst the smallest percentage decreases in employment. The largest percentage decrease in employment was in the North Central WDA, which had the second smallest employment for the quarter.

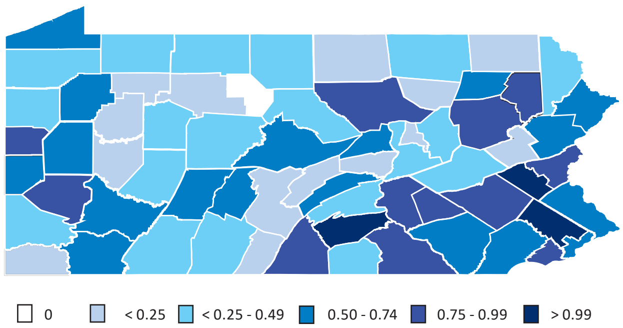
*Due to confidentiality restrictions, data for some WDAs may be suppressed. All data depicted graphically and in the verbiage relating to WDAs refer only to those WDAs with disclosable data. A more comprehensive list of the industries of interest in Pennsylvania is available at www.workstats.dli.pa.gov, Products A to Z, Industries of Interest.

SECTOR OF INTEREST

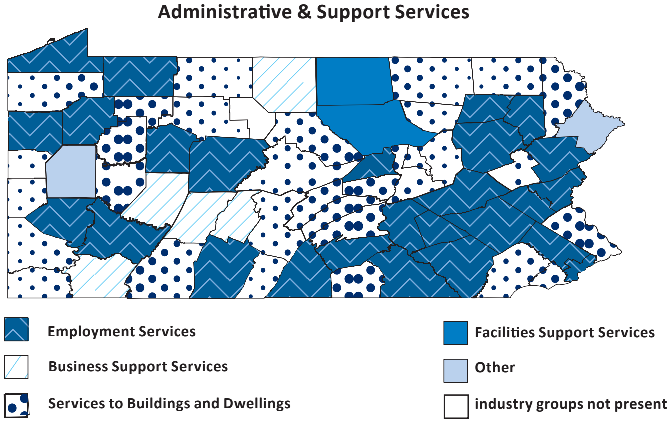
SECTOR HIGHLIGHT

4th QUARTER 2019 EDITION • 1st QUARTER 2019 (INITIAL) DATA

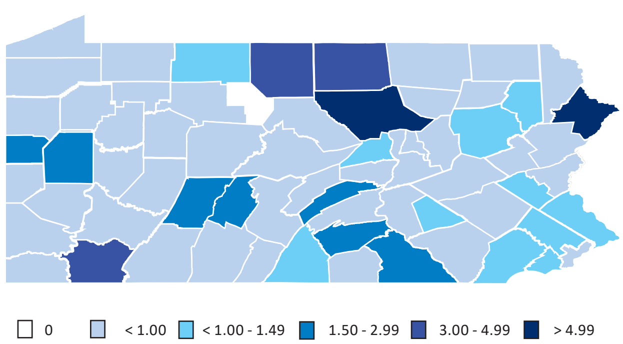
National Location Quotient (LQ) in Administrative & Support Services



Top Industry Groups by County in Administrative & Support Services



National LQ of the Top Industry Groups by County in Administrative & Support Services



ADMINISTRATIVE & SUPPORT SERVICES HIGHLIGHTS[1]

The industries in the Administrative & Support Services subsector group are establishments engaged in activities that support the day-to-day operations of other organizations. Many of the activities (e.g., general management, personnel administration, clerical activities, cleaning activities) performed in this subsector are ongoing routine support functions that all businesses and organizations must do and that they have traditionally done for themselves. Establishments involved in administering, overseeing, and managing other establishments of the company or enterprise are classified in Sector 55, Management of Companies and Enterprises, while government establishments doing the same activities for government programs are classified in Sector 92, Public Administration. Recent trends are to contract or purchase such services from businesses that specialize in such activities and can provide the services more efficiently. Only in those cases would they count within this subsector.

There are eight industry groups within this subsector, which contain 33 distinct industries. Six of these industry groups (facilities support services, employment services, business support services, services to buildings & dwellings, investigation & security services, and all other support services) were a top industry group in at least one county. These latter two industry groups (investigation & security services and all other support services) were each the dominant industry group in only one county and are depicted in the middle map to the left as "other".

Employment in this subsector was widespread among PA counties with Cameron County being the sole exception. The most common dominant industry group within this subsector was services to buildings & dwellings which was the top industry group in 31 counties. Employment services was not far behind, with 26 counties claiming it as their dominant industry group in this subsector. Employment placement agencies and professional employer organizations, two industries within employment services were LT-Growth IOI on a statewide level.

While employment in administrative & support services was fairly ubiquitous across all counties at the subsector level, Pennsylvania's employment concentration by county was much lower than that of the nation. Cumberland, Montgomery, and Lehigh counties were the only counties with a larger proportion of their workers in this subsector than the nation did (LQ > 1), and the highest LQ was less than 1.2. Another nine counties were relatively close to the nation's concentration (LQ > 0.8), but more than half the counties had an LQ lower than 0.5, meaning that the employment concentration for the subsector in those counties was less than half of the nation's concentration.

At the dominant industry group level, employment concentration was more diverse, ranging from a low of 0.08 to a high of 11.08. There were 23 counties where the dominant industry was more concentrated than the nation and another eight where the LQ was above 0.8 (close to the nation's concentration).

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[1]This analysis is based on Quarterly Census of Employment & Wages (QCEW) data which only include establishments and employment covered under Unemployment Compensation (UC) tax law. Therefore, the data may not be representative of industries where many business entities are sole proprietorships or are otherwise exempt from UC tax.

NEW HIRES

OVER-THE-YEAR COMPARISON

4th QUARTER 2019 EDITION • 1st QUARTER 2019 (INITIAL) DATA

Industry Description	New Hires		Change From 1Q 2018		Change From 1Q 2014	
	1Q 2019	Percent of Employment	Volume	Percent	Volume	Percent
Total New Hires (Assignable & Unassignable)	**669,460**	11.5%	**96,080**	**16.8%**	**106,910**	**19.0%**
Total New Hires (Unassignable)	**453,710**	7.8%	**105,240**	**30.2%**	**73,240**	**19.3%**
Total New Hires (Assignable)	**215,740**	3.7%	**(9,160)**	**(4.1%)**	**33,670**	**18.5%**
Goods-Producing Industries						
Agriculture, Forestry, Fishing, and Hunting	1,500	6.7%	(80)	(5.2%)	(10)	(0.5%)
Mining, Quarrying, and Oil & Gas Extraction	1,010	3.5%	(120)	(10.5%)	(60)	(5.9%)
Construction	16,530	6.6%	520	3.2%	2,670	19.3%
Manufacturing	19,410	3.4%	(470)	(2.3%)	3,370	21.0%
Service-Providing Industries						
Wholesale Trade	8,210	3.8%	(50)	(0.6%)	550	7.1%
Retail Trade	13,090	2.1%	(540)	(3.9%)	2,030	18.4%
Transportation and Warehousing	6,740	2.2%	(90)	(1.3%)	1,510	28.9%
Utilities	240	0.7%	40	22.2%	(280)	(54.4%)
Information	2,830	3.2%	(50)	(1.7%)	810	40.3%
Finance and Insurance	3,550	1.3%	190	5.7%	560	18.8%
Real Estate and Rental & Leasing	2,360	3.7%	270	12.8%	290	14.0%
Professional & Technical Services	15,110	4.1%	460	3.1%	(2,470)	(14.0%)
Management of Companies & Enterprises	2,300	1.7%	(1,260)	(35.5%)	260	12.8%
Administrative & Waste Services	36,720	12.0%	1,530	4.4%	11,020	42.9%
Educational Services	11,270	2.3%	1,270	12.7%	2,600	30.0%
Health Care and Social Assistance	37,590	3.5%	4,040	12.1%	13,790	57.9%
Arts, Entertainment, and Recreation	7,600	8.9%	(50)	(0.7%)	1,190	18.6%
Accommodation & Food Services	18,540	4.0%	(14,290)	(43.5%)	(5,370)	(22.5%)
Other Services	8,380	4.2%	(350)	(4.0%)	730	9.6%
Public Administration	2,790	1.2%	(150)	(4.9%)	470	20.4%

Assignable data is Employer Establishment Level data which includes only New Hires matched to wages and map areas.
Unclassified data distributed among Industry Sectors.
All data rounded.

Change from one year ago (Assignable):

Statewide:
Eight industry sectors experienced growth in new hires and 12 experienced declines. The three sectors experiencing the greatest growth were health care and social assistance; administrative & waste services; and educational services. The three sectors experiencing the greatest declines were retail trade; management of companies & enterprises; and accommodation & food services.

Western Map Area:
Two WDAs experienced growth in new hires, one had no change, and three WDAs experienced declines. Ten industry sectors experienced growth in new hires and 10 experienced declines. The three sectors experiencing the greatest growth were health care and social assistance; administrative & waste services; and construction. The three sectors experiencing the greatest declines were management of companies & enterprises; educational services; and accommodation & food services.

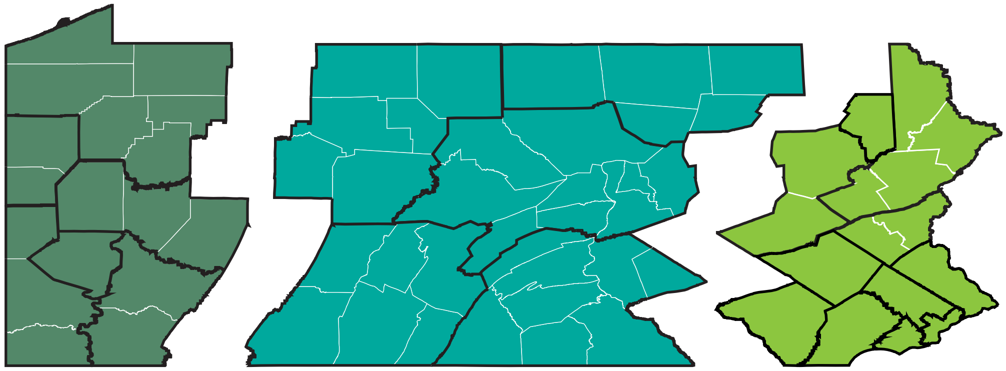
Central Map Area:
All five WDAs experienced declines in new hires. Eleven industry sectors experienced growth in new hires and nine experienced declines. The three sectors experiencing the greatest growth were health care and social assistance; educational services; and arts, entertainment, and recreation. The three sectors experiencing the greatest declines were manufacturing; administrative & waste services; and accommodation & food services.

Eastern Map Area:
Four WDAs experienced growth in new hires and seven experienced declines. Twelve industry sectors experienced growth in new hires and eight experienced declines. The three sectors experiencing the greatest growth were health care and social assistance; educational services; and administrative & waste services. The three sectors experiencing the greatest declines were arts, entertainment, and recreation; management of companies & enterprises; and accommodation & food services.

NEW HIRES

FIVE-YEAR COMPARISON

4th QUARTER 2019 EDITION • 1st QUARTER 2019 (INITIAL) DATA



Change from five years ago:

Statewide:
Fifteen industry sectors experienced growth in new hires and five experienced declines. The three sectors experiencing the greatest growth were health care and social assistance; administrative & waste services; and manufacturing. The three sectors experiencing the greatest declines were utilities; professional & technical services; and accommodation & food services.

Western Map Area:
All six WDAs experienced growth in new hires. Sixteen industry sectors experienced growth in new hires and four experienced declines. The three sectors experiencing the greatest growth were administrative & waste services; health care and social assistance; and professional & technical services. The three sectors experiencing the greatest declines were educational services; management of companies & enterprises; and accommodation & food services.

Central Map Area:
All five WDAs experienced growth in new hires. Seventeen industry sectors experienced growth in new hires and three experienced declines. The three sectors experiencing the greatest growth were health care and social assistance; administrative & waste services; and construction. The three sectors experiencing the greatest declines were agriculture, forestry, fishing, and hunting; mining, quarrying, and oil & gas extraction; and accommodation & food services.

Eastern Map Area:
Ten WDAs experienced growth in new hires and one experienced a decline. Sixteen industry sectors experienced growth in new hires and four experienced declines. The three sectors experiencing the greatest growth were administrative & waste services; health care and social assistance; and educational services. The three sectors experiencing the greatest declines were utilities; professional & technical services; and accommodation & food services.

Western WDAs:	New Hires		Change 1Q 2018		Change 1Q 2014	
	1Q 2019	Percent of Emp.	Volume	Percent	Volume	Percent
Northwest	6,670	3.3%	(100)	(1.5%)	820	14.1%
Southwest Corner	6,730	4.3%	0	0.1%	1,270	23.2%
Three Rivers	24,230	3.4%	(3,090)	(11.3%)	3,020	14.2%
Tri-County	4,410	3.2%	(380)	(8.0%)	610	15.9%
West Central	2,860	3.8%	230	8.7%	380	15.1%
Westmoreland-Fayette Counties	6,190	3.5%	80	1.4%	1,630	35.8%

Central WDAs:	New Hires		Change 1Q 2018		Change 1Q 2014	
	1Q 2019	Percent of Emp.	Volume	Percent	Volume	Percent
Central	5,910	2.3%	(730)	(11.0%)	340	6.1%
North Central	2,200	2.6%	(320)	(12.8%)	270	14.3%
Northern Tier	1,460	2.7%	(390)	(21.2%)	10	0.9%
South Central	19,590	2.9%	(1,180)	(5.7%)	2,830	16.9%
Southern Alleghenies	4,230	2.5%	(580)	(12.0%)	1,130	36.4%

Eastern WDAs:	New Hires		Change 1Q 2018		Change 1Q 2014	
	1Q 2019	Percent of Emp.	Volume	Percent	Volume	Percent
Berks County	14,010	7.8%	(1,630)	(10.4%)	8,260	143.4%
Bucks County	13,060	4.8%	(610)	(4.5%)	3,160	31.9%
Chester County	9,270	3.6%	(900)	(8.8%)	1,350	17.0%
Delaware County	11,200	4.9%	500	4.6%	3,870	52.7%
Lackawanna County	3,600	3.6%	360	10.9%	1,030	40.1%
Lancaster County	8,830	3.6%	(700)	(7.3%)	1,800	25.6%
Lehigh Valley	12,630	4.0%	(230)	(1.8%)	1,400	12.4%
Luzerne-Schuylkill Counties	6,510	3.3%	40	0.6%	2,210	51.5%
Montgomery County	21,600	4.2%	650	3.1%	5,070	30.7%
Philadelphia County	27,100	3.8%	(80)	(0.3%)	4,630	20.6%
Pocono Counties	3,410	3.4%	(90)	(2.6%)	(950)	(21.8%)

*Establishment Level Data which includes only New Hires matched to wages.
Unclassified data distributed among industry sectors.
All data rounded.

BEHIND THE DATA

DEFINITIONS • SOURCES • WEB RESOURCES

QUARTERLY CENSUS OF EMPLOYMENT & WAGES

The Quarterly Census of Employment and Wages (QCEW) Program produces a comprehensive tabulation of employment and wage information for workers covered by Pennsylvania's Unemployment Compensation (UC) law and Federal workers covered by the Unemployment Compensation for Federal Employees (UCFE) program. Data are reported by establishment, where possible, and classified by industry under the North American Industry Classification System (NAICS) and by county. An employer **establishment** represents a single economic unit such as a mine, factory or store engaged in one, or predominantly one activity. An **employer** represents a business entity and may consist of one or more establishments.

Employment data under the QCEW program represent the number of covered workers who worked during, or received pay for, the pay period including the 12th of the month. Excluded are members of the armed forces, the self-employed, proprietors, domestic workers, unpaid family workers, and railroad workers. Wages represent total compensation paid during the calendar quarter, regardless of when services were performed. Included in wages are pay for vacation and other paid leave, bonuses, stock options, tips, the cash value of meals and lodging. The QCEW program does provide partial information on agricultural industries and employees in private households. **Average Weekly Wages** (reported quarterly) are derived by dividing total wages reported by average employment and then dividing the quotient by 13 weeks per quarter.

INDUSTRIES OF INTEREST

Industries which, at the state and WDA levels, experience at least five percent year-over-year employment growth/decline accompanied by an employment growth/decline of at least 25 are considered growing/declining **Industries of Interest (IOI)**. When in addition, the industry meets the criteria (in terms of both volume and percentage change in employment) of a growing or declining IOI for four consecutive quarters, it is termed a LT-Growth or LT-Decline industry, where "LT" stands for long-term. Non-economic coding changes could lead to falsely identifying an industry as an IOI when it isn't, or not identifying it as one when in fact it is. Therefore, the employment changes used to identify IOI are calculated from QCEW data after adjusting for non-economic coding changes. Data on non-economic coding changes does not exist on the national level. Therefore, all comparisons of Pennsylvania industries to their national counterparts e.g. Sector Highlight, must use unadjusted QCEW data. Thus, the IOI are an adjusted QCEW dataset.

LOCATION QUOTIENT

The **Location Quotient (LQ)** is a ratio of the employment share of an industry in a particular area to the employment share in a reference area (herein, the United States, unless otherwise indicated), both calculated from QCEW data. The LQ allows for comparison of how concentrated an industry's employment in an area is to that of the country overall and by extension, to other areas. If an LQ is equal to one, then the industry has the same share of its local area employment as it does in the reference area; an LQ greater than one indicates an industry with a greater share of the local area employment (more concentrated) than is the case in the reference area; and an LQ less than one indicates a local industry with a lesser share (less concentrated) than that of the reference area. Under certain conditions including a strong correlation of industry outputs to employment, values of LQ may give an indication of which industries are importing that good or service (less than one) or exporting (greater than one) it.

NEW HIRES

New Hires by industry data represent labor churn (growth or decline), based on information submitted by employers (since January 1, 1998) to the Pennsylvania New Hire Reporting Program. Intended to locate non-custodial parents who owe court-ordered child support, the data (when aggregated by industry) may also be used to show where and in what economic sectors of the economy growth or decline is occurring over time. Labor churn may be defined as the net monthly employment change resulting from both job creation (as indicated through hiring), and job destruction (as indicated through separations, in the form of layoffs or quits). Note that the new hire information contained herein represent mainly Pennsylvania-based employment, are not disclosable at the microdata level of individual employers or new hire employees, and **represent trends in hiring by industry, not counts of new jobs.**

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